Adams Central

2018-2019

WORKING CONDITIONS

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<th>FTE Teachers</th>
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<th>JH/MS</th>
<th>ELEM</th>
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SALARY SCHEDULE

<table>
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<th>Index</th>
<th>Entry Level Step</th>
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Length of Teacher Day: 8

Length of Student Day: 7

Planning Time: 46

Class Periods/Day: 8

Normal Teaching Load: 7

INSURANCE

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PPO

| LIFE | Guardian | 5.60 |

LEAVES

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OTHER DISTRICT POLICIES

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LEAVES:

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SABBATICAL: No

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WORKING CONDITIONS

Contract Days: 185  FTE Teachers: HS  JH/MS  ELEM
Length of Teacher Day: 7.5  7.5  7.15
Length of Student Day: Planning Time: 50  50  30
Class Periods/Day: 8  8  8
Normal Teaching Load: 8  8

SALARY SCHEDULE

Base: 35,050  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:

INDEX:

4.5 x 4.5

Experience Allowed:

5(D)

Vertical Freeze:

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

LEAVES

Type  Days/Year  Accum.  Dep.  Use  Approval  Needed  Other
SICK  10  45  yes
PERSONAL  3  yes
BEREAVEMENT see sick lv.
PROFESSIONAL  see sick lv.
ADOPTION  see sick lv.

INSURANCE

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

HEALTH  BC/BS  9000/3500D  577.53  1068.45  1212.82  1628.51  Sp or Dep Dental
PPO  H/A-Dent  900D/3500D  1212.82  1628.51  0.0034  Creekside
INSURANCE

COMMENTS:

Deductible Reimbursement: Y  250/500

PART-TIME BENEFITS

Minimum FTE: 1

OTHER DISTRICT POLICIES

Negotiated/ Policy

Voluntary Separation: Y  P
Grievance: Y  P
Sick Bank: Y  N

OTHER LEAVES:

SEVERANCE PAY:

14-15 BA36 removed, grandfathered for staff already placed there
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 
  - HS: 5
  - JH/MS: 8.25
  - ELEM: 8.25
- 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
- Index: 4 x 4
- Starting Salary: 
  - Entry Level Step: 1
  - Experience Allowed: all

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Type: 90D
  - Amount Paid by District:
    - H/A-Dent: 607.93
    - Individ. EE/Child: 1079.69
    - EE/Spouse: 1225.58
    - EE/Sp/Child: 1645.65
  - Couple - Benefits:
    - H/A,Cash,TSA: 636.60

- **DENTAL**
  - Carrier: BC/BS
  - Type: 2
  - Amount Paid by District:
    - 28.67
    - 28.67
    - 28.67
    - 28.67
  - Couple - Benefits:

- **LIFE**
  - Type: Madison Nat'l
  - Amount Paid by District: 6.45
  - Deductible Reimbursement:

- **LTD**
  - Type: National
  - Amount Paid by District: .0035 (thru sal)

### LEAVES
- **SICK**
  - Days/Year: 9
  - Accum.: 40
  - Other Info: Sev.-upon term. reimb. $25/day unused over 40

- **PERSONAL**
  - Days/Year: 3
  - Other Info: $25 for unused at eoy

- **BEREAVEMENT**
  - Days/Year: 3
  - Other Info: over 3 use sick lv

- **PROFESSIONAL**
  - Days/Year: 1-2
  - Other Info: admin approval

- **ADOPTION**

- **ASSOCIATION**

### SABBATICAL

### SEVERANCE PAY

### OTHER LEAVES:

### SALARY SCHEDULE (cont.)

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

### PART-TIME BENEFITS
- **OPTIONS**
  - Minimum FTE: 0
  - Contribution: fte

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**

### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - **HS:** 5
  - **JH/MS:** 8.25
  - **ELEM:** 8.25
- **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
- **Index:** 4 x 4
- **Starting Salary:**
  - **Entry Level Step:** 1
  - **Experience Allowed:** all

### INSURANCE

### LEAVES
- **SICK**
  - **Days/Year:** 9
  - **Accum.:** 40
  - **Other Info:** Sev.-upon term. reimb. $25/day unused over 40

- **PERSONAL**
  - **Days/Year:** 3
  - **Other Info:** $25 for unused at eoy

- **BEREAVEMENT**
  - **Days/Year:** 3
  - **Other Info:** over 3 use sick lv

- **PROFESSIONAL**
  - **Days/Year:** 1-2
  - **Other Info:** admin approval

- **ADOPTION**

### SABBATICAL

### SEVERANCE PAY

### OTHER LEAVES:

### SALARY SCHEDULE (cont.)

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

### PART-TIME BENEFITS
- **OPTIONS**
  - Minimum FTE: 0
  - Contribution: fte

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**

### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - **HS:** 5
  - **JH/MS:** 8.25
  - **ELEM:** 8.25
- **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
- **Index:** 4 x 4
- **Starting Salary:**
  - **Entry Level Step:** 1
  - **Experience Allowed:** all

### INSURANCE

### LEAVES
- **SICK**
  - **Days/Year:** 9
  - **Accum.:** 40
  - **Other Info:** Sev.-upon term. reimb. $25/day unused over 40

- **PERSONAL**
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- **BEREAVEMENT**
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- **PROFESSIONAL**
  - **Days/Year:** 1-2
  - **Other Info:** admin approval

- **ADOPTION**

### SABBATICAL

### SEVERANCE PAY

### OTHER LEAVES:

### SALARY SCHEDULE (cont.)

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

### PART-TIME BENEFITS
- **OPTIONS**
  - Minimum FTE: 0
  - Contribution: fte

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**

### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - **HS:** 5
  - **JH/MS:** 8.25
  - **ELEM:** 8.25
- **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
- **Index:** 4 x 4
- **Starting Salary:**
  - **Entry Level Step:** 1
  - **Experience Allowed:** all

### INSURANCE

### LEAVES
- **SICK**
  - **Days/Year:** 9
  - **Accum.:** 40
  - **Other Info:** Sev.-upon term. reimb. $25/day unused over 40

- **PERSONAL**
  - **Days/Year:** 3
  - **Other Info:** $25 for unused at eoy

- **BEREAVEMENT**
  - **Days/Year:** 3
  - **Other Info:** over 3 use sick lv

- **PROFESSIONAL**
  - **Days/Year:** 1-2
  - **Other Info:** admin approval

- **ADOPTION**

### SABBATICAL

### SEVERANCE PAY

### OTHER LEAVES:
### Working Conditions

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### Insurance

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## Working Conditions
- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 8.17
  - JH/MS: 8.17
  - Elem: 8.17
- **Length of Teacher Day:**
  - HS: 7.5
  - JH/MS: 7.5
  - Elem: 7.5
- **Planning Time:**
  - HS: 51
  - JH/MS: 51
  - Elem: 60
- **Class Periods/Day:**
  - HS: 8
  - JH/MS: 8
  - Elem: 7
- **Normal Teaching Load:**
  - HS: 7
  - JH/MS: 7
  - Elem: 7

## Salary Schedule
- **Base:** 34,300
- **Index:** 4 x 4.5
- **Starting Salary:**
  - HS: 1212.82
  - JH/MS: 1628.51
  - Elem: 1212.82
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

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

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

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

## Salary Schedule Table

### Summary
- **Starting Salary:**
- **Accumulated Salary:**
- **Index:**
- **Other Info:**
- **Contract Days:**
- **Planning Time:**
- **Class Periods/Day:**
- **Normal Teaching Load:**

### Leaves Table

### Other District Policies Table

### Salary Schedule Table

### Summary Table

### Other District Policies Table

### Salary Schedule Table

### Summary Table

### Other District Policies Table
### WORKING CONDITIONS

- **Contract Days:** 182
- **FTE Teachers:**
  - HS: 10
  - JH/MS: 10
  - ELEM: 10
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.4
- **Planning Time:** 47
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### SALARY SCHEDULE

- **Base:** 34,900
- **Index:** 4 x 4.5
- **Starting Salary:**
  - HS: 34,900
  - JH/MS: 36,471
  - ELEM: 38,041
  - BA: 39,612
  - BA + 9: 41,182
  - BA + 18: 42,753
  - MA: 44,323
  - MA + 9: 45,894
  - MA + 18: 47,465
- **Entry Level Step:** 1
- **Career Increments:** Y
- **Rollback:** Y
- **Experience Allowed:** 5

### INSURANCE

- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LIFE: Guardian
- **Carrier:**
  - H/A-Dent: 900D
  - Guardian: .625
- **Option:**
  - Individ.
  - EE/Child
  - EE/Sp/Child
- **Amount Paid by District:**
  - H/A-Dent: 34,900
  - Guardian: 28.67
- **Couple - Benefits:**
  - Healthcare: 400
  - Deductible Reimbursement: Individ.
  - IRS 125: Y
  - Flex Accounts: Y
- **Type:**
  - Cafeteria Plan: Individ.
  - Min. FTE: 0.5

### SALARY SCHEDULE (Cont.)

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### OTHER DISTRICT POLICIES

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

### SEVERANCE PAY

- **SEVERANCE PAY:** Y
### Working Conditions
- Contract Days: 184
- FTE Teachers: 34,000
- Base: 34,000
- Index: 4 x 4
- HS: 8.25
- JH/MS: 8.25
- ELEM: 8.25
- Starting Salary: 10,000
- Career Increments: N
- Experience Allowed: 10
- Planning Time: 51
- Vertical Freeze:
- Rollback:
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Teacher Day: 8.25
- Length of Student Day: 7.57
- Multi-year Contract: 18-19, 19-20

### Salary Schedule
- **Index:** 4 x 4
- **Experience Allowed:** 10
- **Career Increments:** N
- **Planning Time:** 51
- **Normal Teaching Load:** 7
- **Length of Teacher Day:** 8.25
- **Length of Student Day:** 7.57

### Insurance
- **Type:** Health, Dental, Life, LTD
- **Carrier:** BC/BS, Individ.
- **Option:** EE/Child, EE/Spouse, EE/Sp/Child
- **Amount Paid by District:**
  - **Health:**
    - **Type:** Individ.
    - **Carrier:** BC/BS
    - **Option:** EE/Child
    - **Amount Paid by District:** $1122.67
  - **Health:**
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    - **Carrier:** BC/BS
    - **Option:** EE/Sp/Child
    - **Amount Paid by District:** $1507.47
  - **Health:**
    - **Type:** Individ.
    - **Carrier:** H/A-Dent
    - **Option:** EE/Child
    - **Amount Paid by District:** $28.67
  - **Health:**
    - **Type:** Individ.
    - **Carrier:** H/A-Dent
    - **Option:** EE/Sp/Child
    - **Amount Paid by District:** $28.67

### Leaves
- **Type:** Sick, Bereavement, Professional, Adoption
- **Days/Year:** 10, 2, 2, 2
- **Approval Needed:** Yes, Yes, Yes, Yes
- **Other Info:** 1/2 sub pay/day up to 40 at separation

### Other District Policies
- **Negotiated/Exists Policy:**
  - **Sick:** N
  - **Bereavement:** N
  - **Professional:** N
  - **Adoption:** N

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

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

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

### Salary Schedule Table

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### Comments
- **Normal Teaching Load:** 7
- **Length of Teacher Day:** 8.25
- **Length of Student Day:** 7.57
- **Multi-year Contract:** 18-19, 19-20

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

### Cafeteria Plan
- **Type:** Individ., Depend.
- **Options:**
  - IRS 125:
  - Flex Accounts:
## Working Conditions

- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 41,820
  - JH/MS: 43,180
  - ELEM: 45,560
- **Length of Teacher Day:** 8.5 hours
- **Length of Student Day:** 8 hours
- **Planning Time:** 52 hours
- **Class Periods/Day:** 8 hours
- **Normal Teaching Load:** 7 hours

## Salary Schedule

- **Base Salary:** 34,000
- **Index:** 4 x 5
- **Starting Salary:**
  - HS: 39,100
  - JH/MS: 39,780
  - ELEM: 45,560
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 17-18, 18-19

## Insurance

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## Other District Policies

- **Negotiated/Policy:**
  - **Exists:**
    - **SICK:** Yes
    - **BEREAVEMENT:** PTO
    - **PROFESSIONAL:** Yes
    - **ADOPTION:** Yes
    - **ASSOCIATION:**
    - **SEVERANCE PAY:**

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## ANSLEY

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## Comments

- **SEVERANCE PAY:**

## Other Leaves:

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## Notes

- **Other Leaves:**
  - **SEASONAL:**
  - **SABBATICAL:** No
  - **PERSONAL:** PTO
  - **VOLUNTEER:**
  - **SICK:**
  - **PTO:**
  - **MARRIAGE:**
  - **ADVOCATION:**
  - **ASSOCIATION:**

## Additional Notes

- **Salary Schedule Options:**
  - **Options:**
    - IRS 125: Y
  - **Flex Accounts:** Y
  - **Minimum FTE:** 0.5
  - **Contribution:** fte
## Working Conditions

- Contract Days: 183
- FTE Teachers: 34,150
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule

- Base: 34,150
- Index: 4 x 4
- Starting Salary: 1212.82
- Career Increments: Y
- Entry Level Step: 0
- Experience Allowed: 12(D)

## Insurance

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## Leaves

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## Other District Policies

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## Sabbatical

- No

## Severance Pay

- Minimum FTE: 0.25
- Contribution: fte

## Other Leaves: [Full table]
### Working Conditions
- Contract Days: 185
- FTE Teachers: Arcadia
- Base: 33,450
- Index: 4 x 5
- Starting Salary: 10/3/2018
- Career Increments: N
- Experience Allowed: D
- Vertical Freeze: Rollback:
- Multi-year Contract: 18-19, 19-20
- Length of Teacher Day: 8.25
- Length of Student Day: 7.75
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Teacher Day: 8.25
- Length of Student Day: 7.75
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Cafeteria Plan
  - Individ.
  - Depend.
  - 31.51 or 52.18
  - Options:
  - IRS 125: Y
  - Flex Accounts: Y
  - Deductible Reimbursement: Y
  - 600/1200

### Leaves
- **Sick**
  - Days/Year: 10
  - Accum.: 35
  - Depend. Use: yes
- **Personal**
  - Days/Year: 3
  - Accum.: yes
- ** Bereavement**
  - Days/Year: 3
  - Accum.: w/appr.
- **Professional**
  - Days/Year: admin. disc.
  - Accum.: yes
- **Association**
  - Days/Year:
- **Sabbatical**
  - Days/Year:

### Insurance
- **Health**
  - Type: BC/BS
  - Carrier: Horizon
  - Option: 900D/3500D
  - Amount Paid by District: $28.67
  - HDAD
  - Sp or Dep Dental
  - Deductible Reimbursement: Y
  - Coverage: IRS 125, Flex Accounts
- **Cafeteria Plan**
  - Minimum FTE: 0.5
  - Contribution: fte

### Other District Policies
- **Negotiated/Policy**
  - **Sick Days**
  - **Personal Days**
  - **Bereavement Days**
  - **Administrative Disciplinary Days**

### Salary Schedule Table

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**Arlington**

**Working Conditions**
- Contract Days: 186
- FTE Teachers: 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 45
- Length of Student Day: 45
- Planning Time: 45
- Class Periods/Day: 9
- Normal Teaching Load: 8

**Salary Schedule**
- Base: 37,200
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
- BA+36 grandfathered in 86-87
- Vertical Freeze:
- Rollback: 86-87
- Length of Teacher Day: 8
- Length of Student Day: 7.25
- Normal Teaching Load: 8
- Class Periods/Day: 9
- Multi-year Contract: N/A

**Insurance**
- Health
  - BC/BS: 900D/3500D
  - DENTAL: BC/BS
- Life: Principal
- LTD: Principal
- Non-Participant: $208.33 Cash

**Cafeteria Plan**
- Individ.
- Depend.

**Leaves**
- Type: Sick
  - Days/Year: 10
  - Accum.: 45
  - Depend. use: yes
  - Approval Needed: yes
  - Other: yes

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

**Sabbatical**
- Yes

**Severance Pay**
- N

**Other Leaves**

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**Arlington**

**Salary Schedule**

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**Step**

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Arnold

2018-2019

1.1

WORKING CONDITIONS
Contract Days: 182
FTE Teachers: 16

HS  JH/MS  ELEM

Length of Teacher Day: 6.25
Length of Student Day: 7.75
Planning Time: 50
Class Periods/Day: 8
Normal Teaching Load: 7

SALARY SCHEDULE
Base: 34,000
Index: 4 x 5

Starting Salary: 1126.84
Career Increments: N
Experience Allowed: (D)
Vertical Freeze: Rollback: 17-18

INDEX:
4 x 5

Experience Allowed:
(D)

Cafeteria Plan
Individ.  Depend.

Insurance:
Health
Dental
Life
LTD
Principal .0055

Normal Teaching Load:
7

Vertical Freeze:
Rollback:

Planning Time:
50

Class Periods/Day:
8

Salary Schedule

Step BA + 3 6

Step
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16

BA 34,000 35,360 36,720 38,080 39,440 40,800 42,160 43,520 44,880 46,240 47,600 49,960 51,320 52,680 54,040

BA + 9 35,700 37,060 38,420 39,780 41,140 42,500 43,860 45,220 46,580 47,940 49,300 49,660 51,020 52,380 53,740

BA + 18 37,400 38,760 40,120 41,480 42,840 44,200 45,560 46,920 48,280 49,640 50,990 52,350 53,710 55,070 56,430

BA + 27 39,100 40,460 41,820 43,180 44,540 45,900 47,260 48,620 49,980 51,340 52,700 54,060 55,420 56,780 58,140

BA + 36 40,800 42,160 43,520 44,880 46,240 47,600 48,960 50,320 51,680 53,040 54,400 55,760 57,120 58,480 59,840

MA 42,500 43,860 45,220 46,580 47,940 49,300 50,660 52,020 53,380 54,740 56,100 57,460 58,820 60,180 61,540

MA + 9 42,500 43,860 45,220 46,580 47,940 49,300 50,660 52,020 53,380 54,740 56,100 57,460 58,820 60,180 61,540

Cafeteria Plan
Individ.  Depend.

Part-Time Benefits
Minimum FTE: 0.75
Contribution: FTE

LEAVES

Type
Sick
Personal
Bereavement
Professional
Association

Days/Year
7,10
2
5
2

Accum.
45

Benefit Cap

Approval
Needed
yes

Use
yes

OTHER DISTRICT POLICIES
Negotiated/
Policy
Voids:

SABBATICAL:
Yes
SEVERANCE PAY:
Y

INSURANCE

Type
Health
Dental

Carrier
BC/BS
H/A-Dent

Option
Individ.
EE/Child

Amount Paid by District
609.09
600D/3500D

Deductible Reimbursement:

Cafeteria Plan
Individ.  Depend.

Other:

PART-TIME BENEFITS

Part-Time Benefits
Minimum FTE: 0.75

Contribution: FTE

OTHER DISTRICT POLICIES

Type
Sick
personal

Accum.
45

Benefit Cap

Approval
Needed
yes

Use
yes

SABBATICAL:
Yes
SEVERANCE PAY:
Y

OTHER LEAVES:
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  

INDEX:

4 x 4  

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

Length of Teacher Day: 8.5 8.5 8.5  
Length of Student Day: 8 8 8  
Normal Teaching Load: 7 7  

INCOME CONDITIONS

SALARY SCHEDULE

Base: 35,000  
Index: 4 x 4  

Entry Level Step: 1  
Experience Step: 6  

VERTICAL FREEZE:

ROLLBACK:

MUTLI-YEAR CONTRACT:

WORKING CONDITIONS

INSURANCE

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

HEALTH  BC/BS  1150D  1032.44  1171.92  1573.60  
DENTAL  BC/BS  2  28.67  53.01  60.18  80.85  
PPO: 
LIFE  Nat’l Ins  2.10  COMMENTS: 
LTD  Nat’l Ins  .0071  
NON-PARTICIPANT  

LEAVES

Type  Days/Year  Accum.  Use  Approval Needed  Other

SICK  10  30  yes  
PERSONAL  2  yes  
BEREAVEMENT  from sick lv  
PROFESSIONAL  3  yes  
Grievance: Y N  
ADOPTION  
Sick Bank: N  
ASSOCIATION  

SABBATICAL: No  

SEVERANCE PAY: Y  

OTHER DISTRICT POLICIES

Part-Time Benefits

Minimum FTE: 0.5  
Contribution: fte  

OTHER LEAVES:

ARTHUR COUNTY

Step  BA  BA + 9  BA + 18  BA + 27  BA + 36  M A  M A + 9  M A + 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  56,000  
1.32  1.36  1.40  1.44  1.48  1.52  1.56  1.60  
9  49,000  50,400  51,800  53,200  54,600  56,000  57,400  58,800  
1.40  1.44  1.48  1.52  1.56  1.60  1.64  1.68  
10  51,800  53,200  54,600  56,000  57,400  58,800  60,200  61,600  
1.48  1.52  1.56  1.60  1.64  1.68  1.72  1.76  
11  54,600  56,000  57,400  58,800  60,200  61,600  63,000  64,400  
1.56  1.60  1.64  1.68  1.72  1.76  
12  57,400  58,800  60,200  61,600  63,000  64,400  65,800  67,200  
1.64  1.68  1.72  1.76  
13  60,200  61,600  63,000  64,400  65,800  67,200  68,600  70,000  
1.72  1.76  

ARTHUR COUNTY
## WORKING CONDITIONS

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## INSURANCE

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## LEAVES

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## SABBATICAL: No

**OTHER DISTRICT POLICIES**

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## SALARY SCHEDULE

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<td>39,256 41,009 42,761 44,514 46,266 46,266 48,019 49,771 51,524 53,276</td>
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<tr>
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<td>43,462 45,215 46,967 48,720 50,472 50,472 52,225 53,977 55,730 57,482</td>
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<tr>
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<tr>
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## ASHLAND-GREENWOOD

**BASE** | 35,050

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**OTHER DISTRICT POLICIES**

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## SICK LEAVES

Other Info: $60/day eoy

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## SEVERANCE PAY:

**Y**

**OTHER LEAVES:** Child's school act.-2 days
## Working Conditions
- Contract Days: 185
- FTE Teachers: 4 x 5
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule
- Base: 35,050
- Index: 4
- Starting Salary: 1212.82
- Entry Level Step: 1(D)
- Career Increments: Y
- Experience Allowed: D
- Vertical Freeze: Rollback:
- Multi-year Contract: Length of Teacher Day: 8
- Length of Student Day: 7.5
- Normal Teaching Load: 7
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Insurance
- Type: HEALTH
- Carrier: BC/BS
- Option: 900D/3500D
- Amount Paid by District: 1068.45
- Couple - Benefits: Health
- Cafeteria Plan: Individ.

## Leaves
- Type: SICK
- Days/Year: 15
- Accum. Depend. use: 60
- Approval Needed: no
- Other: max. accum. - 3

## Other District Policies
- Negotiated/Policy: Voluntary Separation: Y N
- Gratuity: Y N
- Sevance Pay: N

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### Auburn

#### Auburn

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## Other Leaves

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### Index

- Entry Level Step: 1
- Experience Allowed: 10(D)
- Career Increments: N
- Vertical Freeze: Rollback:
- Multi-year Contract:

### Cafeteria Plan

- Individ.:
- Depend.:
- Options:
- IRS 125:
- Flex Accounts:
- Deductible Reimbursement:
- Minimum FTE: 0.5
- Contribution: fte
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 1

### SALARY SCHEDULE
- **Base**: 34,900
- **Index**: 4 x 4.5

#### Experience Allowed:
- **Career Increments**: Y
- **Long**: MA-MA+18 2% base after 4 yrs frozen, ea. 4 yrs.
- **Vertical Freeze**: 01-02
- **Rollback**: Multi-year Contract

#### Length of Teacher Day:
- HS: 7.75
- JH/MS: 7.75
- ELEM: 7.75

#### Length of Student Day:
- HS: 7.25
- JH/MS: 7.25
- ELEM: 8

#### Planning Time:
- 50

#### Normal Teaching Load:
- 7

#### Class Periods/Day:
- 8

#### Multi-Year Contract:
- 7

### INSURANCE

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</table>

### SABBATICAL
- No

### OTHER LEAVES
- Emergency Leave - 2 Days

### SALARY SCHEDULE Table

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
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### Rollover Table
- After being frozen at step 12 for 4 yrs on MA, MA+9 & MA+18 columns, 2% of base added to salary every 4 yrs.
### Working Conditions

- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 5
  - JH/MS: 4
  - ELEM: 3
- **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
  - 8
- **Normal Teaching Load:**
  - 6
  - 6
  - Multi-year Contract:

### Insurance

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<th>Type</th>
<th>Carrier</th>
<th>Option</th>
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### Leaves

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### Other District Policies

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<td>Voluntary Separation:</td>
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<td>Grievance:</td>
<td>Y N</td>
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<tr>
<td>Sick Bank:</td>
<td>Y N</td>
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### Sabbatical

- **SEVERANCE PAY:** emergency-3 days sub pay

### Bancroft-Rosalie

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</table>
**Working Conditions**

- **Contract Days:** 183
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.25
- **Length of Student Day:** 7.25
- **Planning Time:** 50
- **Normal Teaching Load:** 7

**Salary Schedule**

- **Base:** $34,400
- **Index:** $4.5 x 4.5
- **Starting Salary:**
  - BA: 1
  - BA+ 9: 1.00
  - BA+ 18: 1.045
  - BA+ 27: 1.09
  - BA+ 36: 1.135
  - BA+ 45: 1.18
  - MA: 1.225
  - MA+ 9: 1.27
  - MA+ 18: 1.315

**Insurance**

- **Type:**
  - HEALTH: BC/BS 600D/3500D
  - DENTAL: BC/BS 2
  - LTD: Principal .0016
- **Carrier Options:**
  - H/A-Dent: Individ.
  - EE/Child: Individ.
  - EE/Spouse: Individ.
  - IRS 125:
  - Cafeteria Plan:
- **Amount Paid by District:**
  - $28.67
  - $28.67
  - $28.67
- **Couple - Benefits:**
  - Sp or Dep Dental
  - Deductible Reimbursement:

**Leaves**

- **Sick Days/Year:** 13,10, 50
  - Other Info: PTO 13-1st yr, 10 all others
- **Personal:** PTO
- ** Bereavement:**
- **Professional:** 2
- **Aid:**
- **Sabbatical:**

**Other District Policies**

- **Negotiated/Policy:**
  - Min FTE: 0.5
  - Voluntary Separation: N
  - Grievance: Y P
  - Sick Bank: N

**Other Leaves:**

- **BANNER COUNTY:**
- **SEVERANCE PAY:**

---

**Cafeteria Plan**

Individ. Depend.

**Working Conditions**

- **Salary Schedule**
  - **Base:** $34,400
  - **Index:** $4.5 x 4.5
  - **Starting Salary:**
    - BA: 1
    - BA+ 9: 1.00
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- ** Bereavement:**
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- **Aid:**
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- **Negotiated/Policy:**
  - Min FTE: 0.5
  - Voluntary Separation: N
  - Grievance: Y P
  - Sick Bank: N

**Other Leaves:**

- **BANNER COUNTY:**
- **SEVERANCE PAY:**

---

**Cafeteria Plan**

Individ. Depend.

**Working Conditions**

- **Salary Schedule**
  - **Base:** $34,400
  - **Index:** $4.5 x 4.5
  - **Starting Salary:**
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    - BA+ 9: 1.00
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- **Couple - Benefits:**
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**Leaves**

- **Sick Days/Year:** 13,10, 50
  - Other Info: PTO 13-1st yr, 10 all others
- **Personal:** PTO
- ** Bereavement:**
- **Professional:** 2
- **Aid:**
- **Sabbatical:**

**Other District Policies**

- **Negotiated/Policy:**
  - Min FTE: 0.5
  - Voluntary Separation: N
  - Grievance: Y P
  - Sick Bank: N

**Other Leaves:**

- **BANNER COUNTY:**
- **SEVERANCE PAY:**

---

**Cafeteria Plan**

Individ. Depend.

**Working Conditions**

- **Salary Schedule**
  - **Base:** $34,400
  - **Index:** $4.5 x 4.5
  - **Starting Salary:**
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  - Other Info: PTO 13-1st yr, 10 all others
- **Personal:** PTO
- ** Bereavement:**
- **Professional:** 2
- **Aid:**
- **Sabbatical:**

**Other District Policies**

- **Negotiated/Policy:**
  - Min FTE: 0.5
  - Voluntary Separation: N
  - Grievance: Y P
  - Sick Bank: N

**Other Leaves:**

- **BANNER COUNTY:**
- **SEVERANCE PAY:**

---

**Cafeteria Plan**

Individ. Depend.

**Working Conditions**

- **Salary Schedule**
  - **Base:** $34,400
  - **Index:** $4.5 x 4.5
  - **Starting Salary:**
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    - BA+ 9: 1.00
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- **Carrier Options:**
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  - EE/Child: Individ.
  - EE/Spouse: Individ.
  - IRS 125:
  - Cafeteria Plan:
- **Amount Paid by District:**
  - $28.67
  - $28.67
  - $28.67
- **Couple - Benefits:**
  - Sp or Dep Dental
  - Deductible Reimbursement:
SALARY SCHEDULE

**Contract Days:** 185  
**FTE Teachers:**
- HS:  8
- JH/MS:  8
- ELEM:  8

**Base:** 35,200  
**Index:** 4 x 5

**Starting Salary:** 38,016  
**Entry Level Step:** 3

**Length of Teacher Day:** 8:00 - 3:30  
**Length of Student Day:** 8:00 - 3:30

**Planning Time:** 50%

**Class Periods/Day:** 9

**Normal Teaching Load:** 7

**SEVERANCE PAY:**
- **Military leave (dist. pays diff.):**
- **Career Increments:**
  - N
  - 40/40
  - 20/20

**Experience Allowed:**
- all

**Varying Freeze:**
- horizon 99-00

**Salary Schedule:**

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**Base column became BAE in 2018; 10-11 BAE column became WA only column; teachers already in column were grandfathered.**
WORKING CONDITIONS
Contract Days: 185
FTE Teachers:

HS JH/MS ELEM
2018-2019
Bayard

Index: 4.5 x 4.5

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

Length of Teacher Day: 8 8 8
Planning Time: 43 43 40
Class Periods/Day: 9 9 9
Normal Teaching Load: 7 7 7

Length of Student Day: 7 7 7
Vertical Freeze: 97-98*

Planning Time: 43 43 40
Class Periods/Day: 9 9 9
Normal Teaching Load: 7 7 7

INSURANCE

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SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

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OTHER LEAVES:
### Working Conditions

- **Contract Days:** 186
- **FTE Teachers:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Teacher Day:** 6.77
- **Planning Time:** 45
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule

- **Base:** 34,925
- **Index:** 5 x 4
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 5

### Insurance

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### Cafeteria Plan

- **Options:** H/A, TSA, Cash
- **Flex Accounts:** Y

### Part-Time Benefits

- **Minimum FTE:** 0.5
- **Contribution:** fte

### Leave Policies

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### Other District Policies

- **Negotiated/Policy:**
  - **Exists:**
  - **Grievance:** Y, P
  - **Sick Bank:** Y, P

### Sabbatical

- **Yes**

### Severance Pay

### Other Leaves

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WORKING CONDITIONS

Contract Days: 188
FTE Teachers: 35,172

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

INDEX

Experience Allowed: Y
Career Increments: Y
Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 7
Class Periods/Day: 7 8
Normal Teaching Load: 5 6

Multi-year Contract:

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LEAVES

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OTHER DISTRICT POLICIES

Negotiated/Policy

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OTHER LEAVES:
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 8
Normal Teaching Load: 6 6 6

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

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
Entry Level
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 900D 577.53 1068.45 1212.82 1628.51 IRS 125: Y
PPO: COMMENTS:
LIFE Guardian Deductible Reimbursement:
LTD Principal Life .0039
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 9 7 40 yes
PERSONAL 2 no
BEREAVEMENT see sick lv
PROFESSIONAL 5 yes
ADOPITON see sick lv
ASSOCIATION see prof lv

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/
Exits Policy
PERSONAL
BEREAVEMENT see sick lv
PROFESSIONAL yes
Grievance: Y N
SICK Bank: Y N

OTHER LEAVES:

S T E P  B A  B A + 9  B A + 16  B A + 27  B A + 36  M A  M A + 9
1 33,505 35,256 36,612 37,668 39,324 40,680 42,036
2 38,127 39,888 41,244 42,600 44,256 45,612 47,068
3 42,799 44,560 46,916 48,272 50,028 51,384 52,740
4 47,471 49,232 51,588 53,144 55,000 56,356 57,712
5 52,143 53,904 56,260 57,816 60,072 61,428 62,784
6 56,815 58,576 60,932 62,488 65,044 66,400 67,756
7 61,487 63,248 65,604 67,060 69,416 70,772 72,128
8 66,159 67,920 70,276 71,732 74,088 75,444 76,800
9 70,831 72,592 74,948 76,404 78,760 80,116 81,472
10 74,503 76,264 78,620 80,076 82,432 83,788 85,144
11 78,175 80,036 82,392 83,848 86,204 87,560 88,916
12 81,847 83,708 85,964 87,420 89,776 91,132 92,488
13 85,519 87,380 89,636 91,092 93,448 94,804 96,160
14 89,191 91,052 93,408 94,864 97,220 98,576 99,932
15 92,863 94,724 97,080 98,536 100,892 102,248 103,604
16 96,535 98,396 100,752 102,208 104,564 105,920 107,276
### Working Conditions
- Contract Days: 186
- FTE Teachers: 166
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 85
- Class Periods/Day: 4
- Normal Teaching Load: 3
- Starting Salary: 37,233
- Career Increments: N
- Experience Allowed: 10(TS)
- Vertical Freeze: 85-86, 88-89
- Rollback:
- Multi-year Contract:

### Salary Schedule
- Base: 34,475
- Index: 4 x 5
- Entry Level Step: 3
- 10-11, 11-12: 1/2 step vertical movement

### Insurance
- Type: 
  - Carrier: BC/BS
  - Option: Health
  - Amount Paid by District: 587.42
  - Couple - Benefits: Cash
  - Cafeteria Plan: 416.67
- H/A-Dent
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child
- Options:
- IRS 125:
- Deductible Reimbursement:
- Flex Accounts:
- Minimum FTE: 0.5
- Contribution: Only LTD

### Leaves
- Type: 
  - SICK: 10
  - BEREAVEMENT: 5
  - PROFESSIONAL: 5
  - ADOPTION: 5
  - ASSOCIATION: 5
- Depend.: Yes
- Approval: SEVERANCE PAY:

### Other District Policies

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### Notes
- 05-06 staff on BA 36 step 12 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 step 3, will move to step 3 in 11-12, and will continue on 1/2 step movement;
- 11-12 vertical movement: 1/2 Tchrs hired in 10-11, beginning on step 3, will move to step 3 in 11-12, and will continue on 1/2 step movement
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 35,000
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning Time: 95
- Class Periods/Day: 8
- Normal Teaching Load: 7

**INDEX:**
- 4 x 4
- Experience Allowed: all
- Career Increments: N
- Indiv. Negot. after frozen on MA + 18 for 2 yrs
- Vertical Freeze: 86-87
- Rollback: 86-87 (Last 2)

**SALARY SCHEDULE**
- Base: 35,000
- Index: 4 x 4
- Entry Level Step: 1

**INSURANCE**

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### 2018-2019 Blue Hill

#### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 
  - HS: 
  - JH/MS: 
  - ELEM: 
- Starting Salary: 35,650
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 17
- Vertical Freeze:
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Class Periods/Day: 8
- Normal Teaching Load: 7

#### SALARY SCHEDULE
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#### INSURANCE
- **INJURY (Insurance)**
  - Health Care:
  - Dental Care:
  - Life Insurance:
- **LIFE (Insurance)**
  - Guardian:
  - Spouse:
  - Dependents:
- **LTD (Insurance)**
  - Non-participant:
- **DENTAL (Insurance)**
  - Health Maintenance:
  - Individ.
  - Dependent:
  - Enrollment:
  - Monthly:
  - Amount:
- **H/AD (Insurance)**
  - Health FSA:
  - Individ.
  - Dependent:
  - Enrollment:
  - Monthly:
  - Amount:
- **CAFE (Insurance)**
  - Cafeteria Plan:

#### SALARY SCHEDULE
- **Salary Schedule**
  - Entry Level Step:
  - Base Salary:
  - Step 1:
  - Step 2:
  - Step 3:
  - Step 4:

#### WORKING CONDITIONS
- **Contract Days**:
  - FTE Teachers:
  - HS:
  - JH/MS:
  - ELEM:
  - Starting Salary:
  - Experience Allowed:

#### LEAVES
- **Sick Leave**
  - Days/Year:
  - Accrual:
  - Dependents:
  - Approval:
  - Other:
- **Personal Leave**
  - Days/Year:
  - Accrual:
  - Dependents:
  - Approval:
  - Other:
- **Bereavement Leave**
  - Days/Year:
  - Accrual:
  - Dependents:
  - Approval:
  - Other:
- **Professional Leave**
  - Days/Year:
  - Accrual:
  - Dependents:

#### OTHER DISTRICT POLICIES
- **Negotiated Policy**
  - Voluntary Separation:
  - Grievance:
  - Sick Bank:
  - Other:

#### SABBATICAL
- **No**
- **Severance Pay**
- **Other Leaves**

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

#### BLUE HILL
- **Step**
  - **BA**
  - **BA + 9**
  - **BA + 18**
  - **BA + 27**
  - **MA**
  - **MA + 3**
  - **MA + 15**

#### COMMENTS
- **Class Periods/Day**:
- **Contract Days:** 185
- **Normal Teaching Load:** 7
- **Length of Student Day:** 7.5
- **Length of Teacher Day:** 8
- **Planning Time:** 50
- **Experience Allowed:** 17
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS:  
  - JH/MS:  
  - ELEM:  
- **Length of Teacher Day:** 8.25
- **Length of Student Day:** 7.5
- **Planning Time:** 52
- **Normal Teaching Load:** 7
- **Class Periods/Day:** 8
- **Multi-year Contract:** 17-18, 18-19
- **Length of Teacher Day:** 8.25

### Salary Schedule
- **Base:** 34,750
- **Index:** 4.25 x 4.25
- **Starting Salary:**
  - HS: 1212.82
  - JH/MS: 1628.51
  - ELEM: 1390.22
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Experience Allowed:** all
- **Length of Teacher Day:** 8.25
- **Normal Teaching Load:** 7
- **Planning Time:** 52
- **Class Periods/Day:** 8

### Insurance
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO:
- **Carrier:**
  - BC/BS
  - H/A-Dent
  - BC/BS
  - Individ.
- **Option:**
  - 900D/3500D
  - 28.67
  - 28.67
  - 28.67
- **Amount Paid by District:**
  - Entry Level Step:
- **Cafeteria Plan Options:**
- **Deductible Reimbursement:**
- **PART-TIME BENEFITS**
- **Minimum FTE:**
- **Contribution:**

### Leaves
- **Type:**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
  - SEVERANCE PAY
- **Days/Year:**
  - 10
  - 3
  - 4
  - admin disc
  - 12
- **Accum.:**
  - 60
  - 3
- **Approval Needed:**
  - Yes
  - Other
- **Other:**

### BOYD COUNTY
- **Step:**
  - 1
  - 2
  - 3
  - 4
  - 5
  - 6
  - 7
  - 8
  - 9
  - 10
  - 11
  - 12
  - 13
- **BA:**
  - 34,750
  - 36,227
  - 37,704
  - 39,181
  - 40,658
  - 42,134
  - 43,611
  - 45,088
  - 46,565
  - 48,042
  - 49,519
  - 50,996
  - 52,473
  - 53,949
  - 55,426
  - 56,903
  - 58,380
  - 59,857
- **BA + 9:**
  - 36,227
  - 37,704
  - 39,181
  - 40,658
  - 42,134
  - 43,611
  - 45,088
  - 46,565
  - 48,042
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  - 53,949
  - 55,426
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  - 59,857
  - 60
### WORKING CONDITIONS
- Contract Days: 176
- FTE Teachers: 
  - HS: 
  - JH/MS: 
  - ELEM: 
- Length of Teacher Day: 8.33
- Length of Student Day: 8
- Planning Time: 54
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 34,200
- Index: 4 x 4
- Entry Level Step: up to 2
- Experience Allowed: 8
- Career Increments: N
- Vertical Freeze: 
- Rollback: 93-94
- Multi-year Contract:

### INSURANCE
- HEALTH | BC/BS | 1000D | 597.60 | 1105.56 | 1254.95 | 1685.08 | Annuity
- DENTAL | BC/BS | 5 | 56.31 | 56.31 | 56.31 | 56.31 | Options:
- PPO: COMMENTS: 
- LIFE: Deductible Reimbursement: Y | 800
- LTD: Principal | .0047

### NON-PARTICIPANT | 250 Annuity

### LEAVES
- **SICK**:
  - Type: 2.5
  - Days/Year: 10
  - Accum.: 55
  - Depend.: yes
  - Approval Needed: yes
  - Other: 

### OTHER DISTRICT POLICIES
- EXIST:
- **PERSONAL**:
  - Type: 2.5
  - Days/Year: 10
  - Accum.: 55
  - Depend.: yes
  - Approval Needed: yes
  - Other: 

### SEVERANCE PAY:

### OTHER LEAVES:

#### BRADY:

### BRADY SALARY SCHEDULE

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### COMMENTS:
- Cafeteria Plan
- Contribution: fte
## Bridgeport

### Working Conditions
- **Contract Days:** 184
- **FTE Teachers:**
  - HS JH/MS ELEM
  - Starting Salary: 34,250
  - Career Increments: N
- **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
- **Normal Teaching Load:**
  - Multi-year Contract:
- **Length of Student Day:**
  - Vertical Freeze: 86-87
- **Length of Teacher Day:**
  - Rollback:
- **Contract Days:**
  - 1.135
  - 1.045
  - 1.45
  - 49,663

### Insurance
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - 1315

### Cafeteria Plan
- **Cafeteria Plan**
  - Individ.
  - Depend.
  - 650.56 650.56

### Leaves
- **Type**
- **Depend. Days/Year**
- **Accum. Use**
- **Approval Needed**
- **Other**
  - SICK
  - 15
  - 60
  - yes

### Other District Policies
- **Negotiated/Policy**
  - **Voluntary Separation:**
  - **Grievance:**
  - **Sick Bank:**
  - ** performer - immediate fam.**

### Bridgeport

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## Working Conditions
- Contract Days: 185
  - FTE Teachers: 2018-2019

## Salary Schedule
- Base: 34,350
  - Index: 4.5 x 4.5

### Experience Allowed
- Career Increments: N

### Vertical Freeze
- Rollback: 87-88

### Length of Teacher Day
- 8

### Length of Student Day
- 7.5
- 8

### Planning Time
- 50

### Class Periods/Day
- 8

### Normal Teaching Load
- 7

### Planning Time
- 50

### Multi-year Contract

### Salary Schedule

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### Other District Policies

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### Confederate/Policy

- Minimum FTE: 0.4
- Contribution: FTE

### Cafeteria Plan

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

###acağız

- Health:
  - H/A-Dent: 900D
  - EE/Child: 577.53
  - EE/Spouse: 1068.45
  - EE/Sp/Child: 1212.82

- Dental:
  - Individ.: 51.46
  - Dep.: 51.46

- Life:
  - Individ.: 51.46
  - Sp or Dep.: 51.46

- LTD:
  - Individual: 1.64
  - Family: 1.64

### Other Leave Policies

- Sabbatical: No

### Severance Pay:

- No

### Contract:

- Hard Copy

### FTE Teachers:

- 2018-2019
## WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 34,300

## SALARY SCHEDULE
- Base: 34,300
- Index: 4 x 5
- Starting Salary: 1
- Career Increments: N
- Experience Allowed: 5

## INSURANCE
<table>
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<tr>
<th>Type</th>
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## LEAVES
- **Type** | **Days/Year** | **Accum.** | **Depend.** | **Approval** | **Needed** | **Other** |
- SICK       12 | 45 | yes |

## OTHER DISTRICT POLICIES
- **Negotiated/ Policy** | **Exists** |
- Governing Board: Y | P |
- Voluntary Separation: Y | N |
- Bereavement: Y | N |
- Professional: Y | N |
- Association: Y | N |

## SEVERANCE PAY
- Cafeteria: 450.42

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**Working Conditions**

- Contract Days: 182
- FTE Teachers: 3.1
- HS: 8.25
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 100
- Planning Time: 100
- Length of Student Day: 8
- Class Periods/Day: 8
- Normal Teaching Load: 6

**Salary Schedule**

- Base: 34,150
- Starting Salary: 4 x 5
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 86-87, 87-88
- Rollback: Multi-year Contract

**Insurance**

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**Leaves**

- SICK: 6, 30 days, yes
- PERSONAL: 6, yes
- BEREAVEMENT: 3, w/approval
- PROFESSIONAL: 2, yes
- ADOPTION: by request
- ASSOCIATION: by request

**Other District Policies**

- Negotiated/Policy: Exists
- Minimum FTE: 0.5
- Cafeteria Plan: Individ., Depend.
- IRS 125:
- Flex Accounts:
- Deductible Reimbursement:

**Other Leaves**

- Sabbatical: No

**Callaway**

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**Salary Schedule with FTE Teachers:**

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**WORKING CONDITIONS**

Contract Days: 183

FTE Teachers:

HS: 8
JH/MS: 8
ELEM: 8

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

**SALARY SCHEDULE**

Base: 34,400
Starting Salary:
Length of Teacher Day: 8
Length of Student Day: 7
Planning Time: 52
Class Periods/Day: 8
Normal Teaching Load: 7

**Index:** 4 x 4

Experience Allowed: 5(D)

Career Increments: N

Vertical Freeze: 86-87

Rollback:

Multi-year Contract:

**INSURANCE**

**Type**

- **Health**
  - BC/BS: 900D/3500D 577.53 1068.45 1212.82 1628.51

**Option**

- **Health**
  - H/A-Dent: 31.51 or 52.18
  - EE/Child: 900D/3500D
  - EE/Spouse: 31.51 or 52.18
  - EE/Sp/Child: 31.51 or 52.18

- **Dental**
  - Principal: .006

**Cafeteria Plan**

- **Type:** Individ. Depend.

- **Carrier:**
  - B/C/BS:
    - BC/BS: 185,185
    - Individ.: 185,185
    - Depend.: 185,185

- **Option:**
  - IRS 125: Y
  - Flex Accounts: Y

**LEAVES**

**Type**

- **Sick**
  - Days/Year: 10
  - Accum. Time: 60
  - Approval Needed: Yes

- **Personal**
  - Days/Year: 2
  - Approval Needed: No

- **Professional**
  - Days/Year: 2
  - Approval Needed: Yes

- **Adoption**
  - Days/Year: 1
  - Approval Needed: Yes

- **Bereavement**
  - Days/Year: 10
  - Approval Needed: Yes

- **Sabbatical**
  - Days/Year: 1
  - Approval Needed: Yes

- **Emergency**
  - Days/Year: 1
  - Approval Needed: Yes

**OTHER DISTRICT POLICIES**

Negotiated/Policy

- **Exists:**
  - Voluntary Separation: Y P
  - Grievance: Y P
  - Sick Bank: N

**PART-TIME BENEFITS**

**SEVERANCE PAY**

**OTHER LEAVES:**

Emergency

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## Cedar Bluffs

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 35,625
  - JH/MS: 1,486
  - ELEM: 1,279
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 50 minutes/day
- **Class Periods/Day:** 8 periods/day
- **Normal Teaching Load:** 7 periods/day

### Salary Schedule
- **Base:** $35,625
- **Index:** $4,450
- **Starting Salary:** $1,120
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** All

### Insurance

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### Leaves

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### Additional Policies
- **CE DR BLUFFS**
- **Other Leaves:**
- **SABBATICAL:** No
- **SEVERANCE PAY:** Yes

### Cafeteria Plan

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

### Cedar Bluffs

### 2018-2019

### 1.1

### Cedar Bluffs

### 2018-2019

### 1.1
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers:
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning Time: 48
- Normal Teaching Load: 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**
  - HEALTH
  - DENTAL
  - PPO
  - LIFE
  - LTD
- **Carrier**
  - BC/BS
  - School Ins.
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - 600D
  - 2
  - 28.67
  - 1126.84
  - 1279.10
  - 1717.51
- **Couple - Benefits**
  - 31.51 or 52.18
  - Sp or Dep. Dental
  - IRS 125: Y
  - Flex Accounts: Y
- **In deductible reimbursement:**
  - Contributions:
  - Minimum FTE: 0.5

**LEAVES**
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
- **Days/Year**
  - 10
  - 2
  - adm. disc.
  - yes
  - 50
  - yes

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

**SABBATICAL**
- No

**SEVERANCE PAY**
- No

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**CENTENNIAL SALARY SCHEDULE**

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### Working Conditions

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### Insurance

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### Leaves

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### Central City

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### Other Leaves

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WORKING CONDITIONS:
- Contract Days: 185
- FTE Teachers: 1.1

SALARY SCHEDULE:
- Base: 35,200
- Index: 4 x 5
- Entry Level Step: 1
- Experience Allowed: 5
- Career Increments: N
- Vertical Freeze: Rollback
- Multi-year Contract: Length of Teacher Day: 8
- Length of Student Day: 7
- Class Periods/Day: 8
- Normal Teaching Load: 7

INSURANCE:
- Type
  - HEALTH
    - Carrier: BC/BS
    - Option: 750D
    - Amount Paid by District:
      - Individ. H/A-Dent: 592.65
      - Individ. EE/Child: 1096.41
      - Individ. EE/Spouse: 1244.57
      - Individ. EE/Sp/Child: 1671.14
    - Deductible Reimbursement: Sp or Dep. Dental
      - Sp or Dep. Dental: 5.10

- DENTAL
  - Carrier: BC/BS
  - Option: 3
  - Amount Paid by District:
    - Individ.: 56.51
    - Individ. Dep.: 56.51
    - Individ. Individ.: 56.51

- LTD
  - Carrier: Madison Nat'l
  - Option: .00531(thru sal)

Cafeteria Plan:
- Individual: 62.17
- Depend.: 102.87
- Options:
  - IRS 125:
  - Flex Accounts:

LEAVES:
- Type
  - SICK
    - Days/Year: 10
    - Accum. use: 30
  - PERSONAL
    - Days/Year: 3
  - BEREAVEMENT
    - Days/Year: 5
  - PROFESSIONAL
    - Days/Year: 2
  - ADOPTION
  - ASSOCIATION
  - Other Info: $15/day after 30 accum

SEVERANCE PAY:
- Minimum FTE: 0.5

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

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

SABBATICAL:
- Emergency - 2 days

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WORKING CONDITIONS
Contract Days: 185  FTE Teachers:  
HS  JH/MS  ELEM  
Length of Teacher Day: 8 8 8  
Length of Student Day: 7.25 7.25 7  
Planning Time: 45 45 45  
Class Periods/Day: 8 8  
Normal Teaching Load: 7 7  

SALARY SCHEDULE
Base: 35,400  
Starting Salary:  
Career Increments: N  
Experience Allowed: 7(D)  
get up to 2 yrs exp on schedule for military service  
Vertical Freeze: 90-91(MA9,MA18)  
Rollup:
Multi-year Contract:  

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits  Cafeteria Plan  
HEALTH  BC/BS  900D/3500D  577.53 1068.45 1212.82 1628.51  
PPO:  COMMENT:  
LIFE  Guardian  5.20  
LTD  NON-PARTICIPANT  

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  OTHER DISTRICT POLICIES  
SICK  10  50  yes  EOI: sub rate/day  
PERSONAL  3  yes  
BEREAVEMENT  5  
PROFESSIONAL  2  yes  
ADOPTION  
ASSOCIATION  
SABBATICAL:  Yes  

SEVERANCE PAY:  

OTHER LEAVES:

SALARIES:

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

SEVERANCE PAY:

OTHER DISTRICT POLICIES:

Negotiated/Policy:

SALARIES:

OTHER DISTRICT POLICIES:

Negotiated/Policy:

SALARIES:

OTHER DISTRICT POLICIES:

Negotiated/Policy:

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Negotiated/Policy:
**Chadron**

**2018-2019**

**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: n/a
- HS/JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.15
- Planning Time: 90
- Class Periods/Day: 4
- Normal Teaching Load: 3

**SALARY SCHEDULE**

- Base: 33,500
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all

**Leaves**

- Type: SICK
- Days/Year: 10
- Accum. Depend. use: 50
- Approval Needed: yes
- Ch: $50/day unused over 50

**Insurance**

- Type: HEALTH, DENTAL, LIFE, LTD
- Carrier: Madison Nat'l
- Option: Individ.
- Amount Paid by District: 1150D/3500C
- Deductible Reimbursement: 1.18
- IRS 125: Y
- Cafeteria Plan: Minimum FTE: 0.5

**Education Load**

- Class Periods/Day: 4
- Contract Days: 185
- Length of Student Day: 7.15

**Sabbatical**

- Days/Year: 50
- Approval Needed: yes
- Other: see sick lv.
- Approval: 10

**Severance Pay**

- Yes

**Chadron S.T.E.P. Schedule**

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**Notes**: Vertical Index from 4.25 to 4.5; 0.07 longevity eliminated. BA is at step 5 & MA is at step 13.
### Working Conditions
- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 8
- **Planning Time:** 50
- **Normal Teaching Load:** 7
- **Class Periods/Day:** 8
- **Multi-year Contract:** 18-19, 19-20
- **Experience Allowed:** 5(D)
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**

### Salary Schedule
- **Index:** 4 x 4
- **Base:** 34,550
- **Entry Level Step:** 0
- **Starting Salary:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Deductible Reimbursement:**

### Leaves
- **Type:** SICK
  - **Days/Year:** 10
  - **Accum.:** 45
  - **Approval Needed:** Yes
  - **Other:**
- **Type:** PERSONAL
  - **Days/Year:** 2
  - **Accum.:** Yes
- **Type:** BEREAVEMENT
  - **Days/Year:** 3
  - **Accum.:** Add'l from sick lv.
- **Type:** PROFESSIONAL
  - **Days/Year:** Unl.
  - **Accum.:** Yes
- **Type:** ADOPTION
  - **Days/Year:** From sick lv.
- **Type:** ASSOCIATION

### Salary Schedule

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### Insurance
- **Type:** HEALTH
  - **Carrier:** BC/BS
  - **Option:** 900D
  - **Amount Paid by District:**
    - Ind: 577.53
    - Child: 1068.45
    - Spouse: 1212.82
    - Child: 1628.51
  - **Couple - Benefits:**
    - Ind Dental: 28.67
    - Child: 28.67
    - Spouse: 28.67
    - Spouse: 28.67
- **Type:** DENTAL
  - **Carrier:** BC/BS
  - **Option:** 2
  - **Amount Paid by District:**
    - Ind: 28.67
    - Spouse: 28.67
    - Child: 28.67
  - **Couple - Benefits:**
    - Ind: 28.67
    - Spouse: 28.67
    - Child: 28.67
    - Child: 28.67
- **Type:** LIFE
  - **Option:**
    - Principal: 0.0042 (thru sal)
    - Non-Participant: Individ.
  - **Amount Paid by District:**
    - Individ.: 900D
    - Child: 28.67
    - Child: 28.67
    - Spouse: 28.67
    - Spouse: 28.67

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

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

### Comments
- **Class Periods/Day:** 8
- **Contract Days:** 184
- **Base:** 34,550
- **Index:** 4 x 4
- **Step:** 1.00
- **Index:** 1.04
- **Index:** 1.08
- **Index:** 1.12
- **Index:** 1.16
- **Index:** 1.20
- **Index:** 1.24
- **Index:** 1.28
### Working Conditions
- Contract Days: 184
- FTE Teachers: Chase County

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

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

#### Health
- BC/BS: 1150D
- Individ. EE/Child EE/Spouse EE/Sp/Child
- 28.67 or 52.18

#### Dental
- BC/BS: Individ. EE/Child EE/Spouse EE/Sp/Child
- Deductible Reimbursement: Y

#### Life
- Madison Nat’l
- .0027

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

#### Sick
- 10
- 50

#### Personal
- 4
- yes

#### Bereavement
- admin discretion

#### Professional
- admin discretion

#### Adoption
- from sick lv

#### Association
- 2

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

#### Severance Pay

### SABBATICAL

### Chase County Schools
- **Step**
- **BA**
- **BA+9**
- **BA+18**
- **BA+27**
- **BA+45**
- **MA**
- **MA+9**
- **MA+18**
- **PHD**

#### Base
- 34,600
- 36,157
- 37,714
- 39,271
- 40,828
- 42,385
- 43,942
- 45,499
- 47,056

#### Step 1
- 36,157
- 37,714
- 39,271
- 40,828
- 42,385
- 43,942
- 45,499
- 47,056
- 48,613

#### Step 2
- 37,714
- 39,271
- 40,828
- 42,385
- 43,942
- 45,499
- 47,056
- 48,613
- 50,170

#### Step 3
- 39,271
- 40,828
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- 51,727

#### Step 4
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#### Step 12
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- 70,195
- 71,742
- 73,289

### Cafeteria Plan
- Individ.
- Depend.

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

### Other Leaves
### 2018-2019

#### Clarkson

##### Working Conditions
- Contract Days: 185
- FTE Teachers: HS: 10, JH/MS: 10, ELEM: 10
- Length of Teacher Day: 8 hours
- Length of Student Day: 8 hours
- Planning Time: 50 hours
- Class Periods/Day: 8
- Normal Teaching Load: 7

##### Salary Schedule
- Base: 35,550
- Index: 4 x 4
- Starting Salary: 35,550
- Entry Level Step: 1
- Career Increments: N
- Vertical Freeze: Rollback:
- Multi-year Contract:
- $1500 stipend may be offered to new hires

##### Insurancce
- Type: Health
- Carrier: BC/BS
- Option: 150D/3500
- Amount Paid by District: $28.67
- Sp or Dep Dental: $28.67
- Part-Time Benefits
  - Minimum FTE: 1

##### Leaves
- Type: SICK
  - Days/Year: 10
  - Depend. use: yes
  - Approval Needed: yes
  - Other Info: depend.use-2;Sew.-unused days up to 30 at 1/2 sub. rate
- Type: PERSONAL
  - Days/Year: 2
  - Depend. use: yes
  - Approval Needed: yes
- Type: BEREAVEMENT
  - Days/Year: 5
  - Depend. use: w/appr.
- Type: PROFESSIONAL
  - Days/Year: 2
  - Depend. use: yes

##### Leaves
- Type: BEREAVEMENT
  - Days/Year: 5
  - Approval Needed: yes
- Type: PERSONAL
  - Days/Year: 2
  - Approval Needed: yes
- Type: SICK
  - Days/Year: 10
  - Approval Needed: yes
  - Other Info: depend.use-2;Sew.-unused days up to 30 at 1/2 sub. rate

##### Other District Policies
- Type: NEGOTIATED/PART-TIME BENEFITS
  - Minimum FTE: 1

#### Clarkson

##### Leaves
- Type: SICK
  - Days/Year: 10
  - Depend. use: yes
  - Approval Needed: yes
  - Other Info: depend.use-2;Sew.-unused days up to 30 at 1/2 sub. rate
- Type: PERSONAL
  - Days/Year: 2
  - Depend. use: yes
  - Approval Needed: yes
- Type: BEREAVEMENT
  - Days/Year: 5
  - Depend. use: w/appr.
- Type: PROFESSIONAL
  - Days/Year: 2
  - Depend. use: yes

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**WORKING CONDITIONS**

- Contract Days: 186
- FTE Teachers: 2018-2019
- Cody-Kilgore
- 1.1
- 10/3/2018

**INDEX:**

- 4 x 4

**Experience Allowed:** (D)

**Career Increments:** N

**Vertical Freeze:** 90-91

**Rollback:** Multi-year Contract

**SALARY SCHEDULE**

- Base: 34,200
- Index: 4 x 4
- Entry Level Step: 1

**INSURANCE**

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<th>Couple - Benefits</th>
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**LEAVES**

- SICK: 10 30 yes
- PERSONAL: PTO yes
- BEREAVEMENT: PTO yes
- PROFESSIONAL: 3 yes
- ADOPTION: 30
- ASSOCIATION

**OTHER LEAVES:**

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**SALARY SCHEDULE**

- Minimum FTE: 1
- Contribution:

**SEVERANCE PAY:**

- N
- Y
- P
- N

**OTHER DISTRICT POLICIES**

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

- IRS 125:
- Flex Accounts:

- Cafeteria Plan Individ. Depend.
- Options:

- COMMENTS:
- Deductible Reimbursement: Y 375/750

-コメント:
- 扣除再支給: Y 375/750
WORKING CONDITIONS

Contract Days: 188  FTE Teachers: 37.200
HS  JH/MS  ELEM
8  8  8
Length of Teacher Day: 7.5  7.5  7.5
Planning Time: 44  84  30
Class Periods/Day: 4  9
Normal Teaching Load: 3  6

INSURANCE

Type  Carrier  Option  Amount Paid by District  Couple - Benefits

HEALTH  BC/BS  900D/3500D  607.93  607.93  607.93  607.93
PPO  Fringe Benefit Stipend $28.40/mo
LIFE  Madison Nat'l  6.90

LEAVES

Type  Days/Year  Accum.  Dep.  Approval  Other

SICK  10  80  yes
BEREAVEMENT  5  1-yes, 1-no 2 add'l days from Emergency L
PROFESSIONAL  unl.  yes
ADOPTION
ASSOCIATION  by request

OTHER DISTRICT POLICIES

Negotiated/
Exists  Policy

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

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  39,069  40,920  42,780  44,640  44,640  46,500  48,360  50,220  52,080  53,940

2  38,948  40,808  42,668  44,528  46,388  46,388  48,248  50,108  51,968  53,828  55,688

3  40,697  42,557  44,417  46,277  48,137  48,137  49,997  51,857  53,717  55,577  57,437

4  42,446  44,305  46,165  48,025  49,885  49,885  51,745  53,605  55,465  57,325  59,185

5  46,054  47,914  49,774  51,634  51,634  53,494  55,354  57,214  59,074  60,934

6  49,662  51,522  53,382  55,242  55,242  57,102  58,962  60,822  62,682

7  53,270  55,130  55,130  56,990  58,850  60,710  62,570  64,430

8  55,019  56,879  56,879  58,739  60,599  62,459  64,319  66,179

9  58,627  58,627  60,487  62,347  64,207  66,067  67,927

10  60,376  60,376  62,236  64,096  66,956  68,816  70,676

11  64,124  62,984  65,844  67,704  69,564  71,424

12  67,892  69,752  71,612  73,472

13  73,061  74,921  77,781

14  76,669

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

Cafeteria Plan  Individ.  Depend.  Options:  H/A, Cash, TSA

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

OTHER LEAVES:

Index: 4.7 x 5  Experience Allowed: 5(D)
Salary Schedule:
Base: 37,200  Entry Level Step: 1

Working Conditions:
Length of Student Day: 7.5  7.5  7.5
Rollback: 85-86 (2 Steps)

Multi-year Contract: 18-19, 19-20

Insurance:
H/A-Dent  Individ.  EE/Child  EE/Spouse  EE/Sp/Child  665

Amount Paid by District:
H/A, Cash, ASA

1.194
## Working Conditions

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| Length of Teacher 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 |

## Insurances

### Type
- Health | BC/BS |
- Dental | BC/BS |
- PPO: |
- Life |
- LTD |

### Carrier
- H/A-Dent |
- Individ. |
- EE/Child |
- EE/Spouse |
- EE/Sp/Child |

### Amount Paid by District
- Individual |
- EE/Child |
- EE/Spouse |
- EE/Sp/Child |

### Couple - Benefits
- 31.51 or 52.18 Sp or Dep. Dental |
- IRS 125: Y |

### Cafeteria Plan
- Individ. |
- Depend. |
- Options: |
- Flex Accounts: |

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

## Leaves

### Type
- SICK |
- Bereavement |
- Professional |
- Adoption |
- Sabbatical |

### Days/Year
- 12 |
- 50 |
- 3 |
- Unl. |

### Accum. use
- 1-yes, 1-no |
- 10/3/2018 |
- HS |

### Approval Needed
- Yes |

### Other
- Unused: 1/2 sub up to 50 days |

### Personal
- Voluntary Separation: Y |
- Grievance: Y |
- Sick Bank: N |

### Other District Policies
- Negotiated/Policy
- Multi-Year Contract: |
- Career Increments: |
- Career Rollback: |
- Multi-Year Contract: |
- Career Rollback: |

## Severance Pay

- Yes |

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**Last step of MA + 27 column receives an additional 1% to max of 2.00 index**
## Working Conditions
- Contract Days: 185
- FTE Teachers: Cozad
- HS JH/MS ELEM
- 1.00
- 1.0425
- 1.085
- 1.1275
- 1.17
- 1.2125
- 1.25
- 1.2975
- 1.34
- 1.3875
- 1.435
- 1.4825
- 1.53
- 1.5875
- 1.64
- 1.72
- 1.815
- 1.91
- 1.9575

## Salary Schedule
- Base: 34,900
- Index: 4.75 x 4.25
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Starting Salary: 10/3/2018
- Vertical Freeze: 86-87, 88-89(Adv)
- Rollback: Multi-year Contract
- Length of Teacher Day: 7.75
- Length of Student Day: 6.25
- Planning Time: 95
- Class Periods/Day: 7
- Normal Teaching Load: 7
- Length of Teacher Day: 7.75
- Length of Student Day: 6.25
- Planning Time: 95
- Class Periods/Day: 7
- Normal Teaching Load: 7

## Leaves
- Depend. Approval
- Sick: 10 45 /yes
- Personal: 2 /yes
- Bereavement: 3-5 /accum to 5
- Professional: 2 /yes
- Adoption: 
- Sabbatical: No

## Insurance
- Type: Health, Dental, Life, LTD
- Carrier: BC/BS, National Ins.
- Option: Health (H/A-Dent), BC/BS (H/A-Dent), Dental (National Ins.), Life (National Ins.), LTD (National Ins.), Cafeteria Plan (National Ins.)

## Cafeteria Plan
- Options: IRS 125: Y, Flex Accounts: Y
- Minimum FTE: 0.5
- Contribution: fte

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

## Other Leaves
- Other leaves: Borrow up to 10 days from future accum. leave

## Cozad Salary Schedule

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## Working Conditions
- **Contract Days:** 183
- **FTE Teachers:**
  - HS: 8.42
  - JH/MS: 8.42
  - ELEM: 8.42
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.25
- **Planning Time:** 51
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** 34,600
- **Index:** 4.5 x 4.5
- **Entry Level Step:** 1
- **Experience Allowed:** 5
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**

## Crawford
- **Salary Schedule**

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### Notes
- **Workday:** 8.42
- **Student Day:** 7.5
- **Planning Time:** 51
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Insurance
- **Health:**
  - Carrier: BC/BS
  - Option: 600D
- **Dental:**
  - Carrier: BC/BS
- **LTD:**
  - Principal
- **Life:**
  - Principal

## Leaves
- **Sick:**
  - Days/Year: 10
  - Accum.: 45
  - Depend. use: yes

## Other District Policies
- **Voluntary Separation:**
  - **Negotiated**: Y
  - **Policy**: P

## Other Leaves
- **Sabbatical:** No
- **Severance Pay:** Y
## WORKING CONDITIONS

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## SALARY SCHEDULE

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## INSURANCE

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### Cafeteria Plan

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### OPTIONS

- Options: Sp or Dep Dental
- IRS 125:
- Flex Accounts:

### PART-TIME BENEFITS

- Minimum FTE: 0.5

### LEAVES

#### Type

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### OTHER DISTRICT POLICIES

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

### SABBATICAL:

- SEVERANCE PAY:

## OTHER LEAVES:

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**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 1
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.75
- Length of Student Day: 7.75
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 34,900
- Starting Salary: 34,900
- Career Increments: N
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: N
- Length of Teacher Day: 8
- Length of Student Day: 7.75
- Normal Teaching Load: 7

**INSURANCE**
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**OTHER DISTRICT POLICIES**
- Voluntary Separation: N
- Grievance: Y N
- Sick Bank: Y N

**NEED SALARY SCHEDULE**
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: 1
Career Increments: N  Experience Allowed: all

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  9000/3500D  607.93  1124.68  1276.65  1714.22  Each spouse

PPO: Ind+$143.57, Ee/C+$75.99  COMMENTS:
LIFE  COMMENTS:

LTD  Fortis  .0031 (thru sal)

NON-PARTICIPANT  $258.33 in lieu

LEAVES
Type  Days/Year  Depend. use  Approval Needed  Other

SICK  10  300  yes

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 DISTRICT POLICIES
Negotiated/ Policy

TRUE-UP

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08-03 BA+36 column closed to new entrants
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7.15
- Length of Student Day: 7.15
- Planning Time: 90
- Class Periods/Day: 4
- Normal Teaching Load: 3
- Career Increments: Y
- Experience Allowed: 5
- Vertical Freeze: 86-87, 92-93

### SALARY SCHEDULE
- Base: 35,350
- Index: 4 x 4
- Starting Salary: 1276.65
- Entry Level Step: 1
- Experience: 5

### INSURANCE
#### Type
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: Singles rec $234.85

#### Carrier
- H/A-Dent
- EE/Child
- EE/Spouse
- EE/Sp/Child

#### Option
- Individ.
- Depend.

#### Amount Paid by District
- BC/BS
- 90D: 607.93
- 36.178: 1124.68
- 36.592: 1714.22

#### Couple - Benefits
- 871.45

#### Cafeteria Plan
- Cash
- IRS 125:

#### PART-TIME BENEFITS
- Minimum FTE: 0

### LEAVES
#### Type
- SICK
- PERSONAL
- BEREAVEMENT
- PROFESSIONAL
- ADOPTION

#### Days/Year
- 10
- 4
- 2
- 3

#### Accum.
- 45
- 45
- 45
- 45

#### Depend. use
- yes
- no
- yes
- yes

#### Approval Needed
- yes
- no
- yes
- yes

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

#### SEVERANCE PAY
- Yes

### SABBATICAL
- Yes

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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 
  - HS: 214
  - JH/MS: 88
  - ELEM: 15
- Starting Salary: 
  - HS: $35,850
  - JH/MS: $35,850
  - ELEM: $35,850
- Length of Teacher Day: 7.5
- Length of Student Day: 6.86
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: $35,850
- Index: 4 x 5
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze: Rollback:
- Multi-year Contract: 
- Length of Teacher Day: 7.5
- Length of Student Day: 6.68
- Normal Teaching Load: 7

### INSURANCE

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### OTHER DISTRICT POLICIES

- Negotiated/Policy: Exists
- SEVERANCE PAY: Y
- OTHER LEAVES: Jury

### CROSSTOWN

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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
Entry Level Step: 1
Starting Salary: 10/3/2018

INDEX:
4 x 5

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

Length of Teacher Day:
Length of Student Day:
Normal Teaching Load:

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 900D/3500D 577.53 1068.45 1212.82 1628.51 31.51 or 52.18

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

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 40 yes
PERSONAL 2 yes
BEREAVEMENT see sick lv.
PROFESSIONAL 2 yes
ADOPTION see sick lv.
ASSOCIATION 2 (adm. disc.)

OTHER DISTRICT POLICIES
Negotiated/ 
Exists 
Policy
S E V E R A N C E P A Y: Y

OTHER LEAVES:

David City 2018-2019

1.1

D A V I D  C I T Y

Step | BA | BA + 9 | BA + 18 | BA + 27 | MA | MA + 9 | MA + 18 | MA + 27
---|---|---|---|---|---|---|---|---
1 | 35,350 | 37,065 | 38,830 | 40,595 | 42,360 | 44,125 | 45,890 | 47,655
2 | 36,712 | 38,477 | 40,242 | 42,007 | 43,772 | 45,537 | 47,302 | 49,067
3 | 38,124 | 39,889 | 41,654 | 43,419 | 45,184 | 46,949 | 48,714 | 50,479
4 | 39,536 | 41,301 | 43,066 | 44,831 | 46,596 | 48,361 | 50,126 | 51,891
5 | 40,948 | 42,713 | 44,478 | 46,243 | 48,008 | 49,773 | 51,538 | 53,303
6 | 42,360 | 44,125 | 45,890 | 47,655 | 49,420 | 51,185 | 52,950 | 54,715
7 | 43,772 | 45,537 | 47,302 | 49,067 | 50,832 | 52,597 | 54,362 | 56,127
8 | 45,184 | 46,949 | 48,714 | 50,479 | 52,244 | 54,009 | 55,774 | 57,539
9 | 46,601 | 48,361 | 50,126 | 51,891 | 53,656 | 55,421 | 57,186 | 58,951
10 | 48,098 | 49,857 | 51,623 | 53,392 | 55,158 | 56,923 | 58,688 | 60,453
11 | 49,595 | 51,353 | 53,120 | 54,886 | 56,655 | 58,420 | 60,185 | 61,951
12 | 51,092 | 52,849 | 54,616 | 56,382 | 58,148 | 60,024 | 61,800 | 63,567
13 | 52,589 | 54,346 | 56,113 | 57,879 | 59,662 | 61,538 | 63,334 | 65,100
14 | 54,086 | 55,843 | 57,610 | 59,375 | 61,198 | 63,075 | 64,901 | 66,727
**WORKING CONDITIONS**

- Contract Days: 182
- FTE Teachers: 1.1
- Base: 33,775
- Index: 4.5 x 4
- Starting Salary: 10/3/2018
- Entry Level Step: 1
- N

**SALARY SCHEDULE**

- HS: 7.5 yrs + 1 for every 2 beyond 5
- JH/MS: 7 yrs + 1 for every 2 beyond 5
- ELEM: 6 yrs + 1 for every 2 beyond 5
- Career Increments: 5+1 for 2
- Years experience: 5 yrs + 1 for every 2 beyond 5
- Vertical Freeze: Rollback:
- Multi-year Contract: 7.5

**INCENTIVES**

- Entries Level Step: 1
- JH/MS: 900D/3500D 1068.45 1212.82 1628.51
- ELEM: 2 53.01 60.18 80.85
- PPO: COMMENTS:
- IRS 125:
- IRS Deductible Reimbursement:
- Minimum FTE: 0.5

**LEAVES**

- SICK: 10 days/yr, 45 yrs, yes
- Other Info: Over 45 up to 10 at 1/4 day rate E0Y
- PERSONAL: 2 days/yr, yes, accum to 3
- BEREAVEMENT: 5 days/yr, per occurr./immed family+5 from Voluntary Separation:
- PROFESSIONAL: 2 days/yr, yes
- Other:
- ASSOCIATION:
- SABBATICAL: No

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

- **Negotiated/Policy**
  - **Exists**: N
  - **SICK**: Y N
  - **SICK**: Y N
  - **PERSONAL**: Y N
  - **PERSONAL**: Y N
  - **BEREAVEMENT**: Y N
  - **BEREAVEMENT**: Y N
  - **PROFESSIONAL**: Y N
  - **PROFESSIONAL**: Y N

**OTHER LEAVES:**

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**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 4 x 4
- Index: 4 x 4
- Starting Salary: 35,400
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 7
- Vertical Freeze: Rollback
- Multi-year Contract: 18-19, 19-20
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 7
- Normal Teaching Load: 6

**INSURANCE**
- Type
- Carrier
- Option
- Amount Paid by District
- Individual
- EE/Child
- EE/Spouse
- EE/Sp/Child
- Health
- BC/BS
- 90D
- Life
- BC/BS
- 2
- PPO

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

**LEAVES**
- Type
- Days/Year
- Accum.
- Use
- Approval Needed
- Other
- SICK
- 10
- 60
- Yes
- PERSONAL
- 2
- Yes
- trade 5 sick for 1 add'l personal
- BEREAVEMENT
- 3
- add'l from sick lv.
- Voluntary Separation:
- Y
- P
- PROFESSIONAL
- 3
- Grievance:
- Y
- P
- ADOPTION
- 30
- w/approv., from sick lv.
- Sick Bank:
- N

**SABBATICAL:** No

**SEVERANCE PAY:** Yes

**DILLER-ODELL**

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**Notes:**
- 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.
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 131
- HS: 8
- JH/MS: 8
- ELEM: 8
- Starting Salary: 28.67
- Entry Level Step: 1
- Length of Teacher Day: 7.27
- Length of Student Day: 7.15
- Planning Time: 47
- Normal Teaching Load: 8
- Multi-year Contract:

### SALARY SCHEDULE
- Base: 35,650
- Index: 4 x 5
- Career Increments: N
- Experience Allowed: 11
- Vertical Freeze: 98-99, 05-06
- Rollback:

### INSURANCE
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- **Option**
  - H/A-Dent
  - EE/Spouse
  - EE/Child
  - EE/Sp/Child
- **Amount Paid by District**
  - Health:
    - BC/BS: 577.53
    - H/A-Dent: 28.67
  - Dental:
    - BC/BS: 28.67
    - H/A-Dent: 28.67
- **Couple - Benefits**
  - 31.51 or 52.18
  - Sp or Dep. Dental
- **PPO:** Comments:
  - COMMENTS: Deductible Reimbursement:

### leaves
- **Type**
  - SICK: 11
  - BEREAVEMENT: 45
  - PROFESSIONAL: 2
  - PERSONAL: yes
  - SEVERANCE PAY: No

### OTHER DISTRICT POLICIES
- **Type**
  - SICK: 11
  - BEREAVEMENT: from annual lv.
  - PERSONAL: yes
  - OTHER: pd. 25% of daily rate over 45 days @ Eoy (11 days annual lv)
  - PROFESSIONAL: from annual leave
  - ADOPTION: from annual leave
  - ASSOCIATION: from annual leave

### SABBATICAL
- **Type**
  - No
  - SEVERANCE PAY: No

### OTHER LEAVES: Emergency lv from annual

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

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

### Working Conditions
- **Class Periods/Day:** 8
- **Contract Days:** 185
- **Base:**
  - Step 1: 35,650
  - Step 2: 37,493
  - Step 3: 39,316
  - Step 4: 41,059
  - Step 5: 43,002
  - Step 6: 45,055
  - Step 7: 47,168
  - Step 8: 49,351
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  - Step 11: 56,540
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  - Step 18: 76,621
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  - Step 22: 89,311
  - Step 23: 92,484
  - Step 24: 95,657
  - Step 25: 98,830
  - Step 26: 102,003
  - Step 27: 105,176

### Salary Schedule
- **Base:**
  - Step 1: 35,650
  - Step 2: 37,493
  - Step 3: 39,316
  - Step 4: 41,059
  - Step 5: 43,002
  - Step 6: 45,055
  - Step 7: 47,118

### Steps
- **Step 1:**
  - 1: 35,650
  - 2: 37,493
  - 3: 39,316
  - 4: 41,059
  - 5: 43,002
  - 6: 45,055

### Other
- **Contract Days:** 185
- **FTE Teachers:** 131
- **Starting Salary:** 28.67
- **Entry Level Step:** 1
- **Length of Teacher Day:** 7.27
- **Length of Student Day:** 7.15
- **Planning Time:** 47
- **Normal Teaching Load:** 8
- **Multi-year Contract:**
**Dorchester**

**2018-2019**

**Working Conditions**
- Contract Days: 185
- FTE Teachers: [421x766]
- HS
- JH/MS
- ELEM
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 49
- Normal Teaching Load: 7

**Salary Schedule**
- Base: 35,775
- Index: 4 x 4.5
- Starting Salary: 35,775
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze: 87-88; 00-01
- Rollback: 87-88; 00-01
- Multi-year Contract:

**Insurance**
- **Type**
  - Health
  - Dental
  - LTD
  - Non-Participant

- **Carrier**
  - BC/BS
  - Principal

- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse

- **Amount Paid by District**
  - IRS 125: Y
  - Flex Accounts: Y

- **Cafeteria Plan**
  - Benefits:
  - Individ.
  - Depend.

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

**Leaves**
- **Type**
  - SICK
  - Other Info:
    - No: acc. to 5; add'l. w/appr. and sub
  - Bereavement: 5
  - Personal: 2
  - Professional: 2
  - Adoption: N

**Sabbatical:** No

**Severance Pay:**

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

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

**Working Conditions**
- FTE Teachers: 35,775
- Base: 35,775
- Index: 4 x 4.5
- Starting Salary: 35,775
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze: 87-88; 00-01
- Rollback: 87-88; 00-01
- Multi-year Contract:

**Insurance**
- **Type**
  - Health
  - Dental
  - LTD
  - Non-Participant

- **Carrier**
  - BC/BS
  - Principal

- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse

- **Amount Paid by District**
  - IRS 125: Y
  - Flex Accounts: Y

- **Cafeteria Plan**
  - Benefits:
  - Individ.
  - Depend.

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

**Leaves**
- **Type**
  - SICK
  - Other Info:
    - No: acc. to 5; add'l. w/appr. and sub
  - Bereavement: 5
  - Personal: 2
  - Professional: 2
  - Adoption: N

**Sabbatical:** No

**Severance Pay:**

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

**Cafeteria Plan**
- **Type**
  - Cafeteria Plan:
  - Individ.
  - Depend.
### Working Conditions
- Contract Days: 185
- FTE Teachers:
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7.08
- Planning Time: 45
- Class Periods/Day: 7
- Normal Teaching Load: 8

### Salary Schedule
- Base: 35,765
- Index: 4 x 4
- Starting Salary: Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 8
- Multi-year Contract: 17-18, 18-19

### Leaves
- **Sick**: 10 days/year, 60 days
- **Personal**: 2 days/year
- **Bereavement**: 5 days/year, 3 days for near relative, 1 day for Voluntary Separation
- **Professional**: Unl.
- **Adoption**: 4 days/year

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

### Doublgus County West
- **Starting Salary**:
  - Base: 35,765
  - Index: 4 x 4
  - Step 1: 35,765
  - Step 2: 37,196
  - Step 3: 38,626
  - Step 4: 40,057
  - Step 5: 41,487
  - Step 6: 42,918
  - Step 7: 44,349
  - Step 8: 45,779
  - Step 9: 47,210
  - Step 10: 48,640
  - Step 11: 50,071
  - Step 12: 51,502
  - Step 13: 52,932
  - Step 14: 54,363

### Insurance
- **Health**: BC/BS 900D/2000D
  - Entry Level Step: 1
- **Dental**: BC/BS 2
  - Individ.
  - EE/Spouse
  - EE/Child

### Salary Schedule
- **Entry Level Step**:
  - 1: 35,765
  - 2: 37,196
  - 3: 38,626
  - 4: 40,057
  - 5: 41,487
  - 6: 42,918
  - 7: 44,349
  - 8: 45,779
  - 9: 47,210
  - 10: 48,640
  - 11: 50,071
  - 12: 51,502
  - 13: 52,932
  - 14: 54,363

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

### Comments
- **Income Tax**: 28.67%
## Working Conditions
- **Contract Days:** 186
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.25
- **Length of Student Day:** 7.20
- **Planning Time:** 44
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** 35,185
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
  - Rollback: 91-92 (1 stp)
  - Multi-year Contract:

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

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

## Leaves
- **Type:**
  - Sick: 12
  - Bereavement: 5
  - Professional: 2
- **Accum. Days/Year:**
  - Sick: 40
  - Bereavement: 0

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

## Sabbatical
- **Continued:**
  - No

## Severance Pay

##社会保险

## 保险费率

### 健康保险:
- **健康保险费率:**
  - **费用:**
  - **金额:**

### 牙科保险:
- **牙科保险费率:**
  - **费用:**
  - **金额:**

### 生活保险:
- **生活保险费率:**
  - **费用:**
  - **金额:**

### 非项
- **费用:**
  - **金额:**

### 其他
- **费用:**
  - **金额:**

## 休假

### 事假
- **事假天数:**
  - **累计:**
  - **需要:**

### 其他
- **费用:**
  - **金额:**

## 其他条款

### 邮件
- **邮费:**
  - **金额:**

### 旅行
- **旅行:**
  - **金额:**

### 累计
- **累计:**
  - **金额:**

### 其他
- **费用:**
  - **金额:**

## 条款与条件

### 条款
- **条款:**
  - **费用:**
  - **金额:**

### 条件
- **条件:**
  - **费用:**
  - **金额:**

## 其他说明
## Working Conditions
- **Contract Days:** 190
- **FTE Teachers:**
  - HS: 1.1
  - JH/MS: 4.5
  - ELEM: 22.5
- **Length of Teacher Day:** 6.5
- **Length of Student Day:** 6.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** 35,751
- **Index:** 4.5 x 4
- **Starting Salary:**
  - HS: 577.53
  - JH/MS: 1068.45
  - ELEM: 1212.82
- **Career Increments:** N
- **Entry Level Step:** 1
- **Experience Allowed:** all

## Insurance
- **Options:**
  - Options: 52.18
  - IRS 125:
  - Deductible Reimbursement: N

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

## Leaves
- **Sick Days/Year:** 10
- **Accum. Days:** 45
- **Approval Needed:** Yes
- **Other Info:** Pd $25/day up to 6 unused days

## SABBATICAL: No 

## Severance Pay: Y

## Other Leaves:

### East Butler

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## Other District Policies
- **Negotiated Policy:**
  - **Voluntary Separation:** Y P
  - **Grievance:** Y N
  - **Sick Bank:** N
  - **Minimum FTE:** 0.5
  - **Contribution:** fte
**WORKING CONDITIONS**

- Contract Days: 180
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8.5
- Length of Student Day: 8
- Planning Time: 60
- Class Periods/Day: 7
- Normal Teaching Load: 6

**SALARY SCHEDULE**

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

**INSURANCE**

- HEALTH BC/BS: 900D/3500D 577.53 1628.51
- DENTAL BC/BS: 3 26.61
- PPO: COMMENTS:

**LEAVES**

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

**OTHER DISTRICT POLICIES**

- **SABBATICAL:** No
- **SEVERANCE PAY:**

**ELBA**

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**REMARKS:**

- Cafeteria Plan:
  - Indiv. 30.73
  - Depend.
- Options:
  - IRS 125:
  - Flex Accounts:
- Deductible Reimbursement:
- PART-TIME BENEFITS
  - Minimum FTE: 0.5
  - Contribution: fte
- SEVERANCE PAY:
  - Minimum FTE: 0.5
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

INCOME
Type  Carrier  Option  Amount Paid by District  Cafeteria Plan
H/A-Dent  Individ.  EE/Child  EE/Spouse  EE/Sp/Child
BC/BS  900D  577.53  1068.45  1212.82  1628.51  Individ.  Depend.
DENTAL  BC/BS  2  28.67  28.67  28.67  Options:
LTD  Principal  .0040  Comments:
LIFE  Deductible Reimbursement:
NON-PARTICIPANT

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Other
SICK  12  40  yes
PERSONAL  2  no
BEREAVEMENT  3  from sick lv
PROFESSIONAL  2  yes
ADOPTION
ASSOCIATION

SABBATICAL: No  SEVERANCE PAY:

OTHER LEAVES:

ELGIN  BASE  BA+9  BA+18  BA+27  BA+36  MA  MA+9  MA+18
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  36,400  37,975  39,550  41,125  42,700  44,275  45,850  47,425
1.04  37,800  39,375  40,950  42,525  44,100  45,675  47,250  48,825
1.08  39,200  40,775  42,350  43,925  45,500  47,075  48,650  50,225
1.12  40,600  42,175  43,750  45,325  46,900  48,475  50,050  51,625
1.16  43,575  45,150  46,725  48,300  49,875  51,450  53,025
1.24  46,550  48,125  49,700  51,275  52,850  54,425
1.33  49,550  51,125  52,700  54,275  55,850
1.37  52,550  54,125  55,700  57,300  58,850
1.41  55,550  57,125  58,700
1.45  58,550
1.54  61,550
1.62
1.67
1.71
### Working Conditions
- **Contract Days:** 190
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Ideal Learning Periods/Day:** 7
- **Normal Teaching Load:** 5.5
- **Planning Time:** 53
- **Vertical Freeze:** 90-91, 00-01
- **Rollback:**
- **Multi-year Contract:** 18-19, 19-20

### Salary Schedule
- **Base:** 34,625
- **Starting Salary:** 37,395
- **Entry Level Step:** 1*
- **Career Increments:** N
- **Experience Allowed:** all

### INSURANCE

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### Leaves
- **SICK:**
  - Days/Year: 10
  - Accum.: 60
  - Depend. use: yes
  - Approval Needed: yes
- **PERSONAL:**
  - Days/Year: 2
  - Accum.: n/a
  - Approval Needed: yes
- **BEREAVEMENT:**
  - Days/Year: 4
  - Depend. use: 4-family; 2-non-family
- **PROFESSIONAL:**
  - Days/Year: n/a
  - Depend. use: yes
  - Approval Needed: from Sick Lv.
- **ADOPTION:**
  - Days/Year: 42
- **ASSOCIATION:**
  - Days/Year: n/a

### Need Salary Schedule
## Working Conditions

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## Base Schedule

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## Starting Salary

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## Career Increments

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## Leaves

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## Salary Schedule

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### Starting Salary:

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### Non-Participants:

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### New hires with no experience start on Step 3.
**Work Conditions**

- Contract Days: 182
- FTE Teachers: HS JH/MS ELEM
- Base: 35,250
- Index: 4 x 4
- Starting Salary: Entry Level Step: 1
- 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
- Multi-year Contract:

**Salary Schedule**

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<th>Type</th>
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**Insurance**

- Deductible Reimbursement:
- Health BC/BS
- Dental BC/BS

**Leaves**

- Type: Sick
- Days/Year: 10
- Accum. Use: Yes
- Approval Needed: No
- Other Info: Severance: unused day max. 45 at 1/2 sub pay for un

**Part-Time Benefits**

- Minimum FTE: 0.5
- Contribution: fte

**Other District Policies**

- Negotiated Policy

**Salary Schedule**

<table>
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<tr>
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**Notes:** BA45 removed; teachers grandfathered.
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8

### Salary Schedule
- **Base:** 35,725
- **Index:** 4 x 4
- **Starting Salary:**
  - HS: 1276.65
  - JH/MS: 1714.22
- **Career Increments:** N
- **Experience Allowed:** 8
- **Starting Salary:**
  - HS: 1124.68
  - JH/MS: 1544.50
- **Planning Time:** 50
- **Vertical Freeze:** 85-86 (Steps 1,2)
- **Class Periods/Day:** 8
- **Rollback:** 85-86, 86-87
- **Normal Teaching Load:** 6
- **Multi-year Contract:**

### Insurance

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
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<th>ELMWOOD-MURDOCK</th>
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<td>HEALTH</td>
<td>BC/BS</td>
<td>H/A-Dent</td>
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<tr>
<td>DENTAL</td>
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<td>PPO</td>
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<td>LTD</td>
<td>Madison Nat'l</td>
<td>.004</td>
<td>28.67</td>
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### Leaves
- **Sick:** 10, 45, yes, $50/day at retirement after 15 cont yrs
- **Personal:** 2, yes, accum. to 3
- ** Bereavement:** 5, immed. fam., 2-relative
- **Professional:** unil., yes, Grievance: Y, N
- **Adoption:** see sick lv, Sick Bank: N

### Sabbatical
- **Yes**
- **Severance Pay:** Y

### Elmwood-Murdock

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<th>Step</th>
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<th>Base + 18</th>
<th>Base + 27</th>
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### Cafeteria Plan
- **Individ.**
- **Depend.**

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

### Other District Policies

<table>
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<tr>
<th>Negotiated/Policy</th>
<th>Exists</th>
<th>Voluntary Separation: N</th>
<th>Grievance: Y</th>
<th>Sick Bank: N</th>
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### Other Leaves
- **Unpaid-Prof. Growth, Foreign Exch.**
### WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 4

### SALARY SCHEDULE
- Base: 34,150
- Index: 4 x 4.25
- Starting Salary: 34,150
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: all
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: Y

### INSURANCE
<table>
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<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>900D</td>
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<td>DENTAL</td>
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### LEAVES
- **SICK**: 8 days/year, 40 accrual, yes, 3 from sick, 2 from personal
- **PERSONAL**: 4 days/year, yes
- **BEREAVEMENT**: 5 days/year, 3 from sick, 2 from personal, Voluntary Separation: Y, P
- **PROFESSIONAL**: 2 days/year, yes, Grievance: Y, N
- **ADOPTION**: 30 days/year, after sick leave
- **ASSOCIATION**: 30 days/year, after sick leave

### OTHER DISTRICT POLICIES
- **SABBATICAL**: No
- **SEVERANCE PAY**: Y

### ELWOOD

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<th>BA + 16</th>
<th>BA + 27</th>
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**Notes:**
- 32-33 BA + 45 must include add'l teaching endorsement upon completion, not in admin or guidance.
- 02-03 BA + 45 must include add'l teaching endorsement upon completion, not in admin or guidance.
**Working Conditions**

- Contract Days: 185
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 8

**Salary Schedule**

- Base: 36,435
- Experience Allowed: N
- Career Increments: N
- Vertical Freeze: Rollback:
- Multi-year Contract: 3

**Insurance**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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<tbody>
<tr>
<td></td>
<td>H/A-Dent</td>
<td>Individ.</td>
<td>EE/Child</td>
<td>EE/Spouse</td>
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<tr>
<td>HEALTH</td>
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**LEAVES**

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<td>Sick Bank:</td>
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**Other District Policies**

- exists: Y
- negotiated: P
- voluntary separation: Y
- grievance: Y
- sick bank: N

**Cafeteria Plan**

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

**Part-Time Benefits**

- Minimum FTE: 0.4
- Contribution: fte

**Working Conditions**

- FTE Teachers: 8
- Starting Salary: 36,435
- Career Increments: N
- Vertical Freeze: Rollback:
- Multi-year Contract: 3

**Salary Schedule**

<table>
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<th>BA + 36</th>
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**Emerson-Hubbard**

- 10/3/2018
- 2018-2019
- 1.1
SALARY SCHEDULE

Base: 31,802
Starting Salary: 34,982
Career Increments: N
Entry Level Step: 3
Experience Allowed: 10
Rollback: Multi-year Contract

VERTICAL FREEZE: 04-05, 06-07, 08-09

PART-TIME BENEFITS
Minimum FTE: 0.63
Contribution: fte

INSURANCE

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

HEALTH
BC/BS     1150D     587.42     587.42     587.42     Cafeteria
DENTAL    BC/BS     28.67     28.67     28.67     28.67

PPG: COMMENTS:

LIFE

LTD

NON-PARTICIPANT

LEAVES

Type     Days/Year     Accum.     Depend.     Approval     Other
          Use

SICK

PERSONAL

BEREAVEMENT

PROFESSIONAL

ADOPTION

ASSOCIATION

SABBATICAL: No

SEVERANCE PAY: N

OTHER DISTRICT POLICIES

PLANNING TIME:

ED SPEC

SEVERANCE PAY:

OTHER LEAVES:
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** HS: 600, JH/MS: 2
- **Length of Teacher Day:** Planning Time: 0
- **Length of Student Day:**
- **Class Periods/Day:**
- **Normal Teaching Load:**

## Salary Schedule
- **Base:** 36,855
- **Index:** 4 x 4
- **Starting Salary:**
- **Career Increments:** Y
- **Experience Allowed:** all

## Insurance
- **Type**
- **Amount Paid by District**
- **Cafeteria Plan**

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

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

## Sabbatical
- **SEVERANCE PAY:**

## Other Leaves
- **ESU 06-Milford**

### 2018-2019

### 1.1

### Working Conditions

### Salary Schedule

### Insurance

### Leaves

### Other District Policies

### Sabbatical

### Other Leaves
## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 33,162
- HS: 8
- JH/MS: 8
- ELEM: 8
- Class Periods/Day: 0
- Normal Teaching Load: 0

## SALARY SCHEDULE
- Base: 1.1
- Starting Salary: 1.57
- Career Increments: N
- Experience Allowed: 7(D)
- Index: 4 x 5

## Nfte
- Equity Pay: 1.25
- Rollback: 1.25
- Vertical Freeze: 1.25

## INSURANCE
- HEALTH: 2
- BC/BS: 9000/3500D
- Equity comp $951.50
- ELEPH: 52,728
- Entry Level Step: 1
- Experience Allowed: 7(D)

## LIFE
- Guardian: 5.50
- Accident Year: 55,381

## DENTAL
- BC/BS: 2
- 28.67
- 28.67
- 28.67

## WAGES
- Base: 3,630
- Contract Days: 185
- FTE Teachers: 33,162
- HS: 8
- JH/MS: 8
- ELEM: 8
- Class Periods/Day: 0
- Normal Teaching Load: 0

## PART-TIME BENEFITS
- IRS 125: Y
- Contributions: Y
- Flex Accounts: Y

## SABBATICAL
- No

## OTHER LEAVES:

## LEAVES

### SICK
- Type: 15
- Days/Year: 40
- Approval Needed: yes
- Other: yes

### PERSONAL
- Type: 2
- Days/Year: yes
- Approval Needed: yes

### BEREAVEMENT
- Type: 3
- Days/Year: per incident
- Approval Needed: yes

### PROFESSIONAL
- Type: unl.
- Days/Year: yes
- Approval Needed: yes

### ADOPTION
- Type: see sick lv.
- Approval Needed: N

### ASSOCIATION
- Type: admin approval

## OTHER DISTRICT POLICIES

### SEVERANCE PAY:
- NEGOTIATED/POLICY
- exists
- N
- N

## ESU #07-COLUMBUS

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</table>
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Teacher Day:**
  - HS: 0
  - JH/MS: 0
  - ELEM: 0
- **Planning Time:** 0
- **Class Periods/Day:**
- **Normal Teaching Load:**
- **Length of Student Day:**
- **Experience Allowed:** 5(D)
- **Career Increments:** N
- **Vertical Freeze:** 02-03*
- **Rollback:** 90-91
- **Multi-year Contract:**

## 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:**
- **Rollback:** 90-91
- **Multi-year Contract:**

## Insurace
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## Cafeteria Plan
- **Individ:**
- **Depend:**
- **Options:** H/A
- **IRS 125:** Y
- **Flex Accounts:** Y

## Leaves
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## Sabbatical
- **Yes**
- **Severance Pay:** Y

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

## ESU#09-Hastings

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WORKING CONDITIONS

Contract Days: 185
FTE Teachers: HS 8 JH/MS 8 ELEM 8
Length of Teacher Day: 8
Length of Student Day: 8
Planning Time: 0

SALARY SCHEDULE

Base: 36,400

Starting Salary: 38,129

Career Increments: Y

Experience Allowed: 7

Index: 4.75 x 4

Entry Level Step: 1*

Experience: 1.0475 index

Class Periods/Day: Multi-year Contract: 18-19, 19-20

SALARY SCHEDULE

Index: 4.75 x 4

Starting Salary: 38,129

Experience: 1.0475 index

Class Periods/Day: Multi-year Contract: 18-19, 19-20

LEAVES

Type: SICK

Days/Year: 24 Accum. use: 45

Approval: yes

Other Info: 5 for dependents

Negotiated Policy: Condensed

Existed: yes

Other: no

SABBATICAL: No

SEVERANCE PAY: Family Emergency - 5; Ext. Leave

INSURANCE

Type: HEALTH

Carrier: BC/BS

Options: 900D

H/A-Dent

Option: Individ.

Type: DENTAL

Carrier: BC/BS

Option: Individ.

Type: LIFE

Carrier: Hartford

Option: Individ.

Type: LTD

Carrier: Hartford

Option: Individ.

Type: CAFETERIA PLAN

Carrier: Hartford

Option: Individ.

OTHER DISTRICT POLICIES

Negotiated Policy: Condensed

Existed: yes

Other: no

SABBATICAL: No

SEVERANCE PAY: Family Emergency - 5; Ext. Leave

IRIS 125: Y

Flex Accounts: Y

Voluntary Separation: N

Grievance: Y

Sick Bank: N

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

OTHER LEAVES:

Family Emergency - 5; Ext. Leave

2018-2019

1.1

ESU 10-Kearney
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 1
  - JH/MS: 1
  - ELEM: 1
- **Starting Salary:** 34,820
- **Career Increments:** N
- **Experience Allowed:** 7(D)
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 8 hours
- **Planning Time:** 0 hours
- **Normal Teaching Load:** 17-18, 18-19
- **Class Periods/Day:** 0

### Salary Schedule
- **Base:** 34,820
- **Entry Level Step:** 0
- **Index:** 4 x 4
- **Vertical Freeze:** 89-90
- **Rollback:** 89-90
- **Multi-year Contract:** 17-18, 18-19

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### Leaves
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### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
  - Personal: exists
  - Bereavement: as needed
  - Professional: yes
  - Adoption: yes
  - Association: yes

### Sabbatical
- **Yes**
  - **Severance Pay:** Y

### Other Leaves:

![ESU 11-Holdrege Salary Schedule](image-url)
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ESU 16-Ogallala

10/3/2018

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
Starting Salary: 28.67
Career Increments: N
Vertical Freeze:
Rollback:
Multi-year Contract: 17-18, 18-19

INSURANCE
Type Carrier Option Amount Paid by District Cafeteria Plan
HEALTH BC/BS 900D/3500D 577.53 1068.45 1212.82 1628.51

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

SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/ Policy

OTHER LEAVES:
Emergency

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:
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
Starting Salary: 45,540
Career Increments: N
Experience Allowed: 8

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

Negotiated/ Policy
PERSONAL 2 yes +2 from sick lv Voluntary Separation: N P
BEREAVEMENT 5 yes +10 from sick lv
PROFESSIONAL 2 yes Grievance: Y
ADOPTION Sick Bank: N

SABBATICAL: No SEVERANCE PAY:

OTHER LEAVES:

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Teachers in B A steps 11 - 12 and B A + 27 step 13 will be grandfathered, steps will be taken away.
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.1 hours
- **Length of Student Day:** 7.1 hours
- **Planning Time:** 50 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 18-19, 19-20

## Salary Schedule
- **Base:** $34,150
- **Index:** 4 x 4.25
- **Starting Salary:** $34,150
- **Career Increments:** N
- **Experience Allowed:** 5

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## Leaves
- **Sick Days/Year:** 8
- **Accumulation:** 45
- **Approval Needed:** Yes
- **Other:** Trade 3 sick for 1 add'l personal

## Other District Policies
- **Negotiated/Policy:**
  - **Exists:** Yes
  - **Grievance:** Yes
  - **Sick Bank:** Yes

## Sabbatical
- **No**

## Severance Pay

## Ewing

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## Cafeteria Plan
- **Individ:** Yes
- **Depend:** Yes

## Part-Time Benefits
- **Minimum FTE:** 1
- **Voluntary Separation:** Yes
- **Grievance:** Yes
- **Sick Bank:** Yes

## Other Leaves
- **Sabbatical:** No
### Working Conditions
- Contract Days: 185
- FTE Teachers:
  - HS: [421x766]2
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 50
- Vertical Freeze: Rollback: Multi-year Contract: 17-18, 18-19

### Salary Schedule
- Base: 35,200
- Index: 4 x 4.5
- Starting Salary: 1
- Career Increments: N
- Experience Allowed: 5(D)

### Insurancel
- Health: BC/BS 9000/3500D 5773 1281.28 1628.51
- Dental: BC/BS 2 28.67 28.67 28.67
- Life: Nat'l Ins .0046
- LTD: Non-Participant

### Leaves
- SICK: 10
- PERSONAL: 45
- Other Info: reim. $20/day for unused over 45 at EOY

### Other District Policies
- Negotiated Policy

### Exeter-Milligan

#### Step 1
- BA: 35,200
- BA + 9: 36,784
- BA + 18: 38,368
- BA + 27: 39,952
- BA + 36: 41,536
- MA: 43,120
- MA + 9: 44,704
- MA + 18: 51,528

#### Step 2
- BA: 36,608
- BA + 9: 38,192
- BA + 18: 39,776
- BA + 27: 41,360
- BA + 36: 42,944
- MA: 44,528
- MA + 9: 46,112
- MA + 18: 52,116

#### Step 3
- BA: 38,016
- BA + 9: 39,600
- BA + 18: 41,184
- BA + 27: 42,768
- BA + 36: 44,352
- MA: 45,936
- MA + 9: 47,520
- MA + 18: 53,504

#### Step 4
- BA: 39,424
- BA + 9: 41,008
- BA + 18: 42,592
- BA + 27: 44,176
- BA + 36: 45,760
- MA: 47,344
- MA + 9: 48,928
- MA + 18: 54,588

#### Step 5
- BA: 40,832
- BA + 9: 42,416
- BA + 18: 44,000
- BA + 27: 45,584
- BA + 36: 47,168
- MA: 48,752
- MA + 9: 50,336
- MA + 18: 55,936

#### Step 6
- BA: 42,240
- BA + 9: 43,824
- BA + 18: 45,408
- BA + 27: 46,992
- BA + 36: 48,576
- MA: 50,160
- MA + 9: 51,744
- MA + 18: 57,328

#### Step 7
- BA: 43,648
- BA + 9: 45,232
- BA + 18: 46,816
- BA + 27: 48,400
- BA + 36: 49,984
- MA: 51,568
- MA + 9: 53,152
- MA + 18: 58,736

#### Step 8
- BA: 45,056
- BA + 9: 46,640
- BA + 18: 48,224
- BA + 27: 49,808
- BA + 36: 51,392
- MA: 52,976
- MA + 9: 54,560
- MA + 18: 60,144

#### Step 9
- BA: 46,464
- BA + 9: 48,048
- BA + 18: 49,632
- BA + 27: 51,216
- BA + 36: 52,800
- MA: 54,384
- MA + 9: 55,968
- MA + 18: 61,544

#### Step 10
- BA: 47,872
- BA + 9: 49,456
- BA + 18: 51,040
- BA + 27: 52,624
- BA + 36: 54,208
- MA: 55,792
- MA + 9: 57,376
- MA + 18: 63,952

#### Step 11
- BA: 49,280
- BA + 9: 50,864
- BA + 18: 52,456
- BA + 27: 54,040
- BA + 36: 55,624
- MA: 56,600
- MA + 9: 58,184
- MA + 18: 64,760

#### Step 12
- BA: 50,688
- BA + 9: 52,272
- BA + 18: 53,864
- BA + 27: 55,448
- BA + 36: 57,032
- MA: 57,616
- MA + 9: 59,192
- MA + 18: 65,768

#### Step 13
- BA: 52,096
- BA + 9: 53,680
- BA + 18: 55,272
- BA + 27: 56,856
- BA + 36: 58,448
- MA: 59,040
- MA + 9: 60,624
- MA + 18: 66,288

### Sabbatical

### Severance Pay

### Other Leaves
## Fairbury

### Working Conditions
- Contract Days: 185
- FTE Teachers: 34,425
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 92
- Class Periods/Day: 4
- Normal Teaching Load: 3

### Salary Schedule
- Base: 4 x 5
- Starting Salary: 5(D)
- Normal Teaching Load: 3

### Insurance
- HEALTH Type: BC/BS
  - Carrier: 9000D/3500D
- DENTAL Type: BC/BS
  - Carrier: 2
- LIFE Type: LTD
  - Carrier: Madison Nat'l

### Leaves
- SICK: Days/Year 10, Accum. 70, Depend. use yes
- PERSONAL: Days/Year 3, Depend. use yes
- BEREAVEMENT: Days/Year 5, Depend. use yes
- PROFESSIONAL: Depend. use yes
- ADOPTION: Depend. use yes
- ASSOCIATION: Depend. use yes

### Severance Pay
- Yes

### Fairbury

### Salary Schedule

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### District Policies
- Negotiated Policy: Fte
- Voluntary Separation: Y
- Sick Bank: Y
- Other: B

### Cafeteria Plan
- Individ.: 31.51 or 52.18
- Depend.: IRS 125: Y
- Flex Accounts: Y

### Contracts
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 92
- Class Periods/Day: 4
- Normal Teaching Load: 3
10/3/2018

Falls City

2018-2019

1.1

WORKING CONDITIONS

Contract Days: 186
FTE Teachers: 

HS JH/MS ELEM

Starting Salary: 

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 8
Normal Teaching Load: 7 7 7

INDEX:

4 x 5

Experience Allowed: 10
Career Increments: Y
Vertical Freeze: 85-86
Rollback:

Trouble loading...
## Fillmore Central 2018-2019

### Working Conditions
- Contract Days: 185
- FTE Teachers:
  - HS: 14
  - JH/MS: 13
  - ELEM: 11
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 90
- Vertical Freeze: 105
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 35,725
- Starting Salary: 4,000
- Entry Level Step: 1
- Experience Allowed: all(D)

### Insurance
- Type: HEALTH
  - Carrier: BCBS
  - Option: H/A-Dent
  - Amount Paid by District: 600/3500D
- Option: EE/Child
  - Amount Paid by District: 609.09
- Option: EE/Spouse
  - Amount Paid by District: 1126.84
- Option: EE/Sp/Child
  - Amount Paid by District: 1279.10
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 90
- Vertical Freeze: 105
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Leaves
- Type: SICK
  - Days/Year: 10
  - Accum. Use: 60
  - Approval Needed: Yes
- Type: BEREAVEMENT
  - Days/Year: 5
  - Approval Needed: No
- Type: PROFESSIONAL
  - Days/Year: 2
  - Approval Needed: Yes
- Type: ADOPTION
  - Days/Year: 5
  - Approval Needed: Yes

### Other District Policies
- Personal: Yes
- BEREAVEMENT: Yes
- PROFESSIONAL: Yes
- ADOPTION: Yes
- SABBATICAL: No

### Severance Pay
- Base: 35,725
- Index: 4
- Step: 1
- Multi-year Contract:

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

### Part-Time Benefits
- Minimum FTE: 0.4
- Contribution: fte

### Other Leaves:
- Fillmore Central
- 10/3/2018
- HS
- FTE Teachers:
  - H/A-Dent: 609.09
  - EE/Child: 1126.84
  - EE/Spouse: 1279.10
  - EE/Sp/Child: 1717.51
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 90
- Vertical Freeze: 105
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Contract Days: 185
- FTE Teachers:
  - HS: 14
  - JH/MS: 13
  - ELEM: 11
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 90
- Vertical Freeze: 105
- Class Periods/Day: 8
- Normal Teaching Load: 7

### FILLMORE CENTRAL

### Part-Time Benefits
- Minimum FTE: 0.4
- Contribution: fte

### FILLMORE CENTRAL

### Part-Time Benefits
- Minimum FTE: 0.4
- Contribution: fte
**Fort Calhoun**

**2018-2019**

**Index:** 4 x 5

### WORKING CONDITIONS
- **Contract Days:** 187
- **FTE Teachers:**
  - HS: 7.75
  - JH/MS: 7.75
  - ELEM: 7.75
- **Length of Teacher Day:** 7.75
- **Length of Student Day:** 7.2
- **Planning Time:** 50
- **Normal Teaching Load:** 6
- **Class Periods/Day:** 7
- **Multi-year Contract:**

### SALARY SCHEDULE
- **Base:** 34,950
- **Starting Salary:**
  - HS: 30,412
  - JH/MS: 30,412
  - ELEM: 30,412
- **Experience Allowed:** 7
- **Career Increments:** N
- **Vertical Freeze:** 99-00
- **Rollback:**
- **Multi-year Contract:**

### INSURANCE

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### WORKING CONDITIONS

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### SEVERANCE PAY:

**SABBATICAL:** No

**OTHER DISTRICT POLICIES**
- **Negotiated/Policy:**
  - **Exists:**
  - **Y:**
  - **P:**

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### Cafeteria Plan
- **Individ.**
- **Depend.**
- **Deductible Reimbursement:**
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.25
- **Planning Time:**
  - HS: 51
  - JH/MS: 51
  - ELEM: 51
- **Class Periods/Day:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 7
- **Normal Teaching Load:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Student Day:**
  - HS: 7.5
  - JH/MS: 7.25
  - ELEM: 8

### Salary Schedule
- **Base:** 34,175
- **Index:** 4 x 5
- **Starting Salary:** 5(D)
- **Experience Allowed:** 5(D)
- **Career Increments:** N
- **Vertical Freeze:** 87-88
- **Rollback:** 87-88 Last Step
- **Multi-year Contract:**

### Insurance
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO: BC/BS
- **Carrier:**
  - HEALTH: Fort Dearborn
  - DENTAL: H/A-Dent
  - PPO: Individ.
- **Option:**
  - HEALTH: 900D/3500D
  - DENTAL: Individ.
  - PPO: Options:
    - IRS 125:
    - Cafeteria Plan: Individ.
    - Cafeteria Plan: Depend.
- **Amount Paid by District:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO: Cafeteria Plan
- **Couple - Benefits:**
  - HEALTH: Sp or Dep. Dental
  - DENTAL: Sp or Dep. Dental
  - PPO: Deductible Reimbursement
- **Normal Teaching Load:**
  - HEALTH: 8
  - DENTAL: 8
  - PPO: 8
- **Planning Time:**
  - HEALTH: 8
  - DENTAL: 8
  - PPO: 8
- **Normal Teaching Load:**
  - HEALTH: 7
  - DENTAL: 7
  - PPO: 7

### Leaves
- **LEAVES**
  - **Type:**
    - SICK: 10
    - PERSONAL: 3
    - BEREAVEMENT: 5
    - PROFESSIONAL: 2
    - ADOPTION: 0
    - OTHER LEAVES: 0
  - **Accum. Days/Year:**
    - SICK: 45
    - PERSONAL: 3
    - BEREAVEMENT: 5
    - PROFESSIONAL: 2
    - ADOPTION: 0
    - OTHER LEAVES: 0
  - **Approval Needed:**
    - SICK: yes
    - PERSONAL: +1 from sick lv
    - BEREAVEMENT: add'l from sick lv
    - PROFESSIONAL: 1 from Sick Lv. w/appr.
    - ADOPTION: 
    - OTHER LEAVES: Jury Duty

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

### Franklin 2018-2019

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### Other Leaves
- **Severance Pay:**
- **Voluntary Separation:** Y P
- **Grievance:** Y P
- **Sick Bank:** N
- **Jury Duty:**
### Working Conditions
- Contract Days: 185
- FTE Teachers: 4

### Salary Schedule
- Base: 35,550
- Index: 4x4

### Experience Allowed
- Career Increments: N
- 03-04 BA36 removed from BA36/MA col. - grandfathered

### Vertical Freeze
- Rollback:

### Working Conditions

#### 10/3/2018

### Index:

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### Planning Time:
- 48 48 50

### Experience Allowed
- Career Increments: N
- 03-04 BA36 removed from BA36/MA col. - grandfathered

### Vertical Freeze
- Rollback:

### Multi-year Contract:

### Insurane

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### Cafeteria Plan
- Individ. Depend.

### Cafeteria Plan
- Options:
- IRS 125: Y

### Leave

#### SICK
- Days/Year: 12
- Accum. Use: 45
- Approval Needed: yes

#### PERSONAL
- Days/Year: 2
- Accum. Use: 10

#### BEREAVEMENT
- Days/Year: 2 - 10
- From sick lv

#### PROFESSIONAL
- Days/Year: unl.
- Approval Needed: yes

#### ADOPTION
- Days/Year: unl.

### Severance Pay:
- No

### Other District Policies

#### Negotiated/Policy
- Exists
- P

### Other Leaves:

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### 03-04 BA36 grandfathered 10-11 MA ends at Step 13, those on Step 14 will be grandfathered
## Working Conditions

| Contract Days: | 185 |
| 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 |
| Base: | 35,067 |
| Index: | 4.5 x 5 |
| Entry Level Step: | 1 |
| Career Increments: | Y |
| Experience Allowed: | 5(D) |
| Long. 4% ea. 4 yrs after frozen yrs |
| Vertical Freeze: |
| Rollback: | 85-86 |
| Multi-year Contract: |

## Insurance

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**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 1.1
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 34,750
- Entry Level Step: 1
- Experience Allowed: (D)
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

**INSURANCE**

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**LEAVES**

- SICK: 10 days/year, 45 days cumulatively
- PERSONAL: 2 days/year, 1 sub deduct
- Bereavement: see sick lv.
- PROFESSIONAL: 3 days/year, add'l as needed
- ADOPTION: 3 days/year
- ASSOCIATION: 1 day/year

**OTHER DISTRICT POLICIES**

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

**FRIEND**

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**FTE Teachers:**

- HS: 7
- JH/MS: 7
- ELEM: 7

**Salary Schedule:**

- Entry Level: 1.00
- Step 2: 1.04
- Step 3: 1.08
- Step 4: 1.12
- Step 5: 1.16
- Step 6: 1.20
- Step 7: 1.24
- Step 8: 1.28

**Cafeteria Plan:**

- Indiv. + Depend.
  - Health: IRS 125: Y
  - Flex Accounts: Y

**PART-TIME BENEFITS**

- Minimum FTE: 0.5
- Contribution: fte

**COMMENTS:**

- Cafeteria Plan
- Deductible Reimbursement:
- IRS 125: Y
- Flex Accounts: Y

**OTHER LEAVES:**

- SEVERANCE PAY: Y
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8.25
  - JH/MS: 8.25
  - ELEM: 8.25
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 100 FTE
- **Class Periods/Day:** 9
- **Normal Teaching Load:** 6

### SALARY SCHEDULE
- **Base Salary:** $35,450
- **Index:** 4 x 5
- **Starting Salary:**
- **Career Increments:** N
- **Entry Level Step:** 1
- **Experience Allowed:** 5
- **Vertical Freeze:** 86-87 Steps 1-5
- **Rollback:** 86-87
- **Multi-year Contract:**

### INSURANCE

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### WORKING CONDITIONS

- **FTE Teachers:** 185
- **Contract Days:** 185
- **Garden County:**
  - **Length of Teacher Day:** 8
  - **Length of Student Day:** 7.5
  - **Planning Time:** 50
  - **Class Periods/Day:** 8
  - **Normal Teaching Load:**

### SALARY SCHEDULE

- **Base:** 34,100
- **Index:** 4.5 x 4.5
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 10
- **Vertical Freeze:**
- **Rollback:** 89-90
- **Multi-year Contract:**

### INSURANCE

#### Type
- **Health:**
  - Carrier: BC/BS
  - Option: H/A-Dent
- **Dental:**
  - Carrier: BC/BS
  - Option: Individ.
- **Life:**
  - Carrier: Principal Life
  - Option: Individ.
- **LTD:**
  - Carrier: BC/BS
  - Option: Individ.

### Cafeteria Plan

- **Individ.**
- **Depend.**
- **HDCA:** Y
- **Flex Accounts:** Y
- **IRS 125:** Y

### LEAVES

#### Type
- **Sick:** 10 days/year, Accum.: 60, Yes
- **Personal:** 4 days/year, Yes
- **Bereavement:** 2 days/year
- **Professional:** 2 days/year
- **Adoption:**
- **Association:**

### OTHER DISTRICT POLICIES

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

### SABBATICAL

- **Yes**

### SEVERANCE PAY

**GARDEN CO.**

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## WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 2
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 90
- Class Periods/Day: 4
- Normal Teaching Load: 3

## 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
- "*step 1 is 1.045 index"
- Multi-year Contract: 17-18, 18-19

## INSURANCE
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## LEAVES
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## CAFETERIA PLAN
- Individ.: 787.50
- Depend.: 787.50
- Options: H/A, Dental, Cas
- IRS 125: Y
- Flex Accounts: Y

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

## OTHER DISTRICT POLICIES
- Negotiated/Policy: Y

## SABBATICAL
- Yes

## SEVERANCE PAY
- Y
### Working Conditions
- Contract Days: 185
- FTE Teachers: 49
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 42
- Normal Teaching Load: 8
- Class Periods/Day: 9
- Vertical Freeze: 86-87
- Rollback:

### Salary Schedule
- Base: 34,800
- Index: 4 x 5
- Starting Salary: 34,800
- Career Increments: N
- Experience Allowed: 15

### Insurance
- Health:
  - Carrier: Madison Nat'l
  - Type: H/A-Dent
  - Option: 900D3500D
  - Deductible Reimbursement:
  - Individ.
    - Amount Paid by District: 28.67
    - Options:
      - IRS 125: Y
      - Flex Accounts: Y
  - EE/Child
    - Amount Paid by District: 577.53
  - EE/Spouse
    - Amount Paid by District: 577.53
  - EE/Sp/Child
    - Amount Paid by District: 28.67

### Leaves
- Sick: 10 - 60 days, yes after 35 accr to pers
- Personal: 2 - add'l from sick lv.
- Professional: 2 - accommodates 2
- Adoption: 10 - from sick lv.

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

### SEVERANCE PAY:
- Comments:
- FTE Teachers: 49
- Base: 34,800
- Index: 4 x 5
- Entry Level Step: 1
- Startup Salary: 34,800

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

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

### Salary Schedule Table

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### Additional Comments
- Normal Teaching Load: 8
- Multi-Year Contract:
- Class Periods/Day: 9
- Length of Student Day: 7.5
- Planning Time: 42
### WORKING CONDITIONS
- Contract Days: 185
- HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7 7 7
- Planning Time: 47 47 47
- Total Planning Days: 8 8
- Normal Teaching Load: 7 7

### SALARY SCHEDULE
- Base: 35,200
- Entry Level Step: 1
- Experience Allowed: 5
- Career Increments: N
- Vertical Freeze: Rollback
- Multi-year Contract: 18-19, 19-20

### INSURANCE
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### PART-TIME BENEFITS
- Deductible Reimbursement: IRS 125:
- Minimum FTE: 0.5
- Contribution: full

### LEAVES
- SICK Days/Year: 10 Accum. 40 yes
- PERSONAL 2+1 yes 1 with sub pay ded
- BEREAVEMENT from sick lv. yes
- PROFESSIONAL 2 yes
- ADOPTION yes
- ASSOCIATION

### LEAVES
- SABBATICAL: No
- SEVERANCE PAY:

### OTHER DISTRICT POLICIES
- Negotiated/Policy: Voluntary Separation: N
- Grievance: Y P
- Sick Bank: N

### SALARY SCHEDULE

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### GILTNER PROGRAMS

- Deductible Reimbursement: IRS 125:
- Minimum FTE: 0.5
- Contribution: full

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**Note:** The table and text above are extracted from a document detailing various aspects of a salary schedule, including working conditions, insurance benefits, and a detailed salary progression chart. The text is presented in a clear and structured manner, suitable for reading naturally. The document appears to be a section from a collective bargaining agreement or an employee handbook, providing comprehensive information on employment terms and conditions.
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 48

SALARY SCHEDULE
Base: 33,900
Index: 4.5 x 4.5

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

Length of Teacher Day: 8.25
Length of Student Day: 7.25
Planning Time: 48
Class Periods/Day: 8
Normal Teaching Load: 7

Length of Teacher Day: 8.25
Length of Student Day: 7.25
Planning Time: 48
Class Periods/Day: 8
Normal Teaching Load: 7

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 565.48
Options: HA/Dent/Cash/ Caf

HEALTH BC/BS 900D/3500D 607.93
DENTAL BC/BS 2 28.67
LIFE

PPO: Individ.

NON-PARTICIPANT 1202.08

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 90 yes
BEREAVEMENT 5
PROFESSIONAL unl.
ADOPTION
ASSOCIATION

SAVINGS:

SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists

OTHER LEAVES:

GORDON-RUSHVILLE

Step | BA | BA + 9 | BA + 18 | BA + 27 | M A | M A + 9 | M A + 18 | M A + 27
1 | 33,900 | 35,426 | 36,951 | 38,477 | 40,002 | 41,528 | 43,053 | 44,579
 | 1.00 | 1.049 | 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 | 1.405
3 | 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
4 | 40,002 | 41,528 | 43,053 | 44,579 | 46,104 | 47,630 | 49,155
 | 1.15 | 1.225 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54
5 | 41,528 | 43,053 | 44,579 | 46,104 | 47,630 | 49,155 | 50,681 | 52,206
 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54
6 | 44,579 | 46,104 | 47,630 | 49,155 | 50,681 | 52,206 | 53,732 | 55,257
 | 1.315 | 1.36 | 1.409 | 1.45 | 1.495 | 1.54 | 1.585 | 1.63
7 | 47,630 | 49,155 | 50,681 | 52,206 | 53,732 | 55,257
 | 1.405 | 1.495 | 1.54 | 1.585 | 1.63 | 1.675
8 | 50,681 | 52,206 | 53,732 | 55,257 | 56,783 | 58,308
 | 1.495 | 1.54 | 1.585 | 1.63 | 1.675
9 | 52,206 | 53,732 | 55,257 | 56,783 | 58,308
 | 1.54 | 1.585 | 1.63
10 | 55,257 | 56,783 | 58,308
 | 1.63 | 1.675
11 | 58,308 | 59,834
 | 1.675
12 | 59,834 | 61,359
 | 1.72 | 1.765
13 | 61,359 | 62,885
 | 1.765 | 1.81
14 | 62,885 | 64,410
 | 1.81
15 | 65,936
 | 1.85

09-10 Base Movement Freeze; 10-11 allow 2 steps movement
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 7
  - JH/MS: 7
  - ELEM: 7
- **Length of Teacher Day:** 6.5
- **Length of Student Day:** 6.5
- **Planning Time:** 48
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### SALARY SCHEDULE
- **Base:** 35,800
- **Index:** 5 x 4
- **Starting Salary:**
  - HS: 35,800
  - JH/MS: 37,232
  - ELEM: 38,664
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 900D/3500D
  - Amount Paid by District:
    - Individ.: 577.53
    - EE/Child: 1068.45
    - EE/Spouse: 1212.82
    - EE/Sp/Child: 1628.51
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District:
    - Individ.: 28.67
    - EE/Dep: 28.67
    - Sp or Dep. Dental: 28.67
- **LIFE**
  - Carrier: INDIVID.
  - Type: EE/Child
  - Amount Paid by District:
    - Individ.: 900D/3500D
    - EE/Sp/Child: 31.51 or 52.18
- **LTD**
  - Carrier: NON-PARTICIPANT
  - Type: IRS 125: Y
  - Flex Accounts: N

### WORKING CONDITIONS (continued)

### LEAVES
- **SICK**
  - **Days/Year:** 12
  - **Accum. Days:** 75
  - **Approval Needed:** yes

### OTHER DISTRICT POLICIES
- **SEVERANCE PAY**
  - **Negotiated Policy:**
    - Exits: N
    - Policy: P

### OTHER POLICIES
- **GOTHENBURG**

### SABBATICAL:
- **Yes**

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

### SALARY SCHEDULE

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### COMMENTS:
- Deductible Reimbursement:
- IRS 125: Y
- Flex Accounts: Y

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

### GOTHENBURG

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</table>
### WORKING CONDITIONS
- Contract Days: 187
- FTE Teachers: 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8

### 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:
- Length of Teacher Day: 8
- Length of Student Day: 8
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Planning Time: 7.5
- Multi-year Contract:

### WORKING CONDITIONS
- HS: 8
- JH/MS: 8
- ELEM: 8

### INSURANCE
- **HEALTH**
  - BC/BS: 900D/2000D
  - H/A-Dent: Individ.
  - Life: Individ.
  - LTD: Individ.
  - Non-Participant: Individ.

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

### LEAVES
- **SICK**
  - Days/Year: 10
  - Accum: 90
  - Depend: yes
  - Approval Needed: yes
  - Other: use up to 10 days only

- **PERSONAL**
  - Days/Year: 3

- **BEREAVEMENT**
  - Days/Year: 5
  - Accum: 3
  - Depend: yes
  - Approval Needed: yes
  - Other: 3 for immediate-other fam

- **PROFESSIONAL**
  - Days/Year: unlim.

- **ADOPTION**
  - Days/Year: 20 from sick lv.

- **ASSOCIATION**
  - Days/Year: see prof. lv.

### SABBATICAL
- Yes

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

### OTHER LEAVES:
- **SEVERANCE PAY**

### SALARY SCHEDULE

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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
**WORKING CONDITIONS**
- Contract Days: 188
- FTE Teachers: 
  - HS: 36,800
  - JH/MS: 36,800
  - ELEM: 36,800
- Base: 36,800
- Index: 4 x 4
- Starting Salary:
  - Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: all
- MA36-if frozen at last step 2 yrs-$500 3rd yr.
- Vertical Rollback: 84-85, 85-86
- Planning Time: 52
- 48: 40
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Multi-year Contract:

**INSURANCE**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

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**SABBATICAL**

- No

**SEVERANCE PAY**

**OTHER LEAVES**

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**B A + 36 grandfathered 89-90**
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Starting Salary:** $35,900
- **Experience Allowed:** All
- **Career Increments:** N
- **Vertical Freeze:** 87-88
- **Rollback:**
- **Multi-year Contract:**
- **Length of Teacher Day:** 8:25
- **Planning Time:** 50:50
- **Length of Student Day:** 7:25
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Length of Teacher Day:**
  - HS: 9:00
  - JH/MS: 8:15
  - ELEM: 7:25
- **Class Periods/Day:** 7
- **Contract Days:** 185
- **Base:** $35,900
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Starting Salary:** $35,900
- **Experience Allowed:** All
- **Career Increments:** N
- **Vertical Freeze:** 87-88
- **Rollback:**
- **Multi-year Contract:**
- **Length of Teacher Day:**
  - HS: 9:00
  - JH/MS: 8:15
  - ELEM: 7:25
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 7

### Salary Schedule

#### Cafeteria Plan
- **Individ.**
- **Depend.**

#### Options
- **H/A**

#### IRS 125: Y

#### Flex Accounts:

### Leaves
- **Sick:**
  - Days/Year: 10
  - Accum.: 40
  - Use: Yes

#### Other Info:
- **Personal:**
  - Days/Year: 2
  - Use: Yes
  - Accum: 3

- **Bereavement:**
  - Days/Year: 5
  - Use: Yes

- **Professional:**
  - Days/Year: as needed
  - Use: Yes

- **Adoption:**
  - Days/Year: as needed
  - Use: Yes

- **Association:**
  - Days/Year: as needed
  - Use: Yes

### Severance Pay
- **No**

### Other Leaves

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### Insurance
- **Health:**
  - Type: BC/BS
  - Carrier: 900D/3500D
  - Deductible Reimbursement: $2,95/mo
- **Dental:**
  - Type: H/A
  - Carrier: Madison Ntl.
- **Life:**
  - Type: Individ.
  - Carrier: EE/Child
- **LTD:**
  - Type: Individ.
  - Carrier: EE/Sp/Child

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

### Non-Participant

### Cafeteria Plan
- **Options:**
  - H/A

### IRS 125
- **Yes**

### Flex Accounts

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

###劳工条件
- **合同天数:** 185
- **全职教师:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **起始 Salary:** $35,900
- **经验允许:** 所有
- **事业增长:** N
- **垂直冻结:** 87-88
- **回滚:**
- **多年度合同:**
- **教师工作日长度:**
  - HS: 9:00
  - JH/MS: 8:15
  - ELEM: 7:25
- **工作日课程:** 7
- **工作日学生长度:** 7:25
- **正常教学加载:** 7
- **教师工作日长度:**
  - HS: 9:00
  - JH/MS: 8:15
  - ELEM: 7:25
- **工作日课程:** 7
- **工作日学生长度:** 7:25
- **正常教学加载:** 7

### 薪资表

#### 厨房计划
- **个人:**
- **依赖:**

#### 选项
- **H/A**

#### IRS 125: Y

#### 灵活账户:

### 假期
- **病假:**
  - 天数/年: 10
  - 积累: 40
  - 使用: 是

#### 其他信息:
- **个人:**
  - 天数/年: 2
  - 使用: 是
  - 积累: 3

- **哀悼:**
  - 天数/年: 5
  - 使用: 是

- **专业:**
  - 天数/年: 如需要
  - 使用: 是

- **领养:**
  - 天数/年: 如需要
  - 使用: 是

- **协会:**
  - 天数/年: 如需要
  - 使用: 是

### 福利支付
- **否**

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## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 
- HS: 35,450
- JH/MS: 36,868
- ELEM: 38,286
- Starting Salary: 39,704
- Career Increments: N
- Vertical Freeze: 87-88
- Rollback: 86-87 (2 Steps)
- Multi-year Contract:
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Normal Teaching Load: 7

## SALARY SCHEDULE
- Base: 35,450
- Index: 4 x 4
- Entry Level Step: 1
- Experience Allowed: all
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Normal Teaching Load: 7

## INSURANCE
- Type: Carrier
- Option: Amount Paid by District
- Couple - Benefits
- H/A-Dent: Individ.
- EE/Spouse: 1040
- Cafeteria Plan
- IRS 125: Y
- Flex Accounts: Y

## WORKING CONDITIONS
- Contributions:
- Cafeteria Plan
- Individ.
- Depend.

## LEAVES
- Type: Days/Year
- Accum.
- Depend.
- Approval
- Other
- SICK: 10
- OTHER DISTRICT POLICIES
- Negotiated/ Exists
- Policy
- Voluntary Separation: Y
- Grievance: Y
- Sick Bank: N

## SABBATICAL: Yes

## HARTINGTON-NEWCASTLE

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## COMMENTS:
- Deductible Reimbursement:
- IRS 125: Y
- Flex Accounts: Y

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

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

**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers:
  - HS: 8.25
  - JH/MS: 8.25
  - ELEM: 8.25
- Length of Teacher Day: 8.25
- Length of Student Day: 7.5
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

**INDEX**

- 4 x 4
- Experience Allowed: all
- Career Increments: N
- BA+36,45,54 frozen 1 yr after entering; Not apply to MA
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

**INCENTIVES**

- **Length of Teacher Day:** 8.25
- **Length of Student Day:** 7.5
- **Normal Teaching Load:** 7
- **Planning Time:** 48
- **Class Periods/Day:** 8

**INSURANCE**

- **HEALTH**
  - Carrier: BC/BS
  - Option: 750D
  - Amount Paid by District:
    - H/A-Dent: 592.65
    - EE/Sp/Child: 28.67
    - EE/Sp: 28.67
    - EE/Child: 28.67
- **DENTAL**
  - Carrier: BC/BS
  - Option: H/A-Dent
  - Amount Paid by District:
    - Individ.: 1244.57
    - EE/Sp/Child: 48.67
    - EE/Sp: 48.67
    - EE/Child: 48.67

**LEAVES**

- **SICK**
  - Days/Year: 12
  - Accum. use: 40
  - Approval Needed: yes
  - Other: $75/day/year up to $150 eoy

**OTHER DISTRICT POLICIES**

- **SEVERANCE PAY:**

**SABBATICAL:**

- **SEVERANCE PAY:**

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B A36, B A45, B A54 frozen for 1 yr after entering; 14-15: B A45 & B A54 columns eliminated, staff grandfathered.
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: HS JH/MS ELEM
- Base: 34,150
- Index: 4.5 x 4.5
- Starting Salary: 
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 10
- 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
- Those with a doctorate receive $500/yr.
- Vertical Freeze:

### SALARY SCHEDULE

#### Couple - Benefits
- Cafeteria Plan
  - Individ. Depend.
  - 450.80 or 513.24
  - Full Ins. + $325
  - Options: Cash
  - IRS 125: Y
  - Flex Accounts: Y

#### LEAVES

- **SICK**
  - Days/Year: 10
  - Accum. use: yes
  - Approval Needed: Other

- **BEREAVEMENT**
  - 5
  - w/approv.

- **PROFESSIONAL**
  - 4
  - yes

- **ADOPTION**
  - 5

- **ASSOCIATION**

#### SABBATICAL:
- Yes

#### SEVERANCE PAY:
- Family parenting-5; spec. pers.-2

### INSURANCE

#### Type Carrier Option Amount Paid by District
- HEALTH BC/BS 900D/3500D 607.93 1068.45 1212.82 1628.51
- DENTAL BC/BS 5 56.31 56.31 56.31
- PPO: Dist pays 95% H/A premium for f
- LIFE
  - Use
  - Deductible Reimbursement:

#### NON-PARTICIPANT $275/mo no ins

#### PART-TIME BENEFITS
- Minimum FTE: 0.4
- Contribution: fee

### SALARY SCHEDULE

#### SALARY SCHEDULE

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**02-03 staff frozen at bottom of MA 45 will be given add1 1.5% of base every yr on that step**
WORKING CONDITIONS

- Contract Days: 162
- FTE Teachers:
  - HS: 2018-2019
  - JH/MS: 2018-2019
  - ELEM: 2018-2019
- Length of Teacher Day: 8.75
- Length of Student Day: 7
- Planning Time: 64
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Experience Allowed: Y
- Career Increments: Y
- Vertical Freeze:
- Rollback:
- 11-12 switch to 4 day work week - 160 contract days
- Multi-year Contract: 18-19, 19-20

INSURANCE

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LEAVES

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OTHER DISTRICT POLICIES

- Negotiated/Policy: Exists

SALARY SCHEDULE

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OTHER LEAVES: Jury Duty
**WORKING CONDITIONS**
- Contract Days: 180
- FTE Teachers: 4 x 4.5
- Length of Teacher Day: 8
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Student Day: 7.5
  - HS: 7.5
  - JH/MS: 7.5
- Planning Time: 51
  - HS: 51
  - JH/MS: 51
  - ELEM: 40
- Class Periods/Day: 8
  - HS: 8
  - JH/MS: 8
  - ELEM: 7.5
- Normal Teaching Load: 7
  - HS: 7
  - JH/MS: 7
  - ELEM: 7

**SALARY SCHEDULE**
- Base: 34,600
- Index: Entry Level Step: 1
- Starting Salary: Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback: Multi-year Contract: 18-19, 19-20

**INSURANCE**
- **HEALTH**
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District: 609.09, 1126.84, 1279.10, 1717.51
  - Couple - Benefits: Sp or Dep Dental
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2

**LEAVES**
- **SICK**
  - Days/Year: 10
  - Accum.: 60
  - Approval: yes
  - Other: Percent of base for tuition
- **PERSONAL**
  - Days/Year: 1
  - Approval: y
- **BEREAVEMENT**
  - Days/Year: un
  - Approval: w/appr.
- **PROFESSIONAL**
  - Days/Year: un
  - Approval: yes
- **ADOPTION**
  - Days/Year: Approval
- **ASSOCIATION**
  - Days/Year: Approval

**OTHER DISTRICT POLICIES**
- **SABBATICAL**
  - Yes
- **SEVERANCE PAY**
- **OTHER LEAVES**

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**BASE SCHEDULE**

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 
  - HS: 15
  - JH/MS: 15
  - ELEM: 15
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5
- Planning Time: 97
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 37,083
- Index: 4 x 4
- Starting Salary: 
  - HS: 37,083
  - JH/MS: 37,083
  - ELEM: 37,083
- Career Increments: N
- Experience Allowed: 8

### INSURANCE
- **Type**: 
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- **Carrier**: H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
- **Option**: EE/Spouse
  - Sp or Dep. Dental
- **Amount Paid by District**: 
  - BC/BS: 577.53
  - DENTAL: 51.46
- **Couple - Benefits**: 
  - 56.62 or 93.69
- **Cafeteria Plan**: Individ.
  - Depend.
  - Options:
    - IRS 125: Y
  - Flex Accounts:

### Leaves
- **Type**: 
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 5
  - PROFESSIONAL: 2
  - ADOPTION: see sick lv.
  - ASSOCIATION: 2
- **Depend. Days/Year**: 
  - 10
  - 50
- **Accum. use**: 
  - Yes
  - Yes
  - Yes
  - Yes
- **Approval Needed**: 
  - Yes
  - Yes
  - Yes
  - No

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

### Salary Schedule Table

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### Severance Pay
- **High School**: 15
- **Middle School**: 13
- **Elementary School**: 11
- **Total**: 40

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

### Other Leaves
- **HEARTLAND**: 1.15
- **ADOPTION**: 1.12
- **SICK**: 1.10
- **PERSONAL**: 1.08
- **BEREAVEMENT**: 1.06
- **PROFESSIONAL**: 1.04
- **SALARY SCHEDULE**: 1.02
- **ASSOCIATION**: 1.00

### Notes
- See sick lv.
- Contract Days: 185
- Multi-year Contract: 1.12
### Working Conditions
- Contract Days: 185
- FTE Teachers: HS JH/MS ELEM
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 50
- Vertical Freeze: 05-06, 06-07
- Class Periods/Day: 7
- Multi-year Contract: 17-18, 18-19

### Salary Schedule
- Base: 34,550
- Index: 4.5 x 4.5
- Starting Salary: 1(D)
- Career Increments: Y
- Experience Allowed: all

### Insurce
<table>
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<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
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- NON-PARTICIPANT: $645 annuity

### Leaves
- **Sick**: 10 50 yes
- **Other Info**: no 1 add w/sub deduct
- **Personal**: 3
- **Bereavement**: see sick lv.
- **Professional**: adm. disc. yes
- **Adoption**: 5 from sick lv.
- **Association**: see prof. lv.

### Other District Policies
- **Negotiated/Policy**: Yes Y
- **Voluntary Separation**: Yes Y
- **Grievance**: Yes Y
- **Sick Bank**: No N

### Hemingford

### Salary Pay

### 2018-2019
- Base: 34,550
- Index: 4.5 x 4.5
- Starting Salary: 1(D)
- Career Increments: Y
- Experience Allowed: all

### Insurce
- **Type**: Carrier | Option | Amount Paid by District | Couple - Benefits | Cafeteria Plan |
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<td>BC/BS</td>
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<td>56.31 56.31 56.31</td>
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</table>
- **PPO**: COMMENTS:
- **LIFE**: Guardian 5.00
- **LTD**: Non-Participant
- **Insurance**: $645 annuity
## Working Conditions
- Contract Days: 185
- FTE Teachers: 2018-2019
- HS
- JH/MS
- ELEM
- Starting Salary: 37,015
- Index: 5 x 4
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze: Rollback:
- Normal Teaching Load: 7 7

## Salary Schedule
- Base: 33,650
- Entry Level Step: 1

## Leaves
- Type: SICK
- Days/Year: 10
- Accum. use: 45
- Approval Needed: yes

### Other District Policies
- negotiable/policy: exists
- Voluntary Separation: N
- Grievance: Y N
- Sick Bank: Y N

### Sabbatical: No

## Insurancenon-participant
- Type: HEALTH
- Carrier: BC/BS
- Option: H/A-Dent
- Total:
  - Amount Paid by District: 900D/3500D
  - Deductible Reimbursement: 900D/3500D

## Cafeteria Plan
- Carrier: Individ.
- Total:
  - Amount Paid by District: 900D/3500D
  - Deductible Reimbursement: 900D/3500D

## Class Periods/Day:
- 8

## Contract Days:
- 185

## Length of Teacher Day:
- 7.5

## Length of Student Day:
- 7.5

## Normal Teaching Load:
- 7

## Scheduling:

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### Notes:
- BA 36 staff hired prior to 03-04 are grandfathered into a separate schedule. BA 36 must have M A 3 6 or M A 4 5 to move into appropriate column. Those already in B A 3 6 or B A 4 5 columns will be grandfathered.
High Plains Community School

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 
  - HS
  - JH/MS
  - ELEM
- Beginning Salary: 36,875
- Entry Level Step: 1
- Experience Allowed: 6
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 8
- Length of Student Day: 7.33
- Planning Time: 80
- Class Periods/Day: 8
- Normal Teaching Load: 7

**INSURANCE**
- Type: HEALTH, DENTAL, LTD
- Carrier: Horace Mann
- Option: 900D
- Amount Paid by District:
  - BC/BS: Individ.
  - EE/Child: 900D
  - EE/Spouse: EE/Sp/Child
  - EE/Sp/Child: 29.25 or 48.43
- Couplet - Benefits:
  - Sp or Dep. Dental
  - IRS 125: Y
  - Flex Accounts: Y
  - Cafeteria Plan: Individ.
  - Deductible Reimbursement: $26.61

**SALARY SCHEDULE**
- Base: 36,875
- Index: 4 x 4.5
- Starting Salary: 36,875
- Entry Level Step: 1

**LEAVES**
- Type: SICK, PERSONAL, BEREAVERSMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- Days/Year: 10, 2, 2
- Accum. Days: 45, no, w/approv
- Other Info: yes, no, adm. approv.
- Approval Needed: yes, no, w/approv
- Couples - Benefits: Sp or Dep. Dental
  - IRS 125: Y
  - Flex Accounts: Y

**OTHER DISTRICT POLICIES**
- Negotiated/ Policy}
- Ends:
- Voluntary Separation: Y N
- Sick Bank: Y N

**SEVERANCE PAY:**
- Other:

**OTHER LEAVES:**

---

**HIGH PLAINS COMMUNITY SCHOOL**

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**Hitchcock County**

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: HS, JH/MS, ELEM

**SALARY SCHEDULE**
- Base: 34,250
- Index: 4 x 4
- Starting Salary: Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 10

**PLANNING**
- 50%

**INSURANCE**

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<th>Couple - Benefits</th>
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**LEAVES**

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**OTHER DISTRICT POLICIES**

- **Negotiated Policy**
  - Vertical Freeze: Exists
  - Career Increments: Base
  - Minimum FTE: 0.5

**SABBATICAL**

- SEVERANCE PAY:

**HITCHCOCK COUNTY SALARY SCHEDULE**

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<td>16</td>
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<td>58,910</td>
<td>58,910</td>
<td>60,280</td>
<td>61,650</td>
</tr>
</tbody>
</table>

**OTHER LEAVES:**

- **PERSONAL SICK:**
  - Type: LTD
  - PPO: DENTAL
  - HEALTH INSURANCE:
    - BC/BS: 9000/3500D
    - 757.53 1068.45 1212.82 1628.51
  - BC/BS: 2
  - BC/BS: 5.85
  - 5.85
  - BC/BS: 40
  - 40

- **SICK BANK:**
  - Type: Individ.
  - FTE: 10
  - Accum.: 40
  - Yes

- **GRIEVANCE:**
  - Type: Individ.
  - FTE: 10
  - Accum.: 40
  - Yes
  - $100 stipend/day

- **APPROVAL NECESSARY: No**
  - **Co-Workers:** No
  - **SICK BANK:** Exists
  - **Voluntary Separation:** Y
  - **Mandatory:** Y
  - **Sick Bank:** Exists
  - **Voluntary Separation:** Y
  - **Mandatory:** Y

- **SEVERANCE PAY:**
  - No

- **SABBATICAL:**
  - No
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 35,550
  - JH/MS: 38,750
  - ELEM: 40,349
- **Starting Salary:** 3,875
- **Career Increments:** N
- **Experience Step:** 3
- **Vertical Freeze:** 85-86
- **Class Periods/Day:**
  - 8
- **Planning Time:** 50
- **Rollback:** 95-96
- **Normal Teaching Load:** 7

### SALARY SCHEDULE
- **Base:** 35,550
- **Index:** 4.5 x 4.5
- **Entry Level Step:** 3

### INSURANCE
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>900D/3500D</td>
<td>577.53 1068.45 1212.82 1628.51</td>
<td>31.51 or 52.18</td>
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<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>28.67 28.67 28.67 28.67</td>
<td>Sp or Dep. Dental</td>
</tr>
</tbody>
</table>

- **PPO:** COMMENTS:
  - Deductible Reimbursement:
  - IRS 125: Y

### LEAVES
<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval Needed</th>
<th>Other</th>
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</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>90</td>
<td>yes</td>
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<td></td>
</tr>
</tbody>
</table>

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

### SABBATICAL:
- **Yes**

### SEVERANCE PAY:

### OTHER LEAVES:
- Jury Duty
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day:**
  - 7:45 AM - 2:10 PM
  - 7:45 AM - 3:10 PM
- **Length of Student Day:**
  - 7:45 AM - 2:10 PM
  - 7:45 AM - 3:10 PM
- **Planning Time:**
  - 50 minutes
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** 38,400
- **Index:** 4 x 4
- **Starting Salary:**
  - HS: 7.8
  - JH/MS: 7.8
  - ELEM: 7.8
- **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
- **Coverage:**
  - Health:
    - H/A-Dent: 104.17*
    - Individ.:
    - EE/Child:
    - EE/Spouse:
    - EE/Sp/Child:
  - Dental:
    - BC/BS
  - Life:
  - LTD:
  - Non-Participant:

### Leaves
- **Sick:***
  - Days/Year: 9
  - Accum.: 90
  - Depend. Use: yes
  - Other:
  - **Personal:**
  - **Bereavement:**
  - **Professional:** adm. disc.
  - **Adoption:** adm. disc.
  - **Association:**
  - **Other:***
  - **Sabbatical: No**

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

### Other Leaves
- **Homer:**
  - **Step:**
  - **BA:**
  - **BA = 8:**
  - **BA = 16:**
  - **BA = 24:**
  - **MA:**
  - **MA = 8:**
  - **MA = 16:**
  - **MA = 24:**
  - **MA = 32:**

### Cafeteria Plan
- **Individ:**
- **Depend:**

### Part-Time Benefits
- **Contrib:**
  - **FTE:**

### Additional Notes
- **Salary Schedule:**
  - **Salary:**
  - **Index:**
  - **Schedule:**
  - **Base:**
  - **Index:**
  - **Schedule:**
## 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:**
- **Career Increments:**
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

## Insurance
- **Type:**
  - HEALTH: BC/BS 900D/2000D
  - DENTAL: BC/BS 2
- **Carrier:**
- **Option:**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District:**
  - BC/BS: 900D/2000D
- **Couple - Benefits:**
  - Health: 750
- **Options:**
  - IRS 125:
  - Cafeteria Plan: Minimum FTE: 0.5
  - Flex Accounts:
  - Deductible Reimbursement:

## Leaves
- **Type:**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year:**
- **Accum. Use:**
- **Approval Needed:**
- **Other:**

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

## Sabbatical

## Severance Pay

<table>
<thead>
<tr>
<th>Other Leaves:</th>
</tr>
</thead>
</table>

## Howells-Dodge 2018-2019

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

### Part-Time Benefits
- **Contribution:**

### Working Conditions
- **FTE Teachers:**
- **Starting Salary:**
- **Class Periods/Day:**
- **Contract Days:**
- **Normal Teaching Load:**

### Salary Schedule
- **Index:**
- **Career Increments:**
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Insurance
- **Type:**
  - HEALTH: BC/BS 900D/2000D
  - DENTAL: BC/BS 2
- **Carrier:**
- **Option:**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District:**
  - BC/BS: 900D/2000D
- **Couple - Benefits:**
  - Health: 750
- **Options:**
  - IRS 125:

### Leaves
- **Type:**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year:**
- **Accum. Use:**
- **Approval Needed:**
- **Other:**

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

### Sabbatical

### Severance Pay
### Working Conditions
- Contract Days: 185
- FTE Teachers: HS, JH/MS, ELEM
- Length of Teacher Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Base: 34,350
- Starting Salary: Entry Level Step: 1
- Experience Allowed: 5
- Career Increments: N
- Vertical Freeze: Rollback:
- Multi-year Contract: 17-18, 18-19

### Insurance
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
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</thead>
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<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>1500D</td>
<td>534.60 989.04 1122.67 1507.47</td>
<td>31.51 or 52.18 Sp or Dep. Dental</td>
<td>Options: IRS 125: Y</td>
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<td>COMMENTS:</td>
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<td>LTD:</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Leaves
- **Type** | **Days/Year** | **Accum.** | **Depend.** | **Approval** | **Needed** | **Other** | **Negotiated/Policy** |
- **SICK** | 10 | 60 | yes | | | | |
- **BEREAVEMENT** | 10 | | | from sick lv. | | | |
- **PROFESSIONAL** | adm. disc. | | | | | | |
- **ADOPTION** | | | | | | | |
- **ASSOCIATION** | | | | | | | |

### Severance Pay:

### Salary Schedule

### Other District Policies

### Cafeteria Plan
- Individ.
- Depend.
- Options:

### Salary Schedule Table

### Workforce Description:

### Notes:

**01-02 grandfathered BA+35 column when districts merged, teachers on BA+35 stayed on MA**
**WORKING CONDITIONS**

Contract Days: 185
FTE Teachers: 8

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

**SALARY SCHEDULE**

Base: 35,750
Entry Level Step: 1(D)

Index: 4 x 4

Starting Salary: 1212.82
Rollback: 28.67

Career Increments: N
Vertical Freeze: N

Experience Allowed: all
Multi-year Contract: N

**INSURANCE**

Type | Carrier | Option | Amount Paid by District | Couple - Benefits |
--- | --- | --- | --- | --- |
HEALTH | BC/BS | 900D | 577.53, 1068.45 | 31.51 or 52.18 |
DENTAL | BC/BS | 2 | 28.67 | Sp or Dep Dental |
PPO | | | | IRS 125: |
LTD | National Ins | (thru sal) | | Deductible Reimbursement: N |
NON-PARTICIPANT | | | | PART-TIME BENEFITS |

**LEAVES**

Type | Days/Year | Accum. | Depend. | Approval | Other | NEGOTIATED POLICY |
--- | --- | --- | --- | --- | --- | --- |
SICK | 8.5 | 8/yr until 36 accum, then 5/yr | Yes | No | 8 | EXISTS |
PERSONAL | 4 | 5 | Yes | 2 | P | Y |
BEREAVEMENT | 5 | add'l from sick lv. | Yes | 1 | N | |
PROFESSIONAL | 2 | 6 | Yes | 1 | N | |
ADOPTION | | 7 | | 1 | N | |
ASSOCIATION | from prof. lv. | 8 | | 1 | N | |

**SABBATICAL:** No
SEVERANCE PAY: Y

**OTHER DISTRICT POLICIES**

Negotiated/Policy

**OTHER LEAVES:**

**HUMPHREY**

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<tr>
<th>Step</th>
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<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>MA</th>
<th>MA + 9</th>
<th>MA + 18</th>
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<td>44,330</td>
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<tr>
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<td>37,180</td>
<td>38,610</td>
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<td>41,470</td>
<td>42,900</td>
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<td>45,760</td>
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<td>3</td>
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<td>4</td>
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<td>45,760</td>
<td>47,190</td>
<td>48,620</td>
<td>50,050</td>
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<tr>
<td>6</td>
<td>42,900</td>
<td>44,330</td>
<td>45,760</td>
<td>47,190</td>
<td>48,620</td>
<td>50,050</td>
<td>51,480</td>
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<tr>
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<td>44,330</td>
<td>45,760</td>
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<td>48,620</td>
<td>50,050</td>
<td>51,480</td>
<td>52,910</td>
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<tr>
<td>8</td>
<td>45,760</td>
<td>47,190</td>
<td>48,620</td>
<td>50,050</td>
<td>51,480</td>
<td>52,910</td>
<td>54,340</td>
</tr>
</tbody>
</table>

| | 48,620 | 50,050 | 51,480 | 52,910 | 54,340 | 55,770 |
| 10 | 51,480 | 52,910 | 54,340 | 55,770 | 57,200 |
| 11 | 54,340 | 55,770 | 57,200 | 58,630 |
| 12 | 57,200 | 58,630 | 60,060 |
| 13 | 61,490 | 62,920 |
| 14 | 68,630 | 70,060 | 71,490 |
| 15 | 76,630 | 78,060 | 79,490 |
| 16 | 84,630 | 86,060 | 87,490 |
| 17 | 92,630 | 94,060 | 95,490 |
| 18 | 100,630 | 102,060 | 103,490 |
| 19 | 108,630 | 110,060 | 111,490 |
| 20 | 116,630 | 118,060 | 119,490 |
| 21 | 124,630 | 126,060 | 127,490 |

2018-2019
1.1
### Working Conditions
- Contract Days: 184
- FTE Teachers: 4

### Salary Schedule
- Base: 34,400
- Index: 4 x 4
- Entry Level Step: 1

### Experience Allowed
- All

### Career Increments
- N

### Vertical Freeze
- Rollback

### Multi-year Contract
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 8
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Working Conditions
- Salary Schedule
  - Entry Level Step: 1
  - Amount Paid by District: 577.53

### Insurance
- Type
  - Health: BC/BS
  - Dental: BC/BS
  - PPO: exists

### Cafeteria Plan
- Option
  - Individ.
  - EE/Child
  - EE/Spouse

### Deductible Reimbursement
- Minimum FTE: 0.4

### Leaves
- **Type**: SICK
  - Days/Year: 10
  - Accum. Days: 45
  - Approval Needed: Yes

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

### Table
- **Step**: 1
  - **BA**: 34,400
  - **BA + 9**: 35,776
  - **BA + 18**: 37,152
  - **BA + 27**: 38,528
  - **BA + 36**: 39,904

### Severance Pay
- **Type**: HYANNIS
- **Step**: 1
  - **BA**: 34,400
  - **BA + 9**: 35,776
  - **BA + 18**: 37,152
  - **BA + 27**: 38,528
  - **BA + 36**: 39,904

### Other Leaves
- **Type**: HYANNIS
- **Step**: 1
  - **BA**: 34,400
  - **BA + 9**: 35,776
  - **BA + 18**: 37,152
  - **BA + 27**: 38,528
  - **BA + 36**: 39,904

### Salary Schedule
- **Step**: 1
  - **BA**: 34,400
  - **BA + 9**: 35,776
  - **BA + 18**: 37,152
  - **BA + 27**: 38,528
  - **BA + 36**: 39,904

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

### Severance Pay
- **Type**: HYANNIS
- **Step**: 1
  - **BA**: 34,400
  - **BA + 9**: 35,776
  - **BA + 18**: 37,152
  - **BA + 27**: 38,528
  - **BA + 36**: 39,904

### Other Leaves
- **Type**: HYANNIS
- **Step**: 1
  - **BA**: 34,400
  - **BA + 9**: 35,776
  - **BA + 18**: 37,152
  - **BA + 27**: 38,528
  - **BA + 36**: 39,904

---

**Note**: The table represents various components of the salary schedule and insurance benefits, along with other conditions and policies relevant to the HYANNIS school district for the 2018-2019 academic year.
WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: HS JH/MS ELEM
- Length of Teacher Day: 5
- Length of Student Day: 4
- Planning Time:垂直冻结
- Class Periods/Day:
- Normal Teaching Load:

SALARY SCHEDULE
- Base: 35,425
- Starting Salary: 1
- Career Increments: 5 (D)
- Experience Allowed: 5 (D)
- Entry Level Step: 1

INCENTIVES
- Index: 4 x 5

Cafeteria Plan
- Individual
- Dependent

WORKING CONDITIONS:

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

INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Amount Paid by District</th>
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<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>150D/3500C 562.74 1041.09 1181.76 1586.81</td>
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<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>5 56.31 56.31 56.31 56.31</td>
</tr>
</tbody>
</table>

- Deductible Reimbursement: Y 600

- Options:
  - IRS 125:
  - Flex Accounts:

LEAVES

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Needed</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>11</td>
<td>60</td>
<td>Y</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- Other Info: unused @ $75/day-must keep 60 days in bank
- Other Info: convert to sick lv @ eyo
- Other Info: Voluntary Separation:
- Other Info: Grievance:
- Other Info: Sick Bank: Y

OTHER DISTRICT POLICIES

- Negotiated Policy
- Exists

SEVERANCE PAY

OTHER LEAVES:

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WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 44

SALARY SCHEDULE
Base: 35,500
Index: 4 x 4

HS 35,500 36,920 38,340 39,760 41,180 42,600 44,020
JH/MS 1.05 1.04 1.03 1.02 1.01 1.00 1.00
ELEM 1.00 1.00 1.00 1.00 1.00 1.00 1.00

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

Experience Allowed: all (D)
Career Increments: N
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 9000/3500D 577.53 1068.45 1212.82 1628.51
DENTAL BC/BS 2 28.67 53.01 60.18 80.85

PPO: COMMENTS:
LIFE
LTD Madison Nat'l .0045

NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 50 yes carryover/buyback up to 4
BEREAVEMENT from sick lv. yes Voluntary Separation: N
PROFESSIONAL admin. disc. yes Grievance: Y P
ADOPTION admin. disc. yes Sick Bank: Y N
ASSOCIATION 3 (off/deleg)

OTHER DISTRICT POLICIES
Negotiated/ Policy

OTHER LEAVES:

SABBATICAL: No SEVERANCE PAY:

OTHER DISTRICT POLICIES

J O H N S O N - B R O C K
10/3/2018

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 34,892
- HS: 7.5
- JH/MS: 6.5
- ELEM: 7.5
- Vertical Freeze: 85-86
- 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)

**INSURANCE**
- Type: HEALTH
- Carrier: BC/BS
- Option: 900D/2000D
- Amount Paid by District: 241.67
- Cafeteria Plan: H/A-Dent

**OTHER LEAVES**
- SICK: 10
- Other: 20 days for dep./1/2 sub pay at retire.

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

**SABBATICAL:** No

**K E A R N E Y**

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Longevity increments available on MA 46 - 2nd yr on step 15 receive 2% of base
WORKING CONDITIONS
Contract Days: 184
FTE Teachers: HS 8 JH/MS 8 ELEM 8
Length of Teacher Day: 7.5 7.5 7.5
Length of Student Day: 8 8 8
Planning Time: 50 50 40
Class Periods/Day: 7 7
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 35,000
Entry Level Step: 1
Index: 4 x 4
Experience Allowed: (D)
Career Increments: N

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

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 42 yes
PERSONAL 3 yes 2 add'l from sick lv
BEREAVEMENT unl. with admin approval
PROFESSIONAL unl. yes
ADOPTION 10 accum. 40
ASSOCIATION

SABBATICAL: No

OTHER DISTRICT POLICIES
Negotiated/ Policy
Sick Bank: Y N
Voluntary Separation: Y P
Grievance: Y N

OTHER LEAVES:

NEED SALARY SCHEDULE
### Keya Paha

#### 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
- Starting Salary: 34,000
- Career Increments: N
- Experience Allowed: 6
- Vertical Freeze: Rollback: 93-94
- Multi-year Contract: Length of Teacher Day: 8
- Length of Student Day: 7.5
- Normal Teaching Load: 7

#### Insurance
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#### Leaves
- SICK: Days/Year: 10
- PERSONAL: Days/Year: 2
- BEREAVEMENT: Days/Year: 2
- PROFESSIONAL: Days/Year: 3
- ADOPTION: Days/Year: 1

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

#### CAFETERIA PLAN

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

#### Other Leaves

#### Keya Paha

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### Working Conditions
- Contract Days: 185 FTE Teachers:
- HS: 8 8 8
- JH/MS: 7.25 7.25 7.2
- ELEM: 48 48 0
- Planning Time: 9
- Class Periods/Day: 8
- Normal Teaching Load: 8

### Salary Schedule
- Base: 35,100
- Index: 4 x 5
- Starting Salary: Entry Level Step: 1
- Career Increments: Y
- Vert. Incr. are % of column base
- Vertical Freeze: 52.18
- Experience Allowed: all

### INSURANCE
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### Leaves
- SICK: 8 60 yes
- PERSONAL: PTO
- BEREAVEMENT: 5
- PROFESSIONAL: unil. yes
- ADOPTION: Sick Bank: Y N
- ASSOCIATION: 1-officers only

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

### Sabbatical: Yes

### Severance Pay:

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

**SALARY SCHEDULE**

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**OTHER DISTRICT POLICIES**

- **Negotiated/Policy**: Exists
- **Sabbatical**: Yes
- **Severance Pay**: N

**Working Conditions**

- Contract Days: 185
- FTE Teachers: HS JH/MS ELEM
- Base: 34,450
- Index: 5 x 4
- Starting Salary: 1
- Career Increments: N
- Vertical Freeze: Rollback:
- Experience Allowed: all
- Multi-year Contract:

**Insurance**

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<th>Option</th>
<th>Amount Paid by District</th>
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**Leaves**

- **SICK**: Days/Year: 12, Accum. use: 120, Depend. needed: yes
- **PERSONAL**: PTO
- **BEREAVEMENT**: 10.5
- **PROFESSIONAL**: 2, Grievance: Y, P
- **ADOPTION**: 30, from sick lv.
- **ASSOCIATION**

**Salary Schedule**

*Full time staff who have been on MA36 Step 14 for one year will receive an annual comp payment of $850, paid in Nov.*
## WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 43
- HS JH/MS ELEM: 8 8 8
- Starting Salary: 34,650
- Career Increments: N
- Experience Allowed: 10
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

## SALARY SCHEDULE

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## WORKING CONDITIONS

- HS JH/MS ELEM: 8 8 8
- Planning Time: 48 48 48
- Class Periods/Day: 8 10
- Normal Teaching Load: 7 7

## INSURANCE

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## OTHER DISTRICT POLICIES

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

## SABBATICAL:

- No

## SEVERANCE PAY:

## PART-TIME BENEFITS

- Minimum FTE: 0
- Contribution: fte

## LAUREL-CONCORD-COLERIDGE

### WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 43
- HS JH/MS ELEM: 8 8 8
- Starting Salary: 34,650
- Career Increments: N
- Experience Allowed: 10

### SALARY SCHEDULE

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### WORKING CONDITIONS
- Contract Days: 185
- HS: 8
- JH/MS: 8
- ELEM: 8
- Class Periods/Day: 8
- Planning Time: 50
- Length of Student Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 35,550
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze: Rollback:
- Multi-year Contract: Length of Teacher Day: 8
- Length of Student Day: 8
- Length of Teacher Day: 8

### WORKING CONDITIONS
- 4 x 4

### INSURANCE
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### LEAVES
- **SICK**:
  - Days/Year: 6
  - Accum.: 34
  - Approval Needed: Yes
  - Other Info: Svc: $40/day unused
- **PERSONAL**: 6
- **BEREAVEMENT**: 2
- **PROFESSIONAL**: 2
- **ADOPTION**: 30
- **ASSOCIATION**:

### SABBATICAL:
- **SEVERANCE PAY**: Y

### SALARY SCHEDULE
- **Step 1**:
  - Step: 1
  - Base: 35,550
  - Entry Level Step: 1
- **Step 2**:
  - Step: 2
  - Base: 36,972
  - Entry Level Step: 2
- **Step 3**:
  - Step: 3
  - Base: 38,394
  - Entry Level Step: 3
- **Step 4**:
  - Step: 4
  - Base: 39,816
  - Entry Level Step: 4
- **Step 5**:
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  - Base: 41,238
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- **Step 6**:
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- **Step 7**:
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- **Step 8**:
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- **Step 9**:
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  - Base: 46,926
  - Entry Level Step: 9
- **Step 10**:
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  - Base: 48,348
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- **Step 11**:
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  - Base: 49,770
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- **Step 12**:
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- **Step 13**:
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- **Step 14**:
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  - Entry Level Step: 14
- **Step 15**:
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  - Base: 55,458
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- **Step 16**:
  - Step: 16
  - Base: 56,880
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### WORKING CONDITIONS
- **Length of Teacher Day**: 8
- **Length of Student Day**: 8
- **Normal Teaching Load**: 7
- **Planning Time**: 50
- **Class Periods/Day**: 8
- **Multi-year Contract**: Length of Teacher Day: 8
- **Length of Student Day**: 8
- **Normal Teaching Load**: 7

### LEAVES
- **SICK**:
  - Days/Year: 6
  - Accum.: 34
  - Approval Needed: Yes
  - Other Info: Svc: $40/day unused
- **PERSONAL**: 6
- **BEREAVEMENT**: 2
- **PROFESSIONAL**: 2
- **ADOPTION**: 30
- **ASSOCIATION**:

### SABBATICAL:
- **SEVERANCE PAY**: Y

### SALARY SCHEDULE
- **Step 1**:
  - Step: 1
  - Base: 35,550
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- **Step 15**:
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  - Base: 55,458
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- **Step 16**:
  - Step: 16
  - Base: 56,880
  - Entry Level Step: 16
### Working Conditions

- Contract Days: 185
- FTE Teachers: 4
- HS: 1150D
- JH/MS: 2
- ELEM: 3
- Starting Salary: 35,200
- Base: 35,200
- Index: 4 x 4
- Entry Level Step: 1
- Experience Allowed: 8
- Career Increments: N
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: Y
- Length of Teacher Day: 8
- Length of Student Day: 6.6
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Planning Time: 50
- Length of Teacher Day: 8

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### Cafeteria Plan

- Couple - Benefits
- Cafeteria Plan
- Indiv. Depend.
- Options:
- IRS 125:
- Flex Accounts:

### Leaves

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### Other District Policies

- Negotiated/Policy
- Externs
- Sick Bank: Y
- Voluntary Separation: N

### SABRETTICAL

- SEVERANCE PAY: Yes

### Salary Schedule

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### Working Conditions

- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

### Salary Schedule

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

### Insurance

#### Type
- **Carrier:**
- **Option:**
- **Amount Paid by District:**
  - H/A-Dent: 1000D/3500
  - EE/Child: 1050.28
  - EE/Spouse: 1192.20
  - EE/Spouse: 1600.83
- **Couple - Benefits:**
  - 31.51 or Sp or Dep Dental
  - 52.18 IRS 125: Y
  - Options:
  - Flex Accounts: Y

#### Cafeteria Plan
- **Individ. Depend.**
  - 1.05
  - 1.09
  - 1.17
  - 1.21
  - 1.25
  - 1.29
  - 1.33
  - 1.37
  - 1.41

#### Healthcare
- **Option:**
- **Amount Paid by District:**
- **Couple - Benefits:**
- **Individ. Depend.**

### FACE Policies

#### SICK
- **Other Info:**
- **Days/Year:** 10
- **Accum. use:** 65
- **Other:**

#### PERSONAL
- **Other Info:**
- **Days/Year:**

#### BEREAVEMENT
- **Other Info:**
- **Days/Year:**

#### PROFESSIONAL
- **Other Info:**
- **Days/Year:**

#### ADOPTION
- **Other Info:**
- **Days/Year:**

#### ASSOCIATION
- **Other Info:**
- **Days/Year:**

### Other Leaves

#### Severance Pay:
- **Other Info:**
- **Days/Year:**

### Lexington:

#### Other District Policies

### Negotiated Policy

#### Contract:

- **Other Info:**

#### Salary Schedule:

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**SALARY SCHEDULE**

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**INSURANCE**

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**FREEZE**

- Vertical Freeze:

**PPO**

- Guardian: 3.75

**LTD**

- Principal: 3.75

**NON-PARTICIPANT**

**LEAVES**

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**OTHER LEAVES**

**OTHER DISTRICT POLICIES**

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

**SABBATICAL**

- **Yes**

**SEVERANCE PAY**

**OTHER BENEFITS**

- **Minimum FTE:** 0.5

- **Contribution:** fte

**ASSOCIATION**

- **PERSONAL**
  - **2**
  - **Yes**
  - **accum. to 3**

- **BEREAVEMENT**
  - **5**
  - **immed. fam.**

- **PROFESSIONAL**
  - **as appr**
  - **Yes**

- **ADOPTION**

- **ASSOCIATION**

- **$25/day over 30**

**PAYROLL**

- **Base:** 32,650
- **Index:** 4.5 x 4.5
- **Entry Level Step:** 1

**PART-TIME BENEFITS**

- **Minimum FTE:** 0.5
- **Contribution:** fte
Litchfield

2018-2019
1.1

WORKING CONDITIONS
Contract Days: 185
FTE Teachers:
HS JH/MS ELEM
8 8 8
Length of Teacher Day: 7.5 7.5 7.5
Planning Time: 51 51 75
Normal Teaching Load: 6 6 6

SALARY SCHEDULE
Base: 34,000
Starting Salary: 34,000
Entry Level Step: 1(D)
Experience Allowed: 4
Career Increments: N
Vertical Freeze: Rollback:
Multi-year Contract: 18-19, 19-20

INDEX:
4 x 5

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 35 yes
PERSONAL 3 yes 1 unused=sick day next yr
BEREAVEMENT see sick lv.
PROFESSIONAL 3 yes
ADPTION
ASSOCIATION 2

SEVERANCE PAY:

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

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
Entry Level Step:
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 636.60
Health BC/BS 900D 607.93 1124.68 1276.65 1714.22 Cash
Dental BC/BS 28.67 28.67 28.67 28.67
Life Guardian 3.45
LTD Principal .004
NON-PARTICIPANT $636.60 Cash

SABBATICAL: Yes

OTHER LEAVES:

LITCHFIELD

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Options:
IRS 125:
Flex Accounts:

MINIMUM FTE: 0.5
Contribution: FTE
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8:00
- **Normal Teaching Load:** 8:00

### Salary Schedule
- **Base:** 34,488
- **Index:** 5 x 4
- **Starting Salary:**
  - Entry Level Step: 1
- **Career Increments:** N
- **Experience Allowed:** all

### Insurance
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### Cafeteria Plan
- **Options:**
  - Individ.: 550
  - Depend.: 800

### Leave Policies
- **SICK:**
  - **Duration:** 12
  - **Maximum:** 40
- **PTO:**
  - **Duration:** 12
  - **Maximum:** $200-$350

### Note
- **PTO, bonuses, etc.**

### Benefits
- **Dental:**
  - **Deductible Reimbursement:**
    - Individ.: 44.145
    - Depend.: 44.145
- **Health Insurance:**
  - **Options:**
    - IRS 125: Y
- **PART-TIME BENEFITS:**
  - **Contribution:**
    - Flex Accounts: 51.042

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

### LOGAN View

### Severance Pay

### Other Leaves

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### Logon View

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### Working Conditions

- Contract Days: 183
- FTE Teachers: 4
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Teacher Day: 7.5
- Length of Student Day: 7

### Salary Schedule

- Base: 34,400
- Index: 4 x 4
- Starting Salary: 05-07 5 yrs exp; 07-08 and forwrd all exp
- Experience Allowed: all
- Career Increments: N
- Rollback:
- Vertical Freeze:
- Multi-year Contract:

### INSURANCE

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### Other District Policies

| Type | Days/Year | Accum. | Approval Needed | Approval Use | Anti-Discrimination | Anti-Drug                          | Background Check | Disability       | Drug Testing     | Family Leave | Health Care Leave | Labor Relations |Leave Bank | Life Insurance | Long Term Disability | Maternity/Paternity Leave | Minimum FTE: 0.4 |
|------|-----------|--------|-----------------|--------------|--------------------|----------------------|------------------------------------|-----------------|-----------------|-----------------|--------------|---------------------|-------------------|-----------|-----------------|------------------------|------------------------|-------------------|
| SICK |           | 10     | 45              | yes          |                    |                      |                                    |                 |                 |                 |              |                     |                   |           |                 |                        |                        |                   |
| PERSONAL |       | 2      | no restrictions | no restriction |                      |                      |                                    |                 |                 |                 |              |                     |                   |           |                 |                        |                        |                   |
| BEREAVEMENT |  | from sick lv. |   |                   |                      |                      |                                    |                 |                 |                 |              |                     |                   |           |                 |                        |                        |                   |
| PROFESSIONAL |       | 3      | yes             | no restrictions |                      |                      |                                    |                 |                 |                 |              |                     |                   |           |                 |                        |                        |                   |
| ADOPTION    |         | from sick lv |   |                   |                      |                      |                                    |                 |                 |                 |              |                     |                   |           |                 |                        |                        |                   |
| ASSOCIATION |         | from pers lv |   |                   |                      |                      |                                    |                 |                 |                 |              |                     |                   |           |                 |                        |                        |                   |

### Leave Bank

- HS: 1.00
- JH/MS: 1.04
- ELEM: 1.04

### Cafeteria Plan

- Depend.

### Multi-year contract:

### Normal Teaching Load

- 7

---

### Salary Schedule Table

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### Notes:

- Deductible Reimbursement:
- IRS 125: Y
- Flex Accounts: Y
- Cafeteria Plan: Individ.
- Depend.
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning Time: 75
- Class Periods/Day: 10
- Normal Teaching Load: 6

**SALARY SCHEDULE**
- Base: 36,715
- Index: 5 x 3
- Starting Salary: 12
- Career Increments: N
- Experience Allowed: 12(D)
- Vertical Freeze: 86-87
- Rollback: Multi-year Contract
- Length of Teacher Day: 8
- Length of Student Day: 7.25
- Normal Teaching Load: 6
- Multi-year Contract:

**INSURANCE**
- HEALTH: BC/BS 600D
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- DENTAL: BC/BS
  - Individ.
  - EE/Child
  - EE/Sp/Child
- PPO: Unknown
- LIFE: Unknown
- LTD: Non-Participant
- HEALTH DEDUCTIBLE: 28.67
- DENTAL DEDUCTIBLE: 28.67
- LIFE INSURANCE:
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Sp/Child
  - EE/Spouse
- INSURANCE OPTIONS:
  - IRS 125: Y
  - Flex Accounts: Y

**LEAVES**
- SICK
  - Other Info: Sick lv.
  - Personal: Yes
  - Bereavement: Yes
  - Professional: Yes
  - Adoption: Yes
- PERSONAL:
  - 2,3:
  - 9:
  - 10:
- BEREAVEMENT:
  - 3:
- PROFESSIONAL:
  - 8,10:
- SABBATICAL: No
- SEVERANCE PAY:

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

**LEAVE SCHEDULE**

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**Loup City**

**2018-2019**

**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: 7, 7
- 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
- Longevity: 4% ea. 4 yrs. to 26; 03-04 sal/ins freeze
- Vertical Freeze: 03-04
- Rollback: Multi-year Contract

**Insurance**

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**LIFE**

- PPO: teacher pays 5% premium

**OTHER DISTRICT POLICIES**

- **Negotiated/Policy**
  - **Contracts**
    - Dependent
    - Approval
    - Needed
    - Other

**LEAVES**

- **LEAVES/Type**
  - **Days/Year**
  - **Accum.**
  - **Use**
  - **Approval**
  - **Needed**
  - **Other**

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**SEVERANCE PAY**

- **SEVERANCE PAY:**
  - **Base:** $34,475
  - **Step:** 1
  - **Index:** $4 x 5
  - **Approval:**
  - **Needed:**
  - **Other:**

**SALARY SCHEDULE**

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### Loup County

**2018-2019**

#### Working Conditions
- Contract Days: 185
- FTE Teachers: 10
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 6
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7

#### Salary Schedule
- Base: 34,450
- Entry Level Step: 1
- Index: 4 x 5
- Career Increments: N
- Experience Allowed: 10
- Vertical Freeze: Rollback:
- Multi-year Contract: Length of Teacher Day:

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

#### SABBATICAL
- No

#### Other Leaves:

### Outcomes

#### Cafeteria Plan
- Individ. Depend.
- IRS 125:
- Flex Accounts:
  - Deductible Reimbursement: Y 500

#### Part-time Benefits
- Minimum FTE: 0.28
- Contribution: fte

#### Cafeteria Plan
- Individ. Depend.
- IRS 125:
- Flex Accounts:
  - Deductible Reimbursement: Y 500

#### Part-time Benefits
- Minimum FTE: 0.28
- Contribution: fte

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- Individ. Depend.
- IRS 125:
- Flex Accounts:
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- Individ. Depend.
- IRS 125:
- Flex Accounts:
  - Deductible Reimbursement: Y 500

#### Part-time Benefits
- Minimum FTE: 0.28
- Contribution: fte

#### Cafeteria Plan
- Individ. Depend.
- IRS 125:
- Flex Accounts:
  - Deductible Reimbursement: Y 500

#### Part-time Benefits
- Minimum FTE: 0.28
- Contribution: fte
WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 75
- Length of Student Day: 75
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 18-19, 19-20

SALARY SCHEDULE

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Base: 34,725
Index: 4 x 5
Entry Level Step: 1
Experience Allowed: all

INSURANCE

- HEALTH: H/A-Dent
- DENTAL: BC/BS
- LIFE: Guardian
- LTD: Madison Nat'l

LEAVES

- SICK: 40 days
- PERSONAL: 2 days
- BEREAVEMENT: unpaid
- PROFESSIONAL: 2 days
- ADOPTION: unpaid
- ASSOCIATION: unpaid

FTE Teachers: 185
Starting Salary: 1212.82
84-85 grandfathered steps

Vertical Freeze: 88-89
88-89
Rollback:

WORKING CONDITIONS

Lyons-Decatur Northeast

2018-2019

INCENTIVES

- Cafeteria Plan
- Option
- Cartoon
- Carrier
- Amount Paid by District

Type Carrier
Health Individ.
Dental Individ.
LTD Individ.

LEAVES

- FTE Teachers:
- Base:
- Salary Schedule:

LYONS-DECATOR

SEVERANCE PAY: Y

OTHER DISTRICT POLICIES

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

SABBATICAL: No

OTHER LEAVES:
WORKING CONDITIONS

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SALARY SCHEDULE

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LEAVES

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OTHER DISTRICT POLICIES

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SALARY SCHEDULE

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OTHER LEAVES: Jury Duty
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: Malcolm

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

Salary Schedule

INDEX: 4 x 4
Experience Allowed: all
Career Increments: N
Vertical Freeze: 88-89
Rollback: 88-89 Last Step

LEAVES

Other Info: 33% sub pay/day over 40 EOY
PERSONAL 3 
BEREAVEMENT 4

SAVINGS:

OTHER DISTRICT POLICIES

Negotiated

Part-Time Benefits

LEAVES

Sick 10
Other Info: 33% sub pay/day over 40 EOY

PART-TIME BENEFITS

Other LEAVES:

N/A

SALARY SCHEDULE

Base: 37,050
Starting Salary: Entry Level Step: 1

Experience Allowed: all
Career Increments: N
Vertical Freeze: 88-89
Rollback: 88-89 Last Step

Multi-year Contract:

WORKING CONDITIONS
Contract Days: 185
FTE Teachers: Malcolm

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

Salary Schedule

INDEX: 4 x 4
Experience Allowed: all
Career Increments: N
Vertical Freeze: 88-89
Rollback: 88-89 Last Step

LEAVES

Other Info: 33% sub pay/day over 40 EOY
PERSONAL 3 
BEREAVEMENT 4

SAVINGS:

OTHER DISTRICT POLICIES

Negotiated

Part-Time Benefits

LEAVES

Sick 10
Other Info: 33% sub pay/day over 40 EOY

PART-TIME BENEFITS

LEAVES

Sick 10
Other Info: 33% sub pay/day over 40 EOY

OTHER DISTRICT POLICIES

Negotiated

Part-Time Benefits

OTHER LEAVES:

N/A

SALARY SCHEDULE

Base: 37,050
Starting Salary: Entry Level Step: 1

Experience Allowed: all
Career Increments: N
Vertical Freeze: 88-89
Rollback: 88-89 Last Step

Multi-year Contract:
WORKING CONDITIONS
Contract Days: 184
FTE Teachers: Maxwell

SALARY SCHEDULE
Length of Teacher Day: 7.75
Length of Student Day: 7.33
Planning Time: 52
Class Periods/Day: 8
Normal Teaching Load: 6

Index: 4 x 4
Starting Salary: 34,565
Entry Level Step: 0
Career Increments: N
Experience Allowed: 10

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Indiv.
EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 1150D
DENTAL BC/BS 3
LTD Madison Nat'l 5.00

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 yes
BEREAVEMENT 5 yes
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION

OTHER DISTRICT POLICIES
Negotiated/
Policy
Leaves/Year
Accum. Depend. Approval Needed Other
SICK 10 yes
BEREAVEMENT 5 yes
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION

PART-TIME BENEFITS
Minimum FTE: 1
Contribution: fte

OTHER DISTRICT POLICIES
Negotiated/
Policy
Leaves/Year
Accum. Depend. Approval Needed Other
SICK 10 yes
BEREAVEMENT 5 yes
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION

SEVERANCE PAY:

MAXWELL

2018-2019 1.1

Contract Days: 184
FTE Teachers: Maxwell

Salary Schedule
Length of Teacher Day: 7.75
Length of Student Day: 7.33
Planning Time: 52
Class Periods/Day: 8
Normal Teaching Load: 6

Index: 4 x 4
Starting Salary: 34,565
Entry Level Step: 0
Career Increments: N
Experience Allowed: 10

Insurance
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Indiv.
EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 1150D
DENTAL BC/BS 3
LTD Madison Nat'l 5.00

Leaves
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 yes
BEREAVEMENT 5 yes
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION

Other District Policies
Negotiated/
Policy
Leaves/Year
Accum. Depend. Approval Needed Other
SICK 10 yes
BEREAVEMENT 5 yes
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION

Part-Time Benefits
Minimum FTE: 1
Contribution: fte

Severance Pay:

Maxwell
## Working Conditions
- Contract Days: 182
- FTE Teachers: 1.1
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Planning Time: 59
- Class Periods/Day: 7
- Normal Teaching Load: 6

## Salary Schedule
- Base: 33,800
- Index: 4.5 x 4.5
- Entry Level Step: 1
- Experience Allowed: 4
- Career Increments: Y
- Vertical Freeze: R
- Rollback: M
- Multi-year Contract: L

### Insurance
- **Type**
  - Health: BC/BS
  - Dental: BC/BS
  - Life: Madison Nat'l
  - LTD: .004

### Cafeteria Plan
- **Carrier**
  - H/A-Dent: Madison Nat'l
  - EE/Child: Individ.
  - EE/Spouse: Individ.

### Other District Policies
- **Type**
  - Sick: 10
  - Personal: 2
  - Bereavement: 3
  - Professional: 2
  - Adoption: as needed
  - Association: 2

### Sabbatical
- **Policy**
  - Yes

### Severance Pay
- Minimum FTE: 0.5

### Leaves
- **Type**
  - Sick: 10
  - Personal: 2
  - Bereavement: 3
  - Professional: 2
  - Adoption: as needed
  - Association: 2

### Maywood
- **Step**
  - 1: 33,800
  - 2: 35,321
  - 3: 36,842
  - 4: 38,363
  - 5: 39,884

### Comments
- IRS 125: Y
- Flexible Accounts: Y
- Deductible Reimbursement: N
- Part-Time Benefits: Minimum FTE: 0.5

### Other Leaves
- None

### Other Policies
- Negotiated/Policy
  - Ex: Y
  - P
  - N
  - Y

### Notes
- Entry Level Step: 1
- Extra: 1.00
- Experience: 4
- Career Increments: Y
- Vertical Freeze: R
- Rollback: M
- Multi-year Contract: L
## Working Conditions

- Contract Days: 185
- FTE Teachers: 35,550
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 55
- Class Periods/Day: 7
- Normal Teaching Load: 6

## Salary Schedule

- Base: 35,550
- Index: 4.5 x 4.5
- Starting Salary: 1
- Experience Allowed: 8
- vert stps 1-8=4.5/stps 9-15=4.9
- Rollback:

## Insurance

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<th>Type</th>
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## Leaves

- **SICK**
  - Days/Year: 10
  - Accum.: 90
  - Depend. use: yes
  - Other: $10/day at early retirement

- **PERSONAL**
  - Days/year: 2
  - Accum.: 1.27
  - Depend. use: no
  - Approval Needed: sub rate reimb unused day

- **BEREAVEMENT**
  - Days/year: 1
  - Accum.: 1.27
  - Depend. use: no
  - Approval Needed: per occur.

- **PROFESSIONAL**
  - Days/year: 1
  - Accum.: 1.27
  - Depend. use: yes
  - Approval Needed: w/appr.

- **ADOPTION**
  - Days/year: 10
  - Accum.: 1.27
  - Depend. use: no
  - Approval Needed: w/appr.

- **ASSOCIATION**
  - Days/year: 1
  - Accum.: 1.27
  - Depend. use: yes
  - Approval Needed: w/appr.

## Other District Policies

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

## Operating Expenses

- **SEVERANCE PAY:** Y

## Salary Schedule Table

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## Notes

- Comments: Individ.
- Deductible Reimbursement: yes
- Minimum FTE: 0.5
- Contribution: fte

## Operating Expenses Table

- **SEVERANCE PAY:** Y

- **Other Leaves:** Yes
### Working Conditions
- Contract Days: 184
- FTE Teachers: 3 x 4.5
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 50
- Normal Teaching Load: 7

### Salary Schedule
- Base Salary: $36,085
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 4
- Multi-year Contract: Y

### Insurance
<table>
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<tr>
<th>Type</th>
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### Leaves
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### Other District Policies
- Negotiated/Policy: Exits
- SEVERANCE PAY: No

### McCool Junction

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### Cafeteria Plan
- Minimum FTE: 0.5

### Part-Time Benefits
- IRS 125: Flex Accounts
- Deductible Reimbursement: Yes

### Working Conditions
- Length of Teacher Day: 7.5
- Vertical Freeze: 
- Rollback:
- Class Periods/Day: 8
- Length of Student Day: 7.5
- Normal Teaching Load: 7

### Salary Schedule
- Step 1: 36,085
- Step 2: 37,709
- Step 3: 39,333
- Step 4: 40,956
- Step 5: 42,580
- Step 6: 44,204
- Step 7: 45,828
- Step 8: 47,452

### SEVERANCE PAY
- No

### McCool Junction
- Contract Days: 184
- FTE Teachers: 3 x 4.5
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 50
- Normal Teaching Load: 7
# McPherson County

### Working Conditions
- Contract Days: 177
- FTE Teachers: 34,500
- HS: 8
- JH/MS: 8
- ELEM: 7
- Planning Time: 8
- Class Periods/Day: 7
- Normal Teaching Load: 8
- Length of Teacher Day: 8.5
- Length of Student Day: 7.5
- Normal Teaching Load: 1.00
- Length of Year: 177
- Base: 34,500
- Index: 4 x 5
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback

### Salary Schedule

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### Insurance

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<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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### Leaves

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### Other District Policies

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### Cafeteria Plan
- Individ.
- Depend.

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

### Other Leaves
- Severance Pay: Y

---

**Note:** The above information is a snapshot of the 2018-2019 contract for McPherson County. For the most current information, please refer to the official contract or the McPherson County School District website.
**WORKING CONDITIONS**

Contract Days: 185  
FTE Teachers:  

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

**INSURANCE**

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**SABBATICAL:** No  
**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

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**SICK: MEAD**

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**OTHER LEAVES:**

10/3/2018
### Working Conditions
- Contract Days: 184
- FTE Teachers: 8
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.36
- Length of Student Day: 7.36
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Medicine Valley-Curtis

### Salary Schedule
- Base: 34,500
- Starting Salary: 96-97 $1,200 bonus/fte
- Career Increments: N
- Vertical Freeze: 97-98
- Rollback: Multi-year Contract
- Index: 4 x 4
- Experience Allowed: 10

### INSURANCE
- Type: HEALTH, DENTAL, LTD
- Option: EE/Child, EE/Spouse, EE/Sp/Child
- Amount Paid by District: 600.09, 56.51, 1126.84
- Couple - Benefits: 1279.10, 56.51, 1717.51
- Deductible Reimbursement: IRS 125: Y
- Flex Accounts: Y

### Leaves
- Type: SICK, PERSONAL, PROFESSIONAL, ADOPTION
- Days/Year: 10, 3, 2
- Accum. Use: Yes
- Approval Needed: Yes
- Other: $40/day for exp.

### Other District Policies
- Negotiated/Policy:Exists
- Voluntary Separation: Y
- Grievance: Y
- Sick Bank: Y
- IRS 125: Y

### Other Leaves

#### Medicine Valley-Curtis

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### Working Conditions
- FTE Teachers: 8
- Index: 4 x 4
- Experience Allowed: 10
- Career Increments: N
- Vertical Freeze: 97-98
- Rollback: Multi-year Contract
- Length of Teacher Day: 7.36
- Length of Student Day: 7.36
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Medicine Valley-Curtis

### Salary Schedule
- Base: 34,500
- Starting Salary: 96-97 $1,200 bonus/fte
- Career Increments: N
- Vertical Freeze: 97-98
- Rollback: Multi-year Contract
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- Experience Allowed: 10

### INSURANCE
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- Deductible Reimbursement: IRS 125: Y
- Flex Accounts: Y

### Leaves
- Type: SICK, PERSONAL, PROFESSIONAL, ADOPTION
- Days/Year: 10, 3, 2
- Accum. Use: Yes
- Approval Needed: Yes
- Other: $40/day for exp.

### Other District Policies
- Negotiated/Policy:Exists
- Voluntary Separation: Y
- Grievance: Y
- Sick Bank: Y
- IRS 125: Y

### Other Leaves

#### Medicine Valley-Curtis

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## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Teacher Day:** 6.9
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Length of Student Day:** 6.9
- **Vertical Freeze:** Rollback
- **Multi-year Contract:**

## Salary Schedule
- **Base:** 35,950
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Experience Allowed:** All
- **Career Increments:** N
- **Starting Salary:** 1212.82
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 6.9
- **Normal Teaching Load:** 7
- **Class Periods/Day:** 8

## Insurance
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## Sabbatical
- **Yes**
- **SEVERANCE PAY:** Y

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

## Other Leaves

### Meridian

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## Working Conditions
- Contract Days: 186
- FTE Teachers: 
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Student Day: 
  - ELEM: 7.25
  - HS: 7.25
  - JH/MS: 7.25
- Planning Time: 
  - HS: 96
  - JH/MS: 96
  - ELEM: 100
- Class Periods/Day: 
  - ELEM: 7
  - HS: 7
  - JH/MS: 7
- Normal Teaching Load: 
  - ELEM: 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:

## Insuance
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LTD
- **Carrier**
  - BC/BS 900D/3500D 607.93 899.74 1021.32 1371.38
- **Option**
  - H/A-Dent
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - HEALTH: 286.84 or 395.02
- **Couple - Benefits**
  - Options: IRS 125: Y
- **Deductible Reimbursement:**
- **Cafeteria Plan**
  - Individ.
  - Depend.
  - Carrier
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child

## Leaves
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
- **Days/Year**
  - SICK: 11
  - PERSONAL: 2
  - BEREAVEMENT: 3
  - PROFESSIONAL: 10
- **Accum.**
  - SICK: 50
- **Approval Needed**
  - SICK: yes
  - PERSONAL: yes
  - BEREAVEMENT: 3 add'l for immed fam
  - PROFESSIONAL: yes
  - ADOPTION: from sick lv, add'l 5 emer

## Other District Policies
- **Exists**
- **Negotiated/ Policy**
- **SEVERANCE PAY:**
- **Part-Time Benefits**
  - Minimum FTE: 0.5
  - Contribution: fte

## Salary Schedule Table
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## Additional Notes
- **Class Periods/Day:**
  - ELEM: 8
  - HS: 8
  - JH/MS: 8
- **Contract Days:** 186
- **Length of Teacher Day:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Student Day:**
  - ELEM: 7.25
  - HS: 7.25
  - JH/MS: 7.25
- **Planning Time:**
  - HS: 96
  - JH/MS: 96
  - ELEM: 100
- **Normal Teaching Load:**
  - ELEM: 7
  - HS: 7
  - JH/MS: 7

## Additional Tables
- **Working Conditions**
- **Salary Schedule**
- **Insurance**
- **Leaves**
- **Other District Policies**
- **Cafeteria Plan**

---

**MILFORD**

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

---

**Working Conditions**

**Salary Schedule**

**Insurance**

**Leaves**

**Other District Policies**

**Cafeteria Plan**

**Part-Time Benefits**

**Negotiated/Policy**

---

**MILFORD**

**SEVERANCE PAY:**

**Other Leaves:**

---
### WORKING CONDITIONS
- Contract Days: 192
- FTE Teachers: HS 8.25, JH/MS 8.25, ELEM 8.25
- Length of Teacher Day: 8.25
- Length of Student Day: 7.25
- Planning Time: 50, 45, 30
- Class Periods/Day: 4, 8
- Normal Teaching Load: 3.5

### SALARY SCHEDULE
- Base: 37,815
- Starting Salary: 38,125
- Entry Level Step: 1
- Career Increments: Y
- Incen. $372,500; Long. 14 or + yrs and no 07-08 stipend = 2% add'l sal
- Vertical Freeze: 86-87, 91-92
- Rollback: 84-85
- Multi-year Contract: 17-18, 18-19

### INSURANCE

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### LEAVES

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### OTHER DISTRICT POLICIES

- **NEGOTIATED/ EXIST:**
  - Voluntary Separation: Y N
  - Grievance: Y P
  - Sick Bank: N

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

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

INDEX:
4 x 5
Experience Allowed: 4
Career Increments: Y
Vertical Freeze: Rollback:

INDEMNITY:
Length of Teacher Day: 8
Length of Student Day: 7.3
Normal Teaching Load: 6

SALARY SCHEDULE
Base: 34,365
Index: 4 x 5
Starting Salary: 1211.78
Career Increments: Y
Experience Step: 1

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
HEALTH BC/BS 600D 641.15 1067.54
DENTAL BC/BS 2 28.67
PPO: Dist pays 90% EC,ES,ESC COMMENTS:
LIFE Guardian .30 300
LTD Fort Dearborn .003

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 50 yes
PERSONAL 2+1 yes 60% of sub rate on unused lv, 2
BEREAVEMENT 2 w/approval Voluntary Separation:
PROFESSIONAL 3 yes Grievance:
ADOPTION Sick Bank:
ASSOCIATION

SABBATICAL: No SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists

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**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: HS 8, JH/MS 8, ELEM 8
- Length of Teacher Day: Base 8, Planning Time 48, Normal Teaching Load 7
- Length of Student Day: Base 8, Planning Time 48, Normal Teaching Load 7
- BA+36 grandfathered for employees before 79-80
- Rollback:

**SALARY SCHEDULE**

- Base: 36,350
- Index: 4.5 x 4.5
- Experience Allowed: 5
- Career Increments: N
- Vertical Freeze:
- Multi-year Contract:

### INSURANCE

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### LEAVES

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### OTHER DISTRICT POLICIES

- Other Info: may donate 1 to sick leave bank
- Negotiated/Policy: Exists: N
- Sick Bank: Y
- Grievance: Y
- Voluntary Separation: N
- Part-Time Benefits: Minimum FTE: 0.4

### SEVERANCE PAY:

- SEVERANCE PAY:

### OTHER LEAVES:

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

- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8

### Salary Schedule

- **Base:** $34,800
- **Index:** $4.5 x 4.5
- **Starting Salary:**
  - Entry Level Step: 1

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### Other District Policies

- **PERSONAL:**
  - Negated Policy: 
    - **BEREAVEMENT:**
      - Voluntary Separation: Y P
    - **PROFESSIONAL:**
      - **ADPTION:**
        - **ASSOCIATION:**
          - **SABBATICAL:**
            - **SEVERANCE PAY:**

### Other Leaves:

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 7
  - JH/MS: 7
  - ELEM: 6
- **Length of Teacher Day:**
  - 8: 8
  - 8: 8
- **Length of Student Day:**
  - 7: 7
- **Planning Time:**
  - 90: 90
  - 30: 30
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** 32,400
- **Index:** 4.5 x 4.5
- **Starting Salary:**
  - 1: 41,148
- **Career Increments:** N
- **Experience Allowed:** 15

### Other District Policies

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### Leaves

#### Sick
- **Days/Year:** 10
- **Accum. use:** 60
- **Approval Needed:** yes
- **Other Info:** incl. funeral lv.; family-3 days

#### Bereavement
- **See sick lv.**
- **1-Y,1-N @ term buy back unused @ 80**

#### Professional
- **Unlimited**
- **W/appr.**

#### Adoption
- **See sick lv.**

#### Association

### Severance Pay:
- **Negotiated/Policy:** @ term buy back unused @ 80

### Other Leaves:

#### Other District Policies

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### Salary Schedule

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

### Non-Participant

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### PPO
- **Comments:**
- **Deductible Reimbursement:**
  - @ term buy back unused @ 80

### Fringe Benefits Stipend
- **Salary:**
  - 941.67

---

### Voluntary Separation
- **Negotiated/Policy:** @ term buy back unused @ 80
- **Voluntary Separation:**
  - N

### Other Information:
- **Included funeral lv.: family-3 days**
## Working Conditions

- **Contract Days:** 183
- **FTE Teachers:** HS: 8, JH/MS: 8, ELEM: 8
- **Length of Teacher Day:** 7.45
- **Length of Student Day:** 7.45
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.45
- **Normal Teaching Load:** 7
- **Multi-year Contract:**

## Salary Schedule

- **Base:** 34,000
- **Index:** 4 x 5
- **Starting Salary:**
  - HS: 28.67
  - JH/MS: 28.67
  - ELEM: 28.67
  - **Combined:** 28.67
- **Career Increments:** N
- **Experience Allowed:** 3(D)
- **Vertical Freeze:**
- **Rollback:**

## Insurance

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## Other District Policies

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## Part-Time Benefits

- **Minimum FTE:** 0.438
- **Contribution:** FTE

## Salary Schedule Table

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<th>BA + 18</th>
<th>BA + 27</th>
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<td>62,560</td>
<td>64,260</td>
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</tbody>
</table>
NEED SALARY SCHEDULE
**Working Conditions**

- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 51 days
- **Class Periods/Day:** 7.5
- **Normal Teaching Load:** 7
- **Experience Allowed:** 5
- **Career Increments:** Y
- **Vertical Freeze:** Rollback
- **Multi-year Contract:**

**Salary Schedule**

- **Base:** $34,000
- **Index:** 4.25 x 4.5
- **Starting Salary:**
  - BA: $34,000
  - BA + 4: $35,335
  - BA + 9: $37,060
  - BA + 18: $38,685
  - BA + 27: $40,410
  - MA: $41,135
  - MA + 9: $42,860
  - MA + 18: $44,585
  - MA + 27: $46,310

**Insurance**

- **Type:**
  - Health: BC/BS
  - Dental: BC/BS
- **Carrier:**
  - Health: Madison Nat'l
  - Dental: Madison Nat'l
- **Option:**
  - Health: 900D
  - Dental: BC/BS
- **Amount Paid by District:**
  - Health: Individ.
  - Dental: Individ.
- **Deductible Reimbursement:**
  - Health: $28.67
  - Dental: $28.67
- **Type of Coverage:**
  - Health: Individ.
  - Dental: Individ.
- **Premiums:**
  - Health: $121.25
  - Dental: $138.75

**Other District Policies**

- **Leaves:**
  - SICK: 10 days/year
  - PERSONAL: 2 days/year
  - BEREAVEMENT: 10 days/year
  - PROFESSIONAL: 2 days/year
  - ADOPTION: 0 days/year
  - ASSOCIATION: 0 days/year

**Other Leaves:**

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

**Salary Table**

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**WORKING CONDITIONS**

Contract Days: 185

FTE Teachers: 34,740

**SALARY SCHEDULE**

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Starting Salary: Entry Level Step: 1

Career Increments: Y

Experience Allowed: all

**INSURANCE**

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| PPO: | LIFE | Companion | 1.55 |

| COMMENTS: | 1.60 |

| DEDUCTIBLE REIMBURSEMENT: | 1.60 |

| Cafeteria Plan: | 1.60 |

| Individ. | Depend. |
| 31.51 | 52.18 |

**LEAVES**

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| Other Info: |
| PERSONAL | 2+1 |

| BEREAVEMENT | 4 |

| PROFESSIONAL | flexible |

| ADOPTION | flexible |

| ASSOCIATION | flexible |

| COMMENTS: | 1.60 |

**OTHER LEAVES:**

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

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**N EL I GH - O A K D A L E**

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<td>55,584</td>
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<td>63,531</td>
<td>64,928</td>
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<td>74,653</td>
<td>76,042</td>
<td>77,431</td>
<td>60,108</td>
</tr>
</tbody>
</table>

**NOTES:**

- Step 1 to 9: 1 full step up, vertical left for existing staff in that lane. All will move up 1 step next year, no one freezes.
WORKING CONDITIONS
Contract Days: 185  
FTE Teachers:  
HS  JH/MS  ELEM  
7  7  7
Length of Teacher Day: 7 7 7  
Career Increments: N  
Experience Allowed: 5(D)
Length of Student Day: 7 7 7  
Vertical Freeze: 86-87-88
Planning Time: 54 54 54  
Class Periods/Day: 7 7  
Normal Teaching Load: 7 7  
Multi-year Contract:

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits  Cafeteria Plan
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>H/A-Dent</th>
<th>Individ.</th>
<th>EE/Child</th>
<th>EE/Spouse</th>
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<th>Depend.</th>
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<td>558.05</td>
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PPO: COMMENTS: 
LIFE: Deductible Reimbursement:

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Other
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<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend. use</th>
<th>Approval Needed</th>
<th>Other</th>
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<td>PERSONAL</td>
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<td>BEREAVEMENT</td>
<td>unl.</td>
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<tr>
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<tr>
<td>ADOPTION</td>
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<td></td>
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<tr>
<td>ASSOCIATION</td>
<td>Adm. Disc.</td>
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<td></td>
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</table>

SABBATICAL: No  SEVERANCE PAY: Y

NEW MAN GROVE

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<tr>
<th>Step</th>
<th>BA 36</th>
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<tbody>
<tr>
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<td>34,900</td>
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<tr>
<td>1</td>
<td>39,088</td>
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<td>2</td>
<td>43,276</td>
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<tr>
<td>3</td>
<td>47,464</td>
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<tr>
<td>4</td>
<td>51,652</td>
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<tr>
<td>5</td>
<td>55,840</td>
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<tr>
<td>6</td>
<td>60,028</td>
</tr>
<tr>
<td>7</td>
<td>64,216</td>
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</tbody>
</table>

NEW MAN GROVE SALARY SCHEDULE
Base: 34,900  
Index: 4 x 4  
Starting Salary:  
Career Increments: N  
Experience Allowed: 5(D)
5% after 4 yrs. BA+9; Ind. neg. after MA+9(14); Inc. $2500

<table>
<thead>
<tr>
<th>Step</th>
<th>BA 36</th>
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</thead>
<tbody>
<tr>
<td>0</td>
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<tr>
<td>1</td>
<td>39,088</td>
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<td>2</td>
<td>43,276</td>
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<td>47,464</td>
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<tr>
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<td>6</td>
<td>60,028</td>
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<tr>
<td>7</td>
<td>64,216</td>
</tr>
</tbody>
</table>

OTHER DISTRICT POLICIES
Negotiated/  
Policy  
Exists  
Voluntary Separation: Y  
P  
Grievance: N  
Sick Bank: Y  
N
OTHER LEAVES:
### Working Conditions
- Contract Days: 185
- FTE Teachers: Niobrara
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 54
- Planning Time: 8
- Class Periods/Day: 8
- Normal Teaching Load: 8
- Length of Student Day: 7.7
- Normal Teaching Load: 7
- Length of Teacher Day: 8
- Planning Time: 8
- Class Periods/Day: 8

### Salary Schedule
- Base: 35,000
- Starting Salary: Entry Level Step: 1
- Experience Allowed: 5
- Career Increments: N
- PT FTE: recv full ind or FTE amt
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### Insurance
- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
- **Carrier**
  - BC/BS
  - BC/BS
  - National Ins
- **Option**
  - 900D/3500D
  - 2
  - .0043
- **Amount Paid by District**
  - 577.53
  - 1068.45
  - 900D/3500D
- **Couple - Benefits**
  - Sp. or Dep. Dental
  - IRS 125:
  - Flex Accounts:
- **Cafeteria Plan**
  - Individ.
  - Depend.
  - Deductible Reimbursement: Y 450/900
- **Type**
  - Cafeteria Plan
  - IRS 125:
  - Flex Accounts:
- **Option**
  - Individ.
  - Depend.
- **Amount Paid by District**
  - 1212.82
  - 1628.51
  - 31.51 or 52.18
- **Couple - Benefits**
  - Sp. or Dep. Dental
  - IRS 125:
  - Flex Accounts:
- **Cafeteria Plan**
  - Individ.
  - Depend.
  - Deductible Reimbursement: Y 450/900
  - IRS 125:
  - Flex Accounts:
- **Option**
  - Individ.
  - Depend.

### Leaves
- **Type**
  - SICK
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - 10
  - 5
  - 2
- **Accum. use**
  - 60
- **Approval Needed**
  - yes
- **Other**
  - Other Info: .5 sub rate reimbursed for days over 60

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

### Sabbatical
- **SEVERANCE PAY:

### Other Leaves

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</table>
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 8
Normal Teaching Load: 6 6

2018-2019 Norfolk

Index: 4.5 x 4.5
Starting Salary: 36,495

Experience Allowed: Y
Career Increments: Y
Vertical Freeze: 86-87, 97-98
Rollback: 89-90

Insurance:
HEALTH
BC/BS 900D/2000D
1.10 28.67 28.67 28.67 28.67
1.00 1.09 1.135 1.225 1.315 1.54
1.00 1.09 1.18 1.27 1.36 1.45
1.00 1.09 1.18 1.27 1.36 1.45
1.00 1.09 1.18 1.27 1.36 1.45
1.00 1.09 1.18 1.27 1.36 1.45

DENTAL
BC/BS 2
1.00 1.09 1.135 1.225 1.315 1.54
1.00 1.09 1.18 1.27 1.36 1.45
1.00 1.09 1.18 1.27 1.36 1.45
1.00 1.09 1.18 1.27 1.36 1.45
1.00 1.09 1.18 1.27 1.36 1.45

PPO:
Fringe Benefit Stipend $219.41

INSURANCE
HC/BS H/A-Dent
900D/2000D
1.10 28.67 28.67 28.67 28.67
1.00 1.09 1.135 1.225 1.315 1.54
1.00 1.09 1.18 1.27 1.36 1.45
1.00 1.09 1.18 1.27 1.36 1.45
1.00 1.09 1.18 1.27 1.36 1.45

NON-PARTICIPANT $761 CIL

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 75 yes 1 yes
PERSONAL 2 yes add'l to w/appr.
BEREAVEMENT 5 yes
PROFESSIONAL 3 yes
ADOPOTION see sick lv.
ASSOCIATION 7

SABBATICAL: Yes

SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/Policy
Options: H/A, Life, LTD

PART-TIME BENEFITS

WORKING CONDITIONS

SALARY SCHEDULE

Index: 4.5 x 4.5
Starting Salary: 36,495

Career Increments: Y
Experience Allowed: 4/5

Normal Teaching Load: 6 6

36,495 38,137 39,780 41,422 43,064 44,706 46,349 47,991 49,633
1.00 1.045 1.09 1.135 1.18 1.225 1.27 1.315 1.36 1.405

41,422 43,064 44,706 46,349 47,991 49,633 51,275 52,918 54,560
1.09 1.135 1.18 1.27 1.36 1.45 1.54 1.63 1.72

43,064 44,706 46,349 47,991 49,633 51,275 52,918 54,560 56,202
1.18 1.225 1.27 1.36 1.45 1.54 1.63 1.72 1.81

44,706 46,349 47,991 49,633 51,275 52,918 54,560 56,202 57,845
1.225 1.27 1.36 1.45 1.54 1.63 1.72 1.81 1.90

47,991 49,633 51,275 52,918 54,560 56,202 57,845 59,487 61,129
1.25 1.36 1.45 1.54 1.63 1.72 1.81 1.90 1.99

51,275 52,918 54,560 56,202 57,845 59,487 61,129 62,771
1.45 1.54 1.63 1.72 1.81 1.90 1.99 2.08 2.17

54,560 56,202 57,845 59,487 61,129 62,771
1.45 1.54 1.63 1.72 1.81 1.90 1.99 2.08 2.17

58,210 59,852 61,494 63,136 64,779 66,421
1.00 1.045 1.09 1.135 1.18 1.225 1.27 1.315 1.36 1.405

60,034 61,677 63,319 64,961 66,603 68,246
1.00 1.045 1.09 1.135 1.18 1.225 1.27 1.315 1.36 1.405

63,501 65,144 66,786 68,429 70,070
1.00 1.045 1.09 1.135 1.18 1.225 1.27 1.315 1.36 1.405

66,968 68,611 70,253 71,895
1.00 1.045 1.09 1.135 1.18 1.225 1.27 1.315 1.36 1.405

70,435 72,078 73,720
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73,902 75,545
1.00 1.045 1.09 1.135 1.18 1.225 1.27 1.315 1.36 1.405

Staff frozen on step 15 of MA+45 shall be pd annually an amt = to 1% of base salary beginning in the 1st yr, add 1% added each year up to 15%.

New to district (w/experience) on BA, BA+5 & BA+10 may blog 4 yrs. New to district (w/exp) on BA+27 through MA+45 may blog 5 yrs.
## Working Conditions

- **Contract Days:** 187
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8:35
- **Length of Student Day:** 7:37
- **Planning Time:** 45:90
- **Class Periods/Day:** 6
- **Normal Teaching Load:** 7/8

## Salary Schedule

- **Base:** 37,260
- **Index:** 4 x 5
- **Starting Salary:** 1,511.85
- **Career Increments:** Y
- **Experience Allowed:** all

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<th>MA-10</th>
<th>MA-12</th>
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<td>53,064</td>
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## Insurance

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
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</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>H/A-Dent</td>
<td>Individ.</td>
<td>EE/Child</td>
<td>EE/Spouse</td>
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## Leaves

<table>
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<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend</th>
<th>Approval</th>
<th>Other</th>
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<tbody>
<tr>
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<tr>
<td></td>
<td>50</td>
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</tbody>
</table>

## Other District Policies

- **Negotiated/Policy:**
  - PERSONAL: 1-yes,1-no accum to 5
  - BEREAVEMENT: add'l. from sick lv.
  - PROFESSIONAL: grievance
  - ADOPTION: sick lv.
  - ASSOCIATION: Y

## Severance Pay

- **Norris:** Yes

## Other Leaves:

- **Contract Days:**
  - 10/3/2018
  - HS: 8
  - JH/MS: 8
  - ELEM: 8

- **FTE Teachers:**
  - 8

- **Length of Teacher Day:** 8:35
- **Length of Student Day:** 7:37
- **Planning Time:** 45:90
- **Class Periods/Day:** 6
- **Normal Teaching Load:** 7/8

<table>
<thead>
<tr>
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<th>BA-18</th>
<th>BA-27</th>
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<thead>
<tr>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Individ.</td>
<td>EE/Child</td>
<td>EE/Spouse</td>
</tr>
<tr>
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<table>
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<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
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<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>H/A-Dent</td>
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<td>EE/Child</td>
<td>EE/Spouse</td>
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<tr>
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</table>

## Salary Schedule

- **Base:** 37,260
- **Index:** 4 x 5
- **Starting Salary:** 1,511.85
- **Career Increments:** Y
- **Experience Allowed:** all

<table>
<thead>
<tr>
<th>Step</th>
<th>BA-10</th>
<th>BA-18</th>
<th>BA-27</th>
<th>BA-36</th>
<th>MA-9</th>
<th>MA-10</th>
<th>MA-12</th>
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<td>1</td>
<td>39,123</td>
<td>42,086</td>
<td>44,781</td>
<td>47,781</td>
<td>46,712</td>
<td>46,573</td>
<td>50,301</td>
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<tr>
<td>2</td>
<td>42,086</td>
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<td>47,781</td>
<td>50,301</td>
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<th>Cafeteria Plan</th>
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<tbody>
<tr>
<td></td>
<td>Individ.</td>
<td>EE/Child</td>
<td>EE/Spouse</td>
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<tr>
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</table>

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
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<tbody>
<tr>
<td>HEALTH</td>
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<td>H/A-Dent</td>
<td>Individ.</td>
<td>EE/Child</td>
<td>EE/Spouse</td>
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<tr>
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</tr>
<tr>
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</table>

## Leaves

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>Yes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>50</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Other District Policies

- **Negotiated/Policy:**
  - PERSONAL: 1-yes,1-no accum to 5
  - BEREAVEMENT: add'l. from sick lv.
  - PROFESSIONAL: grievance
  - ADOPTION: sick lv.
  - ASSOCIATION: Y

## Severance Pay

- **Norris:** Yes

## Other Leaves:

- **Contract Days:**
  - 10/3/2018
  - HS: 8
  - JH/MS: 8
  - ELEM: 8

- **FTE Teachers:**
  - 8

- **Length of Teacher Day:** 8:35
- **Length of Student Day:** 7:37
- **Planning Time:** 45:90
- **Class Periods/Day:** 6
- **Normal Teaching Load:** 7/8
## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 60
- Class Periods/Day: 7
- Normal Teaching Load: 6

## SALARY SCHEDULE
- Base: 34,400
- Index: 4 x 5
- Starting Salary: 
  - Entry Level Step: 3
  - Experience Allowed: all

## INSURANCE
### Type
<table>
<thead>
<tr>
<th>Coverage</th>
<th>Option</th>
<th>Amount Paid by District</th>
</tr>
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<tbody>
<tr>
<td>Carrier</td>
<td>H/A-Dent</td>
<td>Individ.</td>
</tr>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>900D</td>
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<tr>
<td>PPO:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Guardian</td>
<td>2.90</td>
<td>COMMENTS:</td>
</tr>
<tr>
<td>LTD</td>
<td>National Ins</td>
<td>.0047 (+B)</td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td>$345 Cash</td>
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## LEAVES
### Type
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<tr>
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<th>Dependent</th>
<th>Approval</th>
<th>Needed</th>
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</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>55</td>
<td>yes</td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>from sick lv.</td>
<td>yes</td>
<td>accum to 4; EOY-$50/day unus</td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td>yes</td>
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</tr>
<tr>
<td>ADOPTION</td>
<td>30</td>
<td></td>
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</tr>
</tbody>
</table>

## OTHER DISTRICT POLICIES
### Negotiated Policy
- Voluntary Separation: Y P
- Grievance: Y N
- Sick Bank: N

## SEVERANCE PAY
- Yes

## NORTH BEND CENTRAL

### SABBATICAL
- No

### OTHER LEAVES:

## Additional Content
- **Planning Time:**
  - Vertical Freeze: accum to 4; EOY-$50/day unus

### Comments
- **Comments:**
  - Individ.
  - Couple - Benefits
  - Cafeteria Plan
    - Options: IRS 125: Y
    - Flex Accounts: Minimum FTE: 0.5
  - Contribution: fte
### Working Conditions
- Contract Days: 185
- FTE Teachers:
  - HS: 9,490
  - JH/MS: 50,426
  - ELEM: 67,990
- Length of Teacher Day: 7.5
- Length of Student Day: 6.87
- Planning Time: 30
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 36,950
- Index: 5 x 4
- Starting Salary: 1
- Career Increments: N
- Experience Allowed: D
- Reimb. subpay/day at early retirement
- Vertical Freeze:

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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<tbody>
<tr>
<td>Health</td>
<td>BC/BS</td>
<td>600D/2000D</td>
<td>512.92</td>
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<td>Dental</td>
<td>BC/BS</td>
<td>2</td>
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<tr>
<td>PPO</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Life</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>LTD</td>
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</tr>
<tr>
<td>Non-Participant</td>
<td>$516.67</td>
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</table>

### Insurance
- H/A-Dent:
- EE/Child
- EE/Spouse
- EE/Sp/Child

### Leaves
- Type: SICK
  - Days/Year: 10
  - Accum. use: 75
  - Approval Needed: yes
  - Other: Reimb. subpay/day at early retirement

### Other District Policies
- Negotiated/Policy: Exists/Y
- Voluntary Separation: Y
- Grievance: Y
- Sick Bank: N
- Other Leaves: Exceptional Circumstances-3

### SMP:
- No staff were advanced to BA+45 after 56-59 school yr.

### North Platte
- 2018-2019
- 1.1

---

### Cafeteria Plan
- Individ. Depend.
- Options: H/A,Dent.,Life, LTD,TSA,Cash

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

### Comments:
- Deductible Reimbursement:
- IRS 125: Y
- Flex Accounts: Y

---

### North Platte Salary Schedule

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
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<td>41,754</td>
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<td>3</td>
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<td>42,232</td>
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<td>4</td>
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<td>44,208</td>
<td>45,614</td>
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<td>48,606</td>
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<tr>
<td>5</td>
<td>44,573</td>
<td>46,183</td>
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<td>50,616</td>
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<td>6</td>
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<tr>
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<td>48,533</td>
<td>50,183</td>
<td>51,783</td>
<td>53,330</td>
<td>54,966</td>
</tr>
<tr>
<td>8</td>
<td>50,528</td>
<td>52,183</td>
<td>53,783</td>
<td>55,430</td>
<td>57,086</td>
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<tr>
<td>9</td>
<td>52,523</td>
<td>54,183</td>
<td>55,783</td>
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<tr>
<td>11</td>
<td>56,513</td>
<td>58,183</td>
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<td>63,086</td>
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<td>61,783</td>
<td>63,430</td>
<td>65,086</td>
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<tr>
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<td>60,503</td>
<td>62,183</td>
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<td>65,430</td>
<td>67,086</td>
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<td>64,183</td>
<td>65,783</td>
<td>67,430</td>
<td>69,086</td>
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<td>64,493</td>
<td>66,183</td>
<td>67,783</td>
<td>69,430</td>
<td>71,086</td>
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<tr>
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<td>66,488</td>
<td>68,183</td>
<td>69,783</td>
<td>71,430</td>
<td>73,086</td>
</tr>
</tbody>
</table>

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### Notes
- Contract Days: 185
- FTE Teachers:
  - HS: 9,490
  - JH/MS: 50,426
  - ELEM: 67,990
- Length of Teacher Day: 7.5
- Length of Student Day: 6.87
- Planning Time: 30
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Base: 36,950
- Index: 5 x 4
- Starting Salary: 1
- Career Increments: N
- Experience Allowed: D
- Reimb. subpay/day at early retirement
- Vertical Freeze:
## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:**
  - 7:5
  - 7:5
  - 7:5
- **Length of Student Day:**
  - Planning Time: 56:46:46
  - Class Periods/Day: 7:8
- **Normal Teaching Load:** 6:7
- **Incentive:** over 50 pd. @ $50/day - max. 10
- **Career Increments:** Y
- **Experience Allowed:** 17(D)

## SALARY SCHEDULE
- **Base:** 35,500
- **Index:** 4 x 5
- **Starting Salary:** Entry Level Step: 1

## INSURANCE
### Type
- **HEALTH:** BC/BS
- **DENTAL:** BC/BS
- **LIFE:** Guardian
- **LTD:** National Ins
- **NON-PARTICIPANT:** $250/mo TSA

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

### Option
- **PPO:** Ind recy $104.17/mo

### Amount Paid by District
- **900D/3500D:** 607.93
- **53.01:** 60.18
- **80.85:**

### Couple - Benefits
- **TSA:**

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

### LEAVES
- **Depend. Approval Other**

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
  - **Exists:**
  - **Y:**
  - **P:**

### SABBATICAL
- **Yes**

### SEVERANCE PAY:

## PART-TIME BENEFITS
- **Contribution:** fte

## NORTHWEST (GRAND ISLAND)

### NORTHEAST (GRAND ISLAND)

#### Step
- **BA:**
  - 0: 35,500
  - 1: 36,920
  - 2: 38,340
  - 3: 39,760
  - 4: 41,180
  - 5: 42,600
  - 6: 44,020
  - 7: 45,440
  - 8: 46,860
  - 9: 48,280
  - 10: 49,700
  - 11: 51,120
  - 12: 52,540
  - 13: 53,960
  - 14: 55,380

#### Days/Year
- **Accum.**
  - 0: 28.67
  - 1: 46.86
  - 2: 65.05
  - 3: 83.24
  - 4: 101.42
  - 5: 119.60
  - 6: 137.78
  - 7: 155.96
  - 8: 174.14
  - 9: 192.32
  - 10: 210.50
  - 11: 228.68
  - 12: 246.86
  - 13: 265.04
  - 14: 283.22

#### Base
- **40,420**
- **42,600**
- **44,780**
- **46,960**
- **49,140**
- **51,320**
- **53,500**
- **55,680**
- **57,860**
- **60,040**
- **62,220**
- **64,400**
- **66,580**
- **68,760**
- **70,940**

#### Dependent
- **53,010**
- **55,190**
- **57,370**
- **59,550**
- **61,730**
- **63,910**
- **66,090**
- **68,270**
- **70,450**
- **72,630**
- **74,810**
- **76,990**
- **79,170**
- **81,350**
- **83,530**

#### Approval
- **50**
- **51**
- **52**
- **53**
- **54**
- **55**
- **56**
- **57**
- **58**
- **59**
- **60**
- **61**
- **62**
- **63**
- **64**

#### Needed
- **53**
- **54**
- **55**
- **56**
- **57**
- **58**
- **59**
- **60**
- **61**
- **62**
- **63**
- **64**
- **65**
- **66**
- **67**

#### Other
- **54**
- **55**
- **56**
- **57**
- **58**
- **59**
- **60**
- **61**
- **62**
- **63**
- **64**
- **65**
- **66**
- **67**
- **68**

## NORTHWEST (GRAND ISLAND)

#### Contract Days
- **185**

#### FTE Teachers
- **HS:** 8
- **JH/MS:** 8
- **ELEM:** 8

#### Length of Teacher Day
- **7:5**
- **7:5**
- **7:5**

#### Length of Student Day
- **Planning Time:** 56:46:46
- **Class Periods/Day:** 7:8

#### Normal Teaching Load
- **6:7**

#### Incentive
- over 50 pd. @ $50/day - max. 10

#### Career Increments
- **Y**

#### Experience Allowed
- **17(D)**

## PART-TIME BENEFITS
- **Contribution:** fte

## NORTHWEST (GRAND ISLAND)

### SEVERANCE PAY:

#### NORTHWEST (GRAND ISLAND)

#### Contract Days
- **185**

#### FTE Teachers
- **HS:** 8
- **JH/MS:** 8
- **ELEM:** 8

#### Length of Teacher Day
- **7:5**
- **7:5**
- **7:5**

#### Length of Student Day
- **Planning Time:** 56:46:46
- **Class Periods/Day:** 7:8

#### Normal Teaching Load
- **6:7**

#### Incentive
- over 50 pd. @ $50/day - max. 10

#### Career Increments
- **Y**

#### Experience Allowed
- **17(D)**

## PART-TIME BENEFITS
- **Contribution:** fte

## NORTHWEST (GRAND ISLAND)

#### SEVERANCE PAY:

- **Yes**
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 900D
Length of Teacher Day: 8
Length of Student Day: 8
Planning Time: 50
Class Periods/Day: 8
Normal Teaching Load: 7

SALARY SCHEDULE
Base: 34,490
Entry Level Step: 1
Career Increments: N
Experience Allowed: all

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

Cafeteria Plan
Individ. Depend.
Options:
Options:

SICK
Type Days/Year Depend. Accum. Approval Needed Other
SAB
1 34,490 36,215 37,033 37,955 41,358 41,720 43,013 44,007 46,352
2 33,877 37,594 38,103 39,137 41,826 42,159 42,736 43,220 43,900
3 1.94 1.57 1.18 1.19 1.00 1.08 1.05 1.03 1.02

OTHER LEAVES
Type Depend. Days/Year Accum. Approval Approval Approval
SICK use Needed Other
SAB

OTHER DISTRICT POLICIES
Negotiated/ Policy

SABBATICAL: No
SEVERANCE PAY:

OAKLAND-CRAIG

10/3/2018

1.1

2018-2019

SALARY SCHEDULE

Base: 34,490
Entry Level Step: 1
Career Increments: N
Experience Allowed: all

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

Cafeteria Plan
Individ. Depend.
Options:
Options:

SICK
Type Days/Year Depend. Accum. Approval Approval Approval
SAB
1 34,490 36,215 37,033 37,955 41,358 41,720 43,013 44,007 46,352
2 33,877 37,594 38,103 39,137 41,826 42,159 42,736 43,220 43,900
3 1.94 1.57 1.18 1.19 1.00 1.08 1.05 1.03 1.02

OTHER LEAVES
Type Depend. Days/Year Accum. Approval Approval Approval
SICK use Needed Other
SAB

OTHER DISTRICT POLICIES
Negotiated/ Policy

SABBATICAL: No
SEVERANCE PAY:

OAKLAND-CRAIG

10/3/2018

1.1

2018-2019

SALARY SCHEDULE

Base: 34,490
Entry Level Step: 1
Career Increments: N
Experience Allowed: all

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

Cafeteria Plan
Individ. Depend.
Options:
Options:

SICK
Type Days/Year Depend. Accum. Approval Approval Approval
SAB
1 34,490 36,215 37,033 37,955 41,358 41,720 43,013 44,007 46,352
2 33,877 37,594 38,103 39,137 41,826 42,159 42,736 43,220 43,900
3 1.94 1.57 1.18 1.19 1.00 1.08 1.05 1.03 1.02

OTHER LEAVES
Type Depend. Days/Year Accum. Approval Approval Approval
SICK use Needed Other
SAB

OTHER DISTRICT POLICIES
Negotiated/ Policy

SABBATICAL: No
SEVERANCE PAY:

OAKLAND-CRAIG

10/3/2018

1.1

2018-2019

SALARY SCHEDULE

Base: 34,490
Entry Level Step: 1
Career Increments: N
Experience Allowed: all

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

Cafeteria Plan
Individ. Depend.
Options:
Options:

SICK
Type Days/Year Depend. Accum. Approval Approval Approval
SAB
1 34,490 36,215 37,033 37,955 41,358 41,720 43,013 44,007 46,352
2 33,877 37,594 38,103 39,137 41,826 42,159 42,736 43,220 43,900
3 1.94 1.57 1.18 1.19 1.00 1.08 1.05 1.03 1.02

OTHER LEAVES
Type Depend. Days/Year Accum. Approval Approval Approval
SICK use Needed Other
SAB

OTHER DISTRICT POLICIES
Negotiated/ Policy

SABBATICAL: No
SEVERANCE PAY:
### Working Conditions
- Contract Days: 185
- FTE Teachers: HS: 8, JH/MS: 8, ELEM: 8
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning Time: 52
- Class Periods/Day: 7
- Normal Teaching Load: 6

### Salary Schedule
- Base: 34,750
- Starting Salary: Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Year 1/15: 577.53
- Year 2/20: 1068.45
- Year 3/25: 1212.82
- Year 4/30: 1628.51
- Year 5+: 45,870

### Leaves
- Sick: 10 @ 1.33
- Personal: 3 @ 1.33
- Bereavement: 5 @ 1.33
- Adoption: un.

### Insurance
- Type: Health, Dental, Life
- Carrier: BC/BS
- Option: H/A-Dent, EE/Child, EE/Spouse, EE/Sp/Child
- Amount Paid by District: 31.51 or 52.18
- Couple Benefits: Sp or Dep Dental
- Deductible Reimbursement: IRS 125: Y
- Flex Accounts: Y

### Other District Policies
- Negotiated Policy: SICK: yes, ACCUM: to 10, use only 4/yr
- Voluntary Separation: N
- Grievance: Y
- Sick Bank: N

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

---

### Table

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### Cafeteria Plan
- Individ: 28.67
- Dependent: 28.67

### Severance Pay
- Other:

---

### Other
- Rollback: 0.5
- Multi-year Contract: 

---

### Notes
- Vertical Freeze: 85-86 Also Horiz.
### Working Conditions
- Contract Days: 185
- FTE Teachers: 34,400
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 49
- Normal Teaching Load: 7

### Salary Schedule
- Base: 34,400
- Entry Level Step: 1
- Index: 4.5 x 4.5
- Career Increments: N
- Experience Allowed: all

### Leaves
- **Sick**: 9 days/year, 35 accumulated days
- **Personal**: 2 days/year
- ** Bereavement**: 3 days/year
- **Professional**: 1 day/year
- **Adoption**: 8 days/year
- **Sabbatical**: Yes

### Insurance
- **Health**: BC/BS
  - Type: H/A-Dent
  - Carrier: Individ
  - Option: EE/Spouse
  - Amount Paid by District: $150D/3500C 558.05
  - Duration: 1032.44
  - Spouse: 1171.92
  - Dependent: 1573.60
- **Dental**: BC/BS
  - Type: H/A-Dent
  - Carrier: Individ
  - Option: EE/Spouse
  - Amount Paid by District: $2 28.67
  - Duration: 28.67
  - Spouse: 28.67
  - Dependent: 28.67
- **LTD**: N
- **Non-Participant**: N

### Other District Policies
- **Sick leave**: 20 days from sick lv.

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

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---

**O'Neill**

**2018-2019**

**1.1**
## WORKING CONDITIONS
- Contract Days: 185
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 90
- Class Periods/Day: 8
- Normal Teaching Load: 6

## SALARY SCHEDULE
- Base: 35,100
- Entry Level Step: 1
- Index: 5 x 4
- Career Increments: N
- Experience Allowed: all

## INSURANCE
### Type
- HEALTH
- DENTAL
- PPO
- LIFE
- LTD

### Carrier
- BC/BS
- BC/BS
- Ind. rec.

### Option
- H/A-Dent
- Individ.

### Amount Paid by District
- EE/Child
- EE/Spouse
- EE/Sp/Child

### Couple - Benefits
- Min.
- Max.
- Deductible Reimbursement:

### Cafeteria Plan
- Individ.
- Depend.

### Options:
- AFLAC
- IRS 125: Y

### Flex Accounts:
- Y

### Non-Participant

## LEAVES
### Type
- SICK
- BEREAVEMENT
- PROFESSIONAL
- ADOPTION
- ASSOCIATION

### Days/Year
- 10
- 60

### Accum.
- Yes

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

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

## OTHER DISTRICT POLICIES
- SABBATICAL:
- Yes

## SEVERANCE PAY:

## OTHER LEAVES:

### Contract Days:
- 2018-2019
- Ord

### Steps
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13

### BA
- 35,100
- 38,855
- 38,610
- 40,365
- 42,120
- 45,981
- 50,544
- 50,014
- 53,352
- 56,310
- 58,266
- 60,021
- 63,180

### BA+9
- 36,504
- 39,663
- 40,014
- 43,173
- 44,928
- 47,736
- 50,854
- 51,246
- 54,054
- 57,029
- 60,125
- 63,531
- 67,041

### BA+18
- 39,312
- 41,067
- 42,222
- 45,377
- 49,738
- 54,985
- 58,890
- 63,013
- 68,319
- 73,874
- 79,826
- 86,319
- 93,319

### BA+27
- 40,716
- 42,471
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- 50,735
- 55,095
- 59,705
- 65,593
- 72,279
- 79,595
- 87,874
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### BA+36
- 42,120
- 44,928
- 47,736
- 50,854
- 54,985
- 59,705
- 65,593
- 72,279
- 79,595
- 87,874
- 96,319
- 105,319
- 114,319

### Index
- 111.97 or
- 152.53

### Other
- Dep Den+$50 annuity
- 49,842
- 51,246
- 53,001
- 53,352
- 53,759

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

### Option
- 111.97 or
- 152.53

### Options:
- AFLAC
- IRS 125: Y

### Flex Accounts:
- Y

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

### Contribution:
- fte

### Minimum FTE:
- 0.5

### Option
- 111.97 or
- 152.53

### Options:
- AFLAC
- IRS 125: Y

### Flex Accounts:
- Y

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

### Contribution:
- fte

### Minimum FTE:
- 0.5

### Option
- 111.97 or
- 152.53

### Options:
- AFLAC
- IRS 125: Y

### Flex Accounts:
- Y

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

### Contribution:
- fte

### Minimum FTE:
- 0.5

### Option
- 111.97 or
- 152.53

### Options:
- AFLAC
- IRS 125: Y

### Flex Accounts:
- Y

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

### Contribution:
- fte

### Minimum FTE:
- 0.5

### Option
- 111.97 or
- 152.53

### Options:
- AFLAC
- IRS 125: Y

### Flex Accounts:
- Y

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

### Contribution:
- fte

### Minimum FTE:
- 0.5

### Option
- 111.97 or
- 152.53

### Options:
- AFLAC
- IRS 125: Y

### Flex Accounts:
- Y

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

### Contribution:
- fte

### Minimum FTE:
- 0.5
## 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 | |
| Career Increments | Y |
| Experience Allowed | all (D) |

## Insurance

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## Leaves

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## Other Leaves

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### Working Conditions

- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 
  - JH/MS: 
  - ELEM: 
- **Length of Teacher Day:** 8 hours/day
- **Length of Student Day:** 7.5 hours/day
- **Planning Time:** 50 minutes/day
- **Class Periods/Day:** 8 periods/day
- **Normal Teaching Load:** 7 classes/day

### Salary Schedule

- **Base Salary (BA):** $35,050
- **Index:** 4 x 4
- **Starting Salary:** $36,452
- **Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 5 (D)
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 2018-2019, 2019-2020

### Insurancce

- **HEALTH:**
  - BC/BS: 900D/3500D
  - Coverages: 1276.65, 1714.22
- **DENTAL:**
  - BC/BS: 2
  - Coverages: 28.67, 28.67, 28.67, 28.67
- **LIFE:**
  - BC/BS: 2
  - Coverages: 28.67, 28.67, 28.67

### Cafeteria Plan

- **Options:**
  - IRS 125: Flex Accounts
  - Deductible Reimbursement:

### Leaves

- **SICK:**
  - Days/Year: 10
  - Accum.: 40
  - Approval Needed: yes
  - Other Info:
    - 1 day either pers. or prof.
- **PERSONAL:**
  - Days/Year: 3
  - Accum.: 0
  - Approval Needed: yes
- **BEREAVEMENT:**
  - Days/Year: 2
  - Accum.: 0
  - Approval Needed: yes
- **PROFESSIONAL:**
  - Days/Year: see pers lv
  - Accum.: 0
  - Approval Needed: yes
- **ADOPTION:**
  - Days/Year: see prof lv
  - Accum.: 0
  - Approval Needed: yes
- **ASSOCIATION:**
  - Days/Year: see prof lv
  - Accum.: 0
  - Approval Needed: yes
- **SEVERANCE PAY:**
  - Days/Year: 0
  - Accum.: 0

### Other District Policies

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

### Other Leaves

### Other District Policies

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

### Salary Schedule Table

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## Working Conditions

- **Contract Days:** 182
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 57
- **Length of Student Day:** 57
- **Planning Time:** 57
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 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:**

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## Salary Schedule

### Faculty Salary Schedule

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## Other District Policies

- **Negotiated/Policy:**
  - **OVERTON:**
    - **Exist:**
      - **PAY:**
        - **FTE:** 0.5
        - **Contribution:**
          - **FTE:**

## Miscellaneous

- **OVERTON:**
  - **Option:**
    - **Indiv. Depend.**
      - **Sp. or Dep. Dental**
        - **IRS 125:** Y
        - **Flex Accounts:** Y
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: HS 8, JH/MS 8, ELEM 8
- Length of Teacher Day: 7.33
- Length of Student Day: 7.33
- Planning Time: 50
- Class Periods/Day: 7
- Normal Teaching Load: 7
- Multi-year Contract:

### SALARY SCHEDULE
- Base: 34,900
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze: 87-88
- Rollback:

### INVESTIGATION
- 4 x 4.5
- Index: 4 x 4.5
- 2018-2019

### INSURANCE
- **ES Spouses each recv Ind health**
- COMMENTS:

### LEAVES
- Type: SICK
  - Days/Year: 10
  - Accum.: 45
  - Depend. use: yes

- Type: PERSONAL
  - Days/Year: 2
  - Depend. use: yes
  - Approval Needed: accum. to 5

- Type: BEREAVEMENT
  - Days/Year: 5
  - Depend. use: per occurrence

- Type: PROFESSIONAL
  - Days/Year: 3
  - Depend. use: $200/convention, clinics

### SEVERANCE PAY
- N

### OTHER DISTRICT POLICIES
- Negociated/Policy
- Exists

### SALARY SCHEDULE

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 50% of contract
- **Class Periods/Day:** 8 periods
- **Normal Teaching Load:** 7 classes

### Salary Schedule
- **Base:** $37,250
- **Index:** 4 x 4
- **Starting Salary:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Career Increments:** N
- **Vertical Freeze:** 86-87; 01-02
- **Rollback:** 86-87 Last Step
- **Multi-year Contract:** 18-19, 19-20
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.5 hours
- **Normal Teaching Load:** 7 classes

### Insurance
- **HEALTH**
  - Carrier: BC/BS
  - Option: 900D/3500D
- **DENTAL**
  - Carrier: BC/BS
  - Option: Individ.
- **LIFE**
  - Carrier: Guardian
  - Option: 4.75
- **LTD**
  - Carrier: Madison Ntl.
  - Option: .0037 (thru sal)

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

### Leaves
- **SICK**
  - Days/Year: 12
  - Accum. Use: 45
  - Approval Needed: yes
  - Other Info: 10 days immediate fam/child
- **PERSONAL**
  - Days/Year: 2
  - Accum. Use: yes
  - Approval Needed: Carry over 2 add'l
- **BEREAVEMENT**
  - Days/Year: see sick lv.
  - Approval Needed: yes
- **PROFESSIONAL**
  - Days/Year: see sick lv.
  - Approval Needed: yes
- **ADOPTION**
  - Days/Year: see sick lv.
  - Approval Needed: yes

### Part-Time Benefits
- **Minimum FTE:** 0.5
- **Participating District:**
- **Non-Participating:** $250 cash

### Other District Policies
- **Negotiated/Policy:**
  - **Arrival:**
  - **Departure:**
  - **Sick Bank:** N
  - **Sick Leave:** Yes
  - **Voluntary Separation:** N
  - **Grievance:** Y
  - **P
  - **Sabbatical:** No
  - **Substitute, Jury Duty:**

### Palmyra-Bennett (OR #1)

#### Base Salary
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### Comments
- **Health:** $4.96/mo
- **Vision:** $4.96/mo
- **PPO:** Exists
- **Negotiated/Policy:**
- **Voluntary Separation:** N
- **Grievance:** Y
- **P
- **Sick Bank:** N
- **Sabbatical:** No
- **Substitute, Jury Duty:**
## Working Conditions

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## Salary Schedule

- **Base**: 36,865
- **Index**: 4 x 4.5
- **Starting Salary**: 
- **Entry Level Step**: 1
- **Experience Allowed**: 12

## Insurance

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<th>Type</th>
<th>Carrier</th>
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<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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## Cafeteria Plan

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

## Leaves

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<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
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## Other Leaves:

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<th>Depend</th>
<th>Approval</th>
<th>Needed</th>
<th>Other</th>
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</table>

## Other Info

- **Sev:1/2 sub rate up to 90 days**

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**Salary Schedule**

- **Base**: 36,865
- **Index**: 4 x 4.5
- **Starting Salary**: 
- **Entry Level Step**: 1
- **Experience Allowed**: 12

**Insurance**

- **Type**
  - Health
  - Dental
  - PPO
  - Life
  - LTD
- **Carrier**
  - BC/BS
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - 607.93 1049.89 1191.75 1571.08
- **Couple - Benefits**
  - 113.57 or 142.67

**Cafeteria Plan**

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

**Leaves**

- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - 12
  - 2-4
  - 3-5
  - all
  - 40
- **Accum.**
  - 120
  - 120
- **Depend**
  - yes
  - yes
  - yes
- **Approval**
  - from sick lv.
  - ea. occur.
  - ea. occur.
- **Needed**
  - |
WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: HS 8, JH/MS 8, ELEM 8
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

SAALARY SCHEDULE

- Base: 35,575
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze: Rollback:

INSURANCE

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<tr>
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<td>28.67 28.67 28.67 28.67</td>
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LEAVES

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</table>

OTHER DISTRICT POLICIES

- Voluntary Separation: N
- Grievance: Y P
- Sick Bank: Y N
- Severance Pay: Y

OTHER DISTRICT POLICIES

- Negotiated/Policy

- Cafeteria Plan

PART-TIME BENEFITS

- Minimum FTE: 0.5
- Contribution: fte

PAWNEE CITY

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WORKING CONDITIONS

Contract Days: 181
FTE Teachers: 
HS: 1
JH/MS: 1
ELEM: 1
Starting Salary: BA+18
Career Increments: N
Planning Time: 4
Class Periods/Day: 
Normal Teaching Load: 2

SALARY SCHEDULE

Base: 33,800
Index: 4.15 x 4.25

Experience Allowed: 10(D)
Entry Level Step: 1(D)

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

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LEAVES

Type | Days/Year | Accum. | Depend | Approval | Needed | Other
---|---|---|---|---|---|---
SICK | 10 | 35 | yes | | | |
Bereavement | see sick lv. | | | | | |
Professional | 2 | | | | | |
Adoption | see personal lv. | | | | | |
Association | | | | | | |

OTHER DISTRICT POLICIES

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

SEVERANCE PAY:

OTHER LEAVES:

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07-08 BA+36/MA column changed to BA+36 only; BA+45 column removed; MA column added
## Working Conditions
- Contract Days: 185
- FTE Teachers: 
  - HS: 1.1
  - JH/MS: 1.1
  - ELEM: 1.1
- Length of Teacher Day: 8:00 AM to 3:30 PM
- Length of Student Day: 8:00 AM to 2:30 PM
- Planning Time: 50 minutes
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule
- Base: $34,355
- Index: 1
- Starting Salary: $1
- Career Increments: N
- Grandfathered Steps 85-86
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: 1

## Insurance
- **Type**: Cafeteria Plan
  - Carrier: Indiv.
  - Depend.:
  - Amount Paid by District: $664.24
  - Couple - Benefits: $4,000

## Leaves
- **Type**: Cafeteria Plan
- **Option**: Indiv.
- **Amount Paid by District**: $664.24
- **Couple - Benefits**: $4,000

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

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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 34.100
- HS: 1.1
- JH/MS: 1.46
- ELEM: 1.52
- Starting Salary: 36,828
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 1.81
- Planning Time: 90 90 45
- Class Periods: 4 4
- Normal Teaching Load: 3 3

### SALARY SCHEDULE

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### INSURANCE

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### LEAVES

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### SABBATICAL

- No

### SEVERANCE PAY

- PAY: Minimum FTE: 0.4
- Contribution: 15%

### OTHER LEAVES:

- Contract Days:
- District Pay Sub Rate
- sick days:
- Grievance:
- Voluntary Separation:
- Sick Bank:
- Negotiated/Policy:
- Career Increments:
- Experience Allowed:
- Vertical Freeze:
- Planning Time:
- Class Periods:
- Normal Teaching Load:
- FTE Teachers:
- Contract Days:
### Plainview

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### Insurance

#### Type
- HEALTH
- DENTAL
- PPO

#### Carrier
- H/A-Dent
- EE/Child
- EE/Spouse
- EE/Sp/Child

#### Option
- Individ.
- Cash

#### Amount Paid by District
- Options: H/A., Dent., Life, TSA, IRS 125: Y

#### Couple - Benefits
- Individ.
- Depend.
- Flex Accounts: Y

### Leaves

#### Type
- SICK
- BEREAVEMENT
- PROFESSIONAL
- ADOPTION
- ASSOCIATION

#### Other Info:
- Can borrow up to 4 days from next year

#### Negotiated/Policy
-Exists
- SICK

### Severance Pay:

### Other Leaves:

## SALARY SCHEDULE

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**Only teachers compensated on BA + 26 or BA + 45 during 09-30 school yr. will be eligible to be paid on BA + 45 for 09-31 and yrs thereafter.
1. WORKING CONDITIONS

Contract Days: 187
FTE Teachers: 

2. SALARY SCHEDULE

Base: 34,200
Index: 4 x 5
Starting Salary: Entry Level Step: 

Career Increments: N
Experience Allowed: 5(D)*
Vertical Freeze: 

5. INSURANCE

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

Health BC/BS 9000/3500D 607.93 1124.68 1276.65 1714.22 Cash, 125, or TSA

Dental BC/BS 2 28.67 28.67 28.67 28.67

PPO: Singles recv $150/mo

Life Madison Life 5.92 COMMENTS: Deductible Reimbursement:

LTD Madison Life .0064 (+B)

Non-Participant $786.58 in lieu

6. LEAVES

Type Days/Year Accum. Depend Approval Needed Other

Sick: 10 50 yes

Other Info:

PERSONAL: 3 yes $25 per 1/2 day - 3 day max

Bereavement: 10 3 days/occurs to 10

Professional: unless yes

Adoption: use sick lv.

7. SABBATICAL: Yes

8. SEVERANCE PAY: Y

9. OTHER DISTRICT POLICIES

Negotiated/ Policy

Exists

10. OTHER LEAVES:

11. PLATTSMOUTH

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07-08 schedule reworked, new hires begin on step 1; B.440 for individuals who took district courses between 1992-1997
### WORKING CONDITIONS
- Contract Days: 182
- FTE Teachers: Pleasanton
- Starting Salary: 34,275
- Career Increments: N
- Vertical Freeze: 03-04
- Rollback: Multi-year Contract
- Normal Teaching Load: 8
- Planning Time: 81
- Class Periods/Day: 8

### INSURANCE
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### WORKING CONDITIONS
- Length of Teacher Day: 8
- Length of Student Day: 7
- Class Periods/Day: 8
- Length of Teacher Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 34,275
- Index: 4 x 4.5
- Entry Level Step: 1
- Multi-year Contract

### LEAVES
- SICK: 3, 10, 45, yes, Severance: 1/2 sub. rate up to 40 days
- PERSONAL: 6 weeks
- PROFESSIONAL: unli., yes
- ADOPTION: 6 weeks
- ASSOCIATION: SABBATICAL: No, SEVERANCE PAY: Y

### OTHER DISTRICT POLICIES
- Negotiated/Policy: Exist
- Voluntary Separation: Y P
- Grievance: Y N
- Sick Bank: N

### PLEASANTON

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**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: Ponca
- 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
- Vertical Freeze: 87-88
- Rollback: 86-87
- Multi-year Contract:

**INSURANCE**
- **Type**: HEALTH, DENTAL, LIFE, LTD
- **Carrier**: BC/BS, KS City Life, Madison Nat'l
- **Option**: H/A-Dent, Individ.
- **Amount Paid by District**: 765.45
- **Couple - Benefits**: Options: H/A, TSA, Cash
- **Deductible Reimbursement**: IRS 125: Y
- **Flex Accounts**: Y
- **Type**: HEALTH, DENTAL, LIFE, LTD
- **Carrier**: BC/BS, Individ.
- **Option**: H/A-Dent, Individ.
- **Amount Paid by District**: 3.66
- **Couple - Benefits**: IRS 125: Y
- **Flex Accounts**: Y

**LEAVES**
- **Type**: SICK, OTHER DISTRICT POLICIES, VOLUNTARY SEPARATION, SICK PAY:
- **Days/Year**: 8, 45, yes
- **Approval Needed**: yes
- **Other Info**: 2 days @ sub pay eoy
- **Personal Separation**: N
- **Voluntary Separation**: N
- **Grievance**: Y
- **Sick Bank**: N

**LEAVES CONDITIONS**
- **Type**: SICK, OTHER DISTRICT POLICIES, VOLUNTARY SEPARATION, SICK PAY:
- **Days/Year**: 8, 45, yes
- **Approval Needed**: yes
- **Other Info**: 2 days @ sub pay eoy
- **Personal Separation**: N
- **Voluntary Separation**: N
- **Grievance**: Y
- **Sick Bank**: N

**PROFESSIONAL LEAVES**
- **Type**: SABBATICAL:
- **Years**: No

**SALARY SCHEDULE**
- **Step**: 1, 2, 3, ..., 10, 11, 12, 13, 14, 15, 16
- **Salary**: $35,925, $37,362, ..., $64,655, $67,529
- **Salary Increase**: 1.04, 1.08, ..., 1.68, 1.72, 1.76, ...
- **Salary Schedule**: Ponca

**OTHER DISTRICT POLICIES**
- **Negotiated Policy**: exists
- **Policy**: Minimum FTE: 0.75
- **Benefit Plan**: Cafeteria Plan

**PONCA**
- **FTE Teachers**: Ponca
- **Starting Salary**: Entry Level Step: 1
- **Career Increments**: N
- **Vertical Freeze**: 87-88
- **Rollback**: 86-87
- **Multi-year Contract**: Ponca

**OTHER LEAVES:**
- **Type**: SABBATICAL:
- **Years**: No
- **SEVERANCE PAY**: Ponca
WORKING CONDITIONS

Contract Days: 183  FTE Teachers: Base: 34,150  Index: 4.5 x 4.5
HS  JH/MS  ELEM  Starting Salary: Entry Level Step: 1
Length of Teacher Day: 7.5  7.5  7.5  Career Increments: N  Experience Allowed: 8
Length of Student Day: 7  7  7  Vertical Freeze: Rollback: 93-94 (2 Steps)
Planning Time: 45  45  60  Multi-year Contract:
Class Periods/Day: 5  8  Normal Teaching Load: 4
Normal Teaching Load: 7.5  7.5  7.5  Length of Teacher Day: 7.5
Length of Student Day: 7

INDEX:

10/3/2018

SALARY SCHEDULE

Experience Allowed: 8  Career Increments: N  Vertical Freeze: Rollback: 93-94 (2 Steps)

INSURANCE

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LEAVES

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SABBATICAL: No  SEVERANCE PAY:

OTHER DISTRICT POLICIES

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### Working Conditions
- Contract Days: 190
- FTE Teachers:
  - HS: 3
  - JH/MS: 3
  - ELEM: 1
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 60
- Class Periods/Day: 4
- Normal Teaching Load: 3

### Salary Schedule
- Base: 35,125
- Entry Level Step: 1
- Experience Allowed: 10
- Vertical Freeze: 86-87, 88-89, 12-13

### Insur ance
- Type: H/A-Dent
- Carrier: BC/BS
- Option: Individ.
- Amount Paid by District: 694.46 ea
- Couple - Benefits: HSA+Ind/Dep
- Cafeteria Plan:
  - Individ.
  - Depend.

### Leaves
- Type: SICK
- Days/Year: 11
- Other Info: after 10 yrs. - $65/day up to 90 at term.

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

### Ralston

#### Salary Schedule

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### Other Leaves
- Judicial/1 day pd.

---

**Longevity - Employee who reaches last step in BA36/MAT through MAT7 receives add stip. at rate of 0.05% added to index 17th yr. 03 at 20th yr., 03 at 23rd yr., 07 at 28th yr. Employee who has reached last step in MA36 or above receives 0.05% added to index at start of 17th yr. and receives add 0.05% added to index for each following year up to 30th pr of service. (03 at 15th yr., 03 at 19th yr., 04 at 28th yr. etc.)**
WORKING CONDITIONS
Contract Days: 172  
FTE Teachers:  
HS  JH/MS  ELEM  
Length of Teacher Day: 8.5 8.5 8.5
Length of Student Day: 8.25 8.25 8
Planning Time: 56 56 45  
Class Periods/Day: 8 8  
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 35,000  
Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N  
Experience Allowed: all
Vertical Freeze: Rollback: 85-86
Multi-year Contract: 17-18, 18-19

INSURANCE
Type  Carrier  Option  Amount Paid by District  Cafeteria Plan  
HEALTH  BC/BS  1500D  534.60  989.04  1122.67  1507.47  
DENTAL  BC/BS  3  56.51  56.51  56.51  56.51
PPD:  
LIFE  Madison Nat’l  4.12  
LTD  Madison Nat’l  .0061 (thru sal)

NON-PARTICIPANT

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Needed  Other
SICK  10  50  yes  
PERSONAL  2  yes  
BEREAVEMENT  3 per occur.  10 max annually  Voluntary Separation:  
PROFESSIONAL  1  
ADOPTION  
ASSOCIATION  

SABBATICAL: Yes  SEVERANCE PAY: No

OTHER DISTRICT POLICIES
Negotiated/Policy  
Exists

OTHER LEAVES:

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08-09 BA 45 Grandfathered
## Working Conditions

- Contract Days: 185
- FTE Teachers: 
  - HS: 421
  - JH/MS: 5
  - Elem: 7
- Length of Teacher Day: 8
- Length of Student Day: 8
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 8

## Salary Schedule

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## INSURANCE

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## Leaves

- Sick Leave: 15 days/year, 50 accrual, approval needed
- Personal Leave: 2 days/year, family use
- Bereavement: 10 days/year
- Professional: 5 days/year

## Severance Pay

- Yes

## Other District Policies

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

## Other Leaves

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<td>44,730</td>
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## Notes

- BA 0, BA 1, BA 2 removed from schedule (Staff grandfathered), BA column added
WORKING CONDITIONS
Contract Days: 186
FTE Teachers: 37,825

SALARY SCHEDULE
Start Salary: 4 x 5
Entry Level Step: 1
Career Increments: Y
Experience Allowed: 6 (D)

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

Vertical Freeze:

Classroom Teaching Load: 5

SEVERANCE PAY:

NON-PARTICIPANT $312.50 cash

PART-TIME BENEFITS
Minimum FTE: 0.51
Contribution: full

OTHER DISTRICT POLICIES
Negotiated/Policy

OTHER LEAVES:

SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/Policy

OTHER LEAVES:
## RED CLOUD

### WORKING CONDITIONS
- **Contract Days:** 183
- **FTE Teachers:**
  - HS: 8.25
  - JH/MS: 8.25
  - ELEM: 8.25
- **Length of Teacher Day:** 7.82 hours
- **Planning Time:** 52 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7 units

### SALARY SCHEDULE
- **Base:** 33,850
- **Index:** 4 x 4
- **Starting Salary:**
  - 1.00 FTE: 33,850
  - 1.04 FTE: 35,204
  - 1.08 FTE: 36,558
  - 1.12 FTE: 37,912
  - 1.16 FTE: 39,266
  - 1.20 FTE: 40,620
  - 1.24 FTE: 41,974
  - 1.28 FTE: 43,328
  - 1.32 FTE: 44,682
  - 1.36 FTE: 46,036
  - 1.40 FTE: 47,390
  - 1.44 FTE: 48,744
  - 1.48 FTE: 50,098
  - 1.52 FTE: 51,452
  - 1.56 FTE: 52,806
  - 1.60 FTE: 54,160
  - 1.64 FTE: 55,514
  - 1.68 FTE: 56,868
  - 1.72 FTE: 58,222

### INSURANCE
- **HEALTH**
  - BC/BS: $900D
  - Individ.: $577.53
  - EE/Child: $1068.45
  - EE/Sp/Child: $1212.82
  - EE/Spouse: $1628.51
  - Amount Paid by District: $56.62

### LEAVES
- **SICK**
  - Days/Year: 9
  - Accum. Dependent Use: 40
  - Approval Needed: yes

### OTHER DISTRICT POLICIES
- **SEVERANCE PAY:**
- **OTHER LEAVES:**
**WORKING CONDITIONS**
- Contract Days: 184
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM

**Length of School Year**
- Teacher Day: 7.75
- Student Day: 7.27
- Class Periods/Day: 8
- Normal Teaching Load: 7

**Salary Schedule**

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**Working Conditions**
- 10/3/2018
- 4 x 5

**Salary Schedule**
- Base: 35,500
- Index: 4 x 5
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 17-18, 18-19

**Insurance**
- **Type**
  - HEALTH
  - DENTAL
  - PPO
- **Carrier**
  - BC/BS
  - BC/BS
  - BC/BS
- **Option**
  - 900D
  - 2
  - 
- **Amount Paid by District**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - 28.67
  - 28.67
  - 28.67
  - 28.67
- **Couple - Benefits**
  - 31.51 or
  - 52.18

**Leave Policy**
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - SEVERANCE PAY
- **Days/Year**
  - 15
  - 3
  - 5
  - 2
  - 3
  - 8
- **Accum. use**
  - yes
  - yes

**Other District Policies**
- **Negotiated/Policy**
  - Exists
  - N
  - Y P
  - Y N

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

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

**Riverside**
- 1.1
- 2018-2019
### Working Conditions

- **Contract Days:** 184
- **FTE Teachers:** 184
- **HS:**
- **JH/MS:**
- **ELEM:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

### Salary Schedule

- **Base:** 34,285
- **Starting Salary:**
- **Experience Allowed:** all
- **Career Increments:** N
- **Vertical Freeze:** 97-98/98-99
- **Rollback:** 97-98/98-99/01-02
- **Multi-year Contract:**

### Insurance

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### Leaves

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### Other District Policies

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

### Rock County

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### Cafeteria Plan

- **Individ. Plan:**
- **Depend. Plan:**
- **Type:**
- **Carrier:**
- **Option:**
- **Amount Paid by District:**
- **Couple - Benefits:**
- **Options:**
- **IRS 125:**
- **Flex Accounts:**

### Part-Time Benefits

- **Minimum FTE:** 0.5
- **Contribution:**

### Working Conditions Details

- **HS:**
- **JH/MS:**
- **ELEM:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6
- **Work Conditions:**
- **Salary Schedule:**
- **Index:** 4.25 x 4.25

### Rock County Teachers

- **Starting Salary:**
- **Experience Allowed:** all
- **Career Increments:** N
- **Vertical Freeze:** 97-98/98-99
- **Rollback:** 97-98/98-99/01-02
- **Multi-year Contract:**
### Working Conditions
- **Contract Days:** 186
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 7
  - ELEM: 7
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 51
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Index:** 4 x 5
- **Starting Salary:** 34,200
- **Experience Allowed:** 5
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:** 88-89
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Normal Teaching Load:** 7

### Insurance
- **Type**
  - Health: BC/BS
  - Dental: BC/BS
  - Life: Principal
- **Carrier**
  - BC/BS: 900D
  - Life: Principal
- **Option**
  - Individ.: EE/Child
  - Individ.: EE/Spouse
  - Individ.: EE/Sp/Child
- **Amount Paid by District**
  - BC/BS: 577.53
  - Dental: 28.67
- **Couple Benefits**
  - Sp or Dep Dental
  - Deductible Reimbursement: Y
  - IRS 125:
  - Cafeteria Plan
  - Non-PARTICIPANT

### Leaves
- **Type**
  - Sick: 10
  - PTO: 10 days 1-2 yrs, 12 days 3-4 yrs, 14 days 5+ yrs
  - Bereavement: 10 days
  - Professional: 2
  - Adoption: 10 days
  - Other:
- **Days/Year**
  - Sick: 40
  - Bereavement: 10
  - PTO: 10 days 1-2 yrs, 12 days 3-4 yrs, 14 days 5+ yrs
- **Accum. Days**
  - Sick: 40
  - Bereavement: 10
  - PTO: 10 days 1-2 yrs, 12 days 3-4 yrs, 14 days 5+ yrs

### Other Policies
- **Negotiated/Policy**
  - Sick Bank: Y
  - Voluntary Separation: Y
  - Grievance: N
  - Part-Time Benefits: Minimum FTE: 0.5

### Salary Schedule Table

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### Notes
- 07-08 Vertical and horizontal freeze, teachers will be allowed to move two steps each way for 08-09
### Working Conditions

<table>
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<th>Contract Days</th>
<th>185</th>
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<td>FTE Teachers:</td>
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</table>
- HS: 8
- JH/MS: 8
- ELEM: 8

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<th>Length of Teacher Day</th>
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<td>Length of Student Day</td>
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<td>Planning Time</td>
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### Salary Schedule

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<td>Experience Allowed</td>
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| Class Periods/Day | 7 |
| Class Time        | 45 |
| Normal Teaching Load | 7 |

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<th>Multi-year Contract</th>
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### Insurance

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**Cafeteria Plan**
- Individ.: 61.97 or 102.53
- Depend.: Sp or Dep. Dental

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

### Leaves

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### Need Salary Schedule

**SABBATICAL:** No

**SEVERANCE PAY:**

### Other District Policies

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<tr>
<td>Sick Bank</td>
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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS
  - JH/MS
  - ELEM
- **Starting Salary:**
  - HS: 8.25
  - JH/MS: 8.25
  - ELEM: 8.25
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 34,350
- **Index:** 4 x 5

### Insurance
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<td>.0065 (+B)</td>
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### Cafeteria Plan
- **Options:**
  - IRS 125: Y
  - Flex Accounts: Y

### Leaves
- **SICK:**
  - Days/Year: 10
  - Accum.: 35
  - Approval Needed: Yes
  - Other: $20/day over 35 at end of 4th yr
- **PERSONAL:**
  - Days/Year: 3
  - Approval Needed: Yes
  - Other: 2 days first 2 yrs
- **BEREAVEMENT:**
  - Days/Year: 4
  - Approval Needed: Yes
  - Other: Voluntary Separation: Y P
- **PROFESSIONAL:**
  - Days/Year: 2
  - Approval Needed: Yes
  - Other: Grievance: Y N
- **ADOPTION:**
  - Days/Year: 10 - Dad
  - Approval Needed: Yes
  - Other: Sick lv. for mom
- **ASSOCIATION:**
  - Days/Year: 2
  - Approval Needed: Yes
  - Other: Sick Bank: Y N

### SEVERANCE PAY
- **SABBATICAL:** No
- **OTHER DISTRICT POLICIES:**
  - **Negotiated/Policy:**
    - **Exists:**
      - Employee Separation: Y P
      - Voluntary Separation: Y P
    - **Voluntary Separation:** Y P

### Contract Days
- **Starting Salary:**
  - BA: 34,350
  - BA + 3: 36,688
  - BA + 6: 39,053
  - BA + 9: 41,420
  - BA + 12: 43,785
  - BA + 15: 46,122
  - BA + 18: 48,478
  - BA + 21: 50,834
  - BA + 24: 53,190
  - BA + 27: 55,546
  - BA + 30: 57,892

### Sargent 2018-2019
- **Salary Schedule:**
  - Base: 34,350
  - Index: 4 x 5

### Multi-year Contract
- **Length of Teacher Day:** 8.25
- **Length of Student Day:** 7.5
- **Normal Teaching Load:** 7

### Contract Days
- **Starting Salary:**
  - BA: 34,350
  - BA + 3: 36,688
  - BA + 6: 39,053
  - BA + 9: 41,420
  - BA + 12: 43,785
  - BA + 15: 46,122
  - BA + 18: 48,478
  - BA + 21: 50,834
  - BA + 24: 53,190
  - BA + 27: 55,546
  - BA + 30: 57,892

### Contract Days
- **Starting Salary:**
  - BA: 34,350
  - BA + 3: 36,688
  - BA + 6: 39,053
  - BA + 9: 41,420
  - BA + 12: 43,785
  - BA + 15: 46,122
  - BA + 18: 48,478
  - BA + 21: 50,834
  - BA + 24: 53,190
  - BA + 27: 55,546
  - BA + 30: 57,892
## Working Conditions
- Contract Days: 185
- FTE Teachers:
  - HS: 1
  - JH/MS: 2
  - ELEM: 3
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 90
- Class Periods/Day: 4
- Normal Teaching Load: 3

## Salary Schedule
- Base: 35,200
- Index: 4 x 5
- Starting Salary:
- Career Increments: Y
- Experience Allowed: all
- $1000 signing bonus for new teachers
- Vertical Freeze: Rollback: Multi-year Contract:

## Insurance
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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<tbody>
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## Cafeteria Plan
- Individ. Depend.
- Options:
- IRS 125:
- Flex Accounts:
- Deductible Reimbursement:

## Leaves
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## Need Salary Schedule

### Other District Policies
- Voluntary Separation: Y P
- Grievance: Y N
- Sick Bank: Y N

### Other Leaves:

---

```
NEED SALARY SCHEDULE
```
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 4 x 5
- HS: 8
- JH/MS: 8
- ELEM: 7.25
- Planning Time: 47
- Class Periods/Day: 2
- Normal Teaching Load: 7
- Length of Teacher Day: 8
- Length of Student Day: 7.25

### SALARY SCHEDULE
- Base: 35,000
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze: Rollback: Multi-year Contract:

### WORKING CONDITIONS
- Section Periods/Day: 8

### INSURANCE
- HEALTH
  - BC/BS: 9000/3500D
  - Carrier: Madison Nat'l
- DENTAL
  - BC/BS: 2
  - Carrier: Individ.
- LIFE
  - Carrier: Individ.
- LTD
  - Carrier: Individ.

### SALARY SCHEDULE

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### WORKING CONDITIONS
- **Contract Days:** 189
- **FTE Teachers:**
  - HS JH/MS: 8
  - ELEM: 8
  - Planning Time: 90
- **Length of Teacher Day:** 8: 8, 8
- **Length of Student Day:** 6.5: 6.9, 6.33
- **Class Periods/Day:** 4: 9
- **Normal Teaching Load:** 3: 8
- **Starting Salary:** 35,035
- **Career Increments:** N
- **Experience Allowed:** 12
- **Index:** 4.5 x 4.5
- **Entry Level Step:** 1
- **Vertical Freeze:** 87-88
- **Rollback:**
- **Multi-year Contract:** 18-19, 19-20

### INSURANCE

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### PART-TIME BENEFITS

- **Minimum FTE:** 0.4
- **Contribution:** fte

### OTHER DISTRICT POLICIES

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

### SABATTICAL

- **Yes**

### SEVERANCE PAY

- **Y**

### OTHER LEAVES

- **Emergency-1 from sick lv.**
WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 203
- HS: 8.25
- JH/MS: 8.25
- ELEM: 8.25
- Length of Teacher Day: 7.25
- Length of Student Day: 7.2
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE

- Base: 36,000
- Index: 4 x 5
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract: Length of Teacher Day: 8.25

INDEX: 4 x 5

- Experience Allowed: all
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract: Length of Teacher Day: 8.25

INSURANCE

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LEAVES

- Type: SICK
- Days/Year: 10
- Accum. Days: 35
- Depend. Use: yes
- Approval Needed: from sick lv.
- Other Info: reimb. $45/day over 25 up to 35

- Type: PERSONAL
- Days/Year: 2
- Accum. Days: yes
- Depend. Use: +2 days from sick lv.
- Approval Needed: Grievance: Y
- Other Info:  

OTHER DISTRICT POLICIES

- Negotiated/ Policy Exists
- Sabbatical: No
- Severance Pay: |

OTHER LEAVES:
### Work Conditions
- **Contract Days:** 186
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 90 minutes
- **Normal Teaching Load:** 3.5 hours

### Salary Schedule
- **Base:** 34,475
- **Index:** 5 x 4
- **Starting Salary:** 34,475
- **Entry Level Step:** 1
- **Career Increments:** 8(D)
- **Experience Allowed:**
- **Vertical Freeze:** Move to MA+27 Step 16 only in 93-94; then step=to exper.
- **Class Periods/Day:** 4.5
- **Multi-year Contract:**

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

- **Health BC/BS**
  - 9000/3500D
  - 577.53
  - 1068.45
  - 1212.82
  - 1628.51

- **Dental BC/BS**
  - 2
  - 28.67
  - 53.01
  - 60.18
  - 80.85

### Leaves
- **Type**
- **Days/Year**
- **Accum.**
- **Use**
- **Approval**
- **Other**
- **Sick**
  - 10
  - 45

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

### Seward:
- **Step 1:**
  - **BA + 9:** 34,475
  - **BA + 18:** 37,233
  - **BA + 27:** 38,122
  - **BA + 45:** 39,991
  - **MA:** 41,370
  - **MA + 9:** 42,749
  - **MA + 18:** 44,128

- **Step 2:**
  - **BA + 9:** 36,189
  - **BA + 18:** 37,978
  - **BA + 27:** 38,867
  - **BA + 45:** 40,336
  - **MA:** 41,715
  - **MA + 9:** 43,094
  - **MA + 18:** 44,473
  - **MA + 27:** 45,852

- **Step 3:**
  - **BA + 9:** 37,923
  - **BA + 18:** 39,702
  - **BA + 27:** 40,661
  - **BA + 45:** 42,060
  - **MA:** 43,439
  - **MA + 9:** 44,818
  - **MA + 18:** 46,197
  - **MA + 27:** 47,576

- **Step 4:**
  - **BA + 9:** 39,684
  - **BA + 18:** 41,025
  - **BA + 27:** 42,564
  - **BA + 45:** 43,783
  - **MA:** 45,162
  - **MA + 9:** 46,541
  - **MA + 18:** 47,920
  - **MA + 27:** 49,289

- **Step 5:**
  - **BA + 9:** 41,370
  - **BA + 18:** 42,749
  - **BA + 27:** 44,128
  - **BA + 45:** 45,507
  - **MA:** 46,866
  - **MA + 9:** 48,265
  - **MA + 18:** 49,644
  - **MA + 27:** 51,023

- **Step 6:**
  - **BA + 9:** 43,094
  - **BA + 18:** 44,473
  - **BA + 27:** 45,852
  - **BA + 45:** 47,231
  - **MA:** 48,610
  - **MA + 9:** 49,989
  - **MA + 18:** 51,368
  - **MA + 27:** 52,747

- **Step 7:**
  - **BA + 9:** 44,818
  - **BA + 18:** 46,197
  - **BA + 27:** 47,576
  - **BA + 45:** 48,959
  - **MA:** 50,334
  - **MA + 9:** 51,713
  - **MA + 18:** 53,092
  - **MA + 27:** 54,471

- **Step 8:**
  - **BA + 9:** 47,920
  - **BA + 18:** 49,299
  - **BA + 27:** 50,678
  - **BA + 45:** 52,057
  - **MA:** 53,436
  - **MA + 9:** 54,815
  - **MA + 18:** 56,194

- **Step 9:**
  - **BA + 9:** 51,023
  - **BA + 18:** 52,402
  - **BA + 27:** 53,781
  - **BA + 45:** 55,160
  - **MA:** 56,539
  - **MA + 9:** 57,918

- **Step 10:**
  - **BA + 9:** 54,126
  - **BA + 18:** 55,505
  - **BA + 27:** 56,884
  - **BA + 45:** 58,263
  - **MA:** 59,642

- **Step 11:**
  - **BA + 9:** 57,329
  - **BA + 18:** 58,608
  - **BA + 27:** 59,987
  - **BA + 45:** 61,366

- **Step 12:**
  - **BA + 9:** 58,952
  - **BA + 18:** 60,331
  - **BA + 27:** 61,710
  - **BA + 45:** 63,089

- **Step 13:**
  - **BA + 9:** 62,055
  - **BA + 18:** 63,434
  - **BA + 27:** 64,813

- **Step 14:**
  - **BA + 9:** 65,158
  - **BA + 18:** 66,537

- **Step 15:**
  - **BA + 9:** 68,661

- **Step 16:**
  - **BA + 9:** 69,964

---

**Note:** 07-08 BA $45 eliminated; current staff is grandfathered.
**Shelby-Rising City**

**Working Conditions**
- Contract Days: 185
- FTE Teachers: HS: 8, JH/MS: 8, ELEM: 8
- Length of Teacher Day: 6.75
- Length of Student Day: 6.75
- Planning Time: 52
- Class Periods/Day: 7
- Normal Teaching Load: 6

**Salary Schedule**
- Base: 34,850
- Entry Level Step: 1
- Index: 4.5 x 4
- Experience Allowed: All
- Career Increments: N
- Vertical Freeze: Rollback
- Multi-Year Contract: $20 per day over 35 days at end of year
- IRS 125: Flex Accounts
- SEVERANCE PAY: Yes

**Insurance**
- Options: Individ. Depend.
- IRS 125: Flexible Accounts
- Deductible Reimbursement: Options

**Leaves**
- Other Info: $20/day over 35 days @ end of yr
- SEVERANCE PAY: Options

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**Other District Policies**
- Voluntary Separation: Y N
- Grievance: Y P
- Sick Bank: Y N

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**Salary Schedule**

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**Negotiated/Policy**
- Minimum FTE: 0.49

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**Planning Time:**
- 30 days
- 15 days
- 9 days
- 6 days
- 3 days
- 1 day

**Other Leaves:**
- Sabbatical: No

---

**Working Conditions**

**Planning Time:**
- 30 days
- 15 days
- 9 days
- 6 days
- 3 days
- 1 day

**Other Leaves:**
- Sabbatical: No

---

**Working Conditions**

**Planning Time:**
- 30 days
- 15 days
- 9 days
- 6 days
- 3 days
- 1 day

**Other Leaves:**
- Sabbatical: No

---

**Working Conditions**

**Planning Time:**
- 30 days
- 15 days
- 9 days
- 6 days
- 3 days
- 1 day

**Other Leaves:**
- Sabbatical: No
### WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5

### 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
- BA+9

### LEAVES

#### SICK
- Days/Year: 13
- Accum. Use Needed: 35 yes
- Other Info: reimb 13 days/yr at $35/day
- Excess: Voluntary Separation: Y P

#### PERSONAL
- Days/Year: 2
- Approval Needed: yes
- Reimb Daily Rate of Pay: 
- Other: Grievance: Y P

#### BEREAVEMENT
- From sick or pers
- See sick lv.

#### ASSOCIATION
- Other Info: 
- Other LEAVES:

### INSURANCE

#### Type
- Carrier: HEALTH
- Option: BC/BS
- Amount Paid by District: 900D
- Honorlfy: EE/Child EE/Spouse EE/Sp/Child

#### Couple - Benefits
- Options: IRS 125: Y
- Flex Accounts: 

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

### OTHER DISTRICT POLICIES

#### Negotiated/Policy
- Excess: Shelton

### SHELTON:
- Severance Pay: No

### OTHER LEAVES:

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8-89 yrs exp from 5 yrs to 10 yrs, staff hired prior to 08-09 sec credit for up to 10 yrs exp
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 25
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Level of Teacher Day: 7
- Level of Student Day: 7
- Vertical Freeze: Rollback

### SALARY SCHEDULE
- Base: 35,500
- Index: 4 x 4
- Starting Salary: Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all

### INSURANCE
- HEALTH
  - BC/BS: 900D/3500D
  - H/A-Dent: 577.53
  - EE/Child: 1068.45
  - EE/Spouse: 1212.82
  - Sp. or Dep. Dental: 1628.51
- DENTAL
  - BC/BS: 2
  - H/A-Dent: 28.67
  - EE/Child: 28.67
  - EE/Spouse: 28.67
  - Sp. or Dep. Dental: 28.67
- LTD
  - Carrier: Non-Participant

### LEAVES
- SICK
  - Days/Year: 9
  - Accum. Days: 45
  - Approval Needed: yes
- PERSONAL
  - Days/Year: 3
  - Approval Needed: yes
- BEREAVEMENT
  - Days/Year: 9
  - Approval Needed: yes
- PROFESSIONAL
  - Days/Year: 2
  - Approval Needed: yes
- ADOPTION
  - Days/Year: 2
  - Approval Needed: yes
- ASSOCIATION
  - Days/Year: 3
  - Approval Needed: yes

### OTHER DISTRICT POLICIES
- SEVERANCE PAY:
- Other Info:
  - Voluntary Separation: N
  - Sick Bank: N
  - Grievance: Y

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### COMMENTS:
- Cafeteria Plan
  - Individ.: 1.1
  - Depend.: 1.1
  - Options:
    - IRS 125:
      - Flex Accounts:

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

### CONTRACT DAYS:
- 185

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 35,000
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 47
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 35,000
- Index: 4.5 x 4.5
- Starting Salary: 4.5 x 4.5

#### Experience Allowed
- All

#### Career Increments
- Professional Increments available

#### Vertical Freeze
- 88-89

#### Rollback
- Multi-year Contract

### Insuranc e
**Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits** | **Cafeteria Plan**
--- | --- | --- | --- | --- | ---
**Health** | BC/BS | 900D | 577.53 1068.45 1212.82 1628.51 | Ind or Dep Dental | Indiv. 31.51 or
**Dental** | BC/BS | 2 | 26.87 26.87 26.87 26.87 | | Depend.
**PPO** | Principal | COMMENTS | | | Options: IRS 125:
**Life** | Principal | 4.00 | | | Deductible Reimbursement: N
**LTD** | Principal | (+B) | | | Minimum FTE: 0.4
**Non-Participant** | | | | | Contribution: fte

### Leaves
- **Sick**: 10 days/year, unlimited
- **PTO**: PTO - new emp recv 10 days add'l sick lv
- **Personal PTO**: Voluntary Separation: Y P
- **Bereavement**: 3 days
- **Professional**: 90 days
- **Adoption**: see sick lv.
- **Association**: see prov. lv.

### Sidney:
- **Maternity**: 15 days
- **Sabbatical**: Yes
- **Severance Pay**: Y

### Sidney:

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<td>1.775</td>
<td>1.83</td>
<td>1.895</td>
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Professional Increments available, see contract
### Working Conditions
- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 4
  - JH/MS: 4
  - ELEM: 4
- **Length of Teacher Day:** 8
- **Length of Student Day:** 8
- **Class Periods/Day:** 8
- **Planning Time:** 50
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 35,100
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 5
- **Rollback:**
- **Multi-year Contract:**

### Insurance
- **Type**
  - Health: BC/BS
  - Dental: BC/BS
- **Carrier**
  - H/A-Dent: 900D
- **Option**
  - Individ.: 577.53
  - EE/Child: 28.67
  - EE/Spouse: 28.67
  - EE/Sp/Child: 28.67
- **Amount Paid by District**
  - Individ.: 1212.82
  - EE/Child: 1628.51
  - EE/Sp/Child: 31.51
- **Cafeteria Plan**
  - Individ.: 3.51 or 52.18
  - Sp. or Dep. Dental: IRS 125: Y
- **Type**
  - Health
  - Dental
  - Life
  - LTD
- **Option**
  - Non-Participant
- **Comments:** Deductible Reimbursement

### Leaves
- **Type**
  - Sick: 10
  - Personal: 3
  - Bereavement: 2
  - Professional: 2
  - Adoption: 2
  - Association: 2
  - Sabbatical:
- **Days/Year**
  - Sick: 10
  - Personal: 3
  - Bereavement: 2
  - Professional: 2
- **Accum.**
  - Sick: 40
  - Personal: 3
  - Bereavement: 2
  - Professional: 2
- **Approval Needed**
  - Sick: Yes
  - Personal: Yes
  - Bereavement: Yes
  - Professional: Yes
- **Other**
  - Sick: Trade 4 sick for 2 pers.

### Other District Policies
- **Negotiated/Policy**
  - Minimum FTE: 0
  - Voluntary Separation: Y
  - Grievance: Y
  - Sick Bank: N

### Silver Lake
- **Contract Days:** 11
- **FTE Teachers:**
  - HS: 4
  - JH/MS: 4
  - ELEM: 4
- **Starting Salary:**
  - BA: 35,100
  - BA + 9: 36,504
  - BA + 18: 37,908
  - BA + 27: 39,312
  - BA + 36: 40,716
  - MA: 42,120
  - MA + 9: 43,524
  - MA + 18: 44,928
- **Deductible Reimbursement:**
  - BA: 28.67
  - BA + 9: 28.67
  - BA + 18: 28.67
  - BA + 27: 28.67
  - BA + 36: 28.67
  - MA: 28.67
  - MA + 9: 28.67
  - MA + 18: 28.67

Sioux County

2018-2019

WORKING CONDITIONS

Contract Days: 175
FTE Teachers: 5

HS JH/MS ELEM

8 8 8

Length of Teacher Day: 7
Length of Student Day: 7
Planning Time: 57
Normal Teaching Load: 6

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

Cafeteria Plan

Individ. Depend.

Options:

LTD

NON-PARTICIPANT 50% BC/BS premium

OTHER LEAVES

Type Days/Year Accum. Depend. Approval Other

SICK 10 45 yes

OTHER DISTRICT POLICIES

NEGOTIATED/ EXISTs POLICY

SABBATICAL: No SEVERANCE PAY:

OTHER LEAVES:

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<th>MA</th>
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</table>
### South Platte 2018-2019

#### WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 
  - HS: 45,845
  - JH/MS: 42,875
  - ELEM: 52,136
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

#### SALARY SCHEDULE
- Base: 34,300
- Entry Level Step: 0
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 95-96
- Rollback: 7
- Multi-year Contract: 7

#### INSURANCE
- LIFE
  - COMMENTS: 
  - Options: 
- LTD
  - Principal Life: .005(+B,thru sal)
- NON-PARTICIPANT

#### LEAVES
- SICK
  - Days/Year: 10
  - Approval Needed: yes
- BEREAVEMENT
  - from sick lv.
- PROFESSIONAL
  - 3
  - Approval Needed: yes
- ADOPTION
  - see sick lv.

#### OTHER DISTRICT POLICIES
- Negotiated/Policy
  - Voluntary Separation: Y
  - Grievance: Y
  - Sick Bank: Y

#### SABBATICAL: No

#### SEVERANCE PAY:

OTHER LEAVES:
### Working Conditions
- Contract Days: 186
- FTE Teachers: HS JH/MS ELEM
- Base: 36,075
- Index: 4 x 5
- Starting Salary: Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 10
- 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
- Multi-year Contract:
- **Salary Schedule**
  - Base: 36,075
  - Index: 4 x 5
  - Entry Level Step: 1
  - Career Increments: N
  - Experience Allowed: 10
  - 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
  - Multi-year Contract:

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

### Cafeteria Plan
- **Options**
  - H/A, TSA, Cash

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

### Leaves
- **Type**
- **Days/Year**
- **Depend. use**
- **Approval Needed**
- **Other**
- **Negotiated/Policy**
- **Exists**
- **Voluntary Separation**
- **Grievance**
- **Sick Bank**
- **Sabbatical**
- **7 District Wide**

### Other District Policies
- **SEVERANCE PAY**
- **1 Emergency Day/Mo.**

### Salary Schedule
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<th>FTE Teachers</th>
<th>Base</th>
<th>Index</th>
<th>Entry Level Step</th>
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<th>Experience Allowed</th>
<th>Length of Teacher Day</th>
<th>Length of Student Day</th>
<th>Planning Time</th>
<th>Class Periods/Day</th>
<th>Normal Teaching Load</th>
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<td>8 8 8</td>
<td>7.17 7.25 7</td>
<td>90 45 54</td>
<td>4 8</td>
<td>3 7</td>
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</table>

### Salary Schedule Details
- **Base**: 36,075
- **Index**: 4 x 5
- **Entry Level Step**: 1
- **Career Increments**: N
- **Experience Allowed**: 10
- **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
- **Multi-year Contract**:
### WORKING CONDITIONS
- **Contract Days:** 182
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 73
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Normal Teaching Load:** 7
- **Class Periods/Day:** 8

### SALARY SCHEDULE
- **Base:** 34,557
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Experience Allowed:** 10
- **Career Increments:** N
- **Vertical Freeze:** Rollback
- **Multi-year Contract:**

### INSURANCE
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<th>Type</th>
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### LEAVES
- **SICK:** 10
- **PERSONAL:** 3
- **BEREAVEMENT:** 3
- **PROFESSIONAL:** unlim.
- **ADOPTION:** Yes
- **ASSOCIATION:**

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

### OTHER LEAVES:

### WORKING CONDITIONS

### SALARY SCHEDULE

### INSURANCE

### LEAVES

### OTHER DISTRICT POLICIES

### OTHER LEAVES:
### Working Conditions
- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 7
  - ELEM: 7
- **Length of Teacher Day:**
  - 8
- **Length of Student Day:**
  - 7
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Vertical Freeze:**
- **Rollback:** Multi-year Contract

### Insurance

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<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
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</thead>
<tbody>
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</tbody>
</table>

| HEALTH    | BC/BS   | 1150D  | 558.05                  | 1032.44           | 1171.92        |
| DENTAL    | BC/BS   | 2      | 28.67                   | 53.01             | 60.18           |
| PPO       | COMMENTS|        |                         |                   |                |
| LIFE      |         |        |                         |                   |                |
| LTD       | Unknown | 10.00  |                         |                   |                |
| NON-PARTICIPANT |        |       |                         |                   |                |

### Leaves

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<th>Days/Year</th>
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<th>Other Info</th>
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</table>

### Other District Policies

- **SSEVERANCE PAY:** Y
- **SOUTHERN VALLEY:** extended sick lv-5 days

### Salary Schedule

- **Base:** 34,650
- **Index:** 4 x 5
- **Starting Salary:**
  - HS: 34,650
  - JH/MS: 34,650
  - ELEM: 34,650
- **Career Increments:** Y
- **Experience Allowed:** 4
- **Options:**
  - IRS 125: Y
  - Flex Accounts: Y
- **PART-TIME BENEFITS**
  - Minimum FTE:
  
### Other Info:

- ** Length of Student Day:**
  - 17
- **Length of Teacher Day:**
  - 15
- **Career Increments:**
  - accum to 3
- **Deductible Reimbursement:**
  - 80.85
- **Contribution:**
  - 12.9
- **Cafeteria Plan:**
  - Individ.
  - Depend.
- **Cafeteria Plan:**
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- **Cafeteria Plan:**
  - Individ.
  - Depend.
### Working Conditions
- Contract Days: 183
- FTE Teachers: 2018-2019
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Planning Time: 54
- Normal Teaching Load: 6
- Class Periods/Day: 8
- Length of Student Day: 7.25

### Salary Schedule
- Base: 34,250
- Index: 4 x 4
- Starting Salary: 34,250
- Career Increments: N
- Experience Allowed: 17
- Vertical Freeze: Rollback: Multi-year Contract: Length of Teacher Day: 8
- Length of Student Day: 7.25
- Normal Teaching Load: 6
- Multi-year Contract:

### INSURANCE
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
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### Leaves
- SICK: Days/Year: 10, Accum. Use: 40, Approval Needed: Yes
- OTHER DISTRICT POLICIES
- PERSONAL: 3
- BEREAVEMENT: 1 from sick lv. for non-family
- PROFESSIONAL: 2
- ADOPTION: 
- ASSOCIATION: 

### Other Leaves

### Cafeteria Plan
- Individ.: 
- Depend.: 

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

### Comments
- Deductible Reimbursement:

### Other District Policies

### SABBATICAL

### Severance Pay:

### Southwest

### Southwestern 2018-2019

### 1.1

### Southwestern 2018-2019

### 1.1
### Working Conditions
- **Contract Days:** 186
- **FTE Teachers:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Teacher Day:** 6.5
- **Length of Student Day:** 7.25
- **Planning Time:** 76
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 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

### Insurance
- **Type:**
  - HEALTH: BC/BS 900D/3500D 577.53 1068.45 1212.82 1628.51
- **Carrier:**
  - HEALTH: BC/BS 31.51 or 52.18
  - DENTAL: BC/BS Sp. or Dep. Dental
  - LIFE: MADISON NAT'L 4.40
  - LTD: MADISON NAT'L .004 (thru sal)
  - Non-Participant
- **Option:**
  - HEALTH: H/A-Dent
  - DENTAL: Individ.
  - LIFE: EE/Spouse
  - LTD: EE/Spouse
- **Amount Paid by District:**
  - HEALTH: H/A-Dent
  - DENTAL: Individ.
  - LIFE: EE/Spouse
  - LTD: EE/Spouse
- **Couple - Benefits:**
  - HEALTH: H/A-Dent 31.51 or 52.18
  - DENTAL: Individ.
  - LIFE: Individ.
  - LTD: Individ.
- **Cafeteria Plan:**
  - HEALTH: H/A-Dent
  - DENTAL: Individ.
  - LIFE: Individ.
  - LTD: Individ.
  - Options:
    - IRS 125: Y
    - Flex Accounts: Y
- **PART-TIME BENEFITS:**
  - Minimum FTE: 0.4
  - Contribution: fte

### Leaves
- **Type:**
  - SICK: 10
  - FTE: 60
  - YES
- **Depend.:**
  - FTE: 18
  - YES
- **Approval Needed:**
  - FTE: 0
  - YES
- **Other:**
  - FTE: 0
  - YES

### Other District Policies
- **Negotiated Policy:**
  - PERSONAL: Y
  - BEREAVEMENT: Y
  - PROFESSIONAL: Y
  - ADOPTION: Y
  - ASSOCIATION: Y

### SABBATICAL:
- **Yes**

### Severance Pay:
- **Y**

### Other Leaves:
- **Emergency as needed**
**St. Edward**

**WORKING CONDITIONS**
- Contract Days: 183
- FTE Teachers: 8
- HS: 7.75
- JH/MS: 7.75
- ELEM: 8
- Length of Teacher Day: 51
- Length of Student Day: 7.75
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 35,700
- Starting Salary: 1212.82
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback:
- Multi-year Contract: 17-18, 18-19

**INSURANCE**
- **Type**: HEALTH, DENTAL, LTD
- **Carrier**: BC/BS, H/A-Dent, Individ.
- **Option**: 900D/3500D, 28.67, 28.67, 28.67, 28.67
- **Amount Paid by District**: 1212.82, 1628.51, .0062 (+B)
- **Cafeteria Plan**: Individual, Depend.
- **Option**: IRS 125: Y
- **Flexible Accounts**: Y
- **LEAVES**
  - **Type**: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION
  - **Days/Year**: 12, 10, 35, 2, yes
  - **Accum. use**: yes, 2 sick lv = 1 add'l
  - **Approval Needed**: yes, yes
  - **Other Info**: 12 first yr, 10 other yrs
- **OTHER DISTRICT POLICIES**
  - **Negotiated/Policy**: Exists, N, Y, P, Y
  - **Voluntary Separation**: N
  - **Sick Bank**: Y
  - **SABBATICAL**: No
  - **SEVERANCE PAY**: Paternity Leave - 30 consec. Days

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### WORKING CONDITIONS
- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 2018-2019
  - JH/MS: 18
  - ELEM: 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 8
- **Planning Time:** 47
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:** 17-18, 18-19

### SALARY SCHEDULE
- **Base:** 34,900
- **Index:** 4 x 5
- **Starting Salary:**
  - BA + 0: 34,900
  - BA + 3: 36,465
  - BA + 6: 38,390
  - BA + 9: 40,015
  - BA + 12: 41,819
  - MA + 0: 43,125
  - MA + 3: 43,625
  - MA + 6: 45,370
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Vertical Freeze:**
- **Rollback:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Horizontal Increments:**
  - **HS:**
    - BA + 0: 34,900
    - BA + 3: 36,465
    - BA + 6: 38,390
    - BA + 9: 40,015
    - BA + 12: 41,819
    - MA + 0: 43,125
    - MA + 3: 43,625
    - MA + 6: 45,370
  - **JH/MS:**
    - BA + 0: 34,900
    - BA + 3: 36,465
    - BA + 6: 38,390
    - BA + 9: 40,015
    - BA + 12: 41,819
    - MA + 0: 43,125
    - MA + 3: 43,625
    - MA + 6: 45,370
  - **ELEM:**
    - BA + 0: 34,900
    - BA + 3: 36,465
    - BA + 6: 38,390
    - BA + 9: 40,015
    - BA + 12: 41,819
    - MA + 0: 43,125
    - MA + 3: 43,625
    - MA + 6: 45,370

### SALARY SCHEDULE CONTINUED
- **Experience Allowed:**
  - **Years:** 5(D)
- **Career Increments:**
  - **Types:**
    - **BA:**
      - 34,900
      - 36,465
      - 38,390
      - 40,015
      - 41,819
    - **MA:**
      - 43,125
      - 43,625
      - 45,370
- **Salary Schedule:**
  - **Index:** 4 x 5
  - **Starting Salary:**
    - **BA:**
      - 34,900
      - 36,465
      - 38,390
      - 40,015
      - 41,819
    - **MA:**
      - 43,125
      - 43,625
      - 45,370
  - **Index:** 4 x 5
  - **Starting Salary:**
    - **BA:**
      - 34,900
      - 36,465
      - 38,390
      - 40,015
      - 41,819
    - **MA:**
      - 43,125
      - 43,625
      - 45,370

### INSURANCE
- **Type:**
  - **Health:** BC/BS
  - **Dental:** BC/BS
- **Option:**
  - **Principal:**
    - **Health:** 900D
    - **Dental:** 5
- **Amount Paid by District:**
  - **Health:**
    - **Individ.:** 36,465
    - **EE/Child:** 38,390
    - **EE/Spouse:** 40,015
    - **EE/Sp/Child:** 41,819
  - **Dental:**
    - **Individ.:** 56.31
    - **Sp. or Dep. Dental:** 56.31
- **Couple - Benefits:**
  - **Health:**
    - **Sp. or Dep. Dental:** 61.97
    - **EE/Sp/Child:** 102.53
  - **Dental:**
    - **Sp. or Dep. Dental:** 102.53
- **Options:**
  - IRS 125: Y
- **Flex Accounts:**
  - **Health:**
    - **BC/BS:**
      - **Principal:** 900D
      - **Individ.:** 577.53
      - **EE/Child:** 1068.45
      - **EE/Sp/Child:** 1212.82
    - **Dental:**
      - **Principal:** 56.31
      - **EE/Sp/Child:** 56.31

### LEAVES
- **Type:**
  - **SICK:**
    - **10 15 1st & 2nd yrs**
    - **60 yes**
  - **PERSONAL:**
    - **2 yes**
  - **BEREAVEMENT:**
    - **5 yes**
    - **from sick lv.**
  - **PROFESSIONAL:**
    - **2 yes**
  - **ADOPTION:**
    - **10 yes**
    - **add'l. w/appr.**
- **LEAVE TYPES:**
  - **SICK:**
    - **10 15 1st & 2nd yrs**
    - **60 yes**
  - **PERSONAL:**
    - **2 yes**
  - **BEREAVEMENT:**
    - **5 yes**
    - **from sick lv.**
  - **PROFESSIONAL:**
    - **2 yes**
  - **ADOPTION:**
    - **10 yes**
    - **add'l. w/appr.**
    - **1st & 2nd yrs**

### SEVERANCE PAY:
- **SABBATICAL:** Yes
- **OTHER LEAVES:** Emergency-5 days
- **SEVERANCE PAY:**
  - **Negotiated/Policy:**
    - **Exists:**
      - **Sabbatical:** Yes
      - **Emergency:** 5 days
### Working Conditions
- Contract Days: 186
- FTE Teachers: 28
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 6

### Salary Schedule
- Base: $35,600
- Index: 4 x 5
- Starting Salary: 35,600
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze: 96-97
- Rollback:
- Multi-year Contract: 17-18, 18-19

### INSURANCE
- **Type**
  - Healthcare
    - **Carrier**
      - BC/BS: Madision Nat'l
    - **Option**
      - EE/Child: 900D/3500D
      - EE/Spous/Child: Options
    - **Amount Paid by District**
      - Deductible Reimbursement: Y
        - EE/Child: 334.91
        - EE/Spous/Child: 28.67
    - **Cafeteria Plan**
      - Options:
        - IRS 125: Y
        - Flex Accounts: Y
      - Individ. Options: $334.91 (1/2 600D ind prem)

### Leaves
- **Type**
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 3
  - PROFESSIONAL: adm. disc.
  - ADOPTION: 30
  - ASSOCIATION:
- **Days/Year**
  - SICK: 45
  - PERSONAL: 2
  - BEREAVEMENT: 3
  - PROFESSIONAL: 10
  - ADOPTION: 30

### Other District Policies
- **Negotiated/Policy**
  - Minimum FTE: 0
  - Cafeteria Plan: fte

### Salary Schedule Grid

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WORKING CONDITIONS
- Contract Days: 182
- FTE Teachers: 4 x 5
- Length of Teacher Day: 8
- Length of Student Day: 7
- Normal Teaching Load: 8
- Class Periods/Day: 50
- Planning Time: 50
- Vertical Freeze: Rollback:
- Multi-year Contract: Length of Teacher Day: 8
- Length of Student Day: 7
- Normal Teaching Load: 8
- Class Periods/Day: 50
- Planning Time: 50
- Vertical Freeze: Rollback:
- Multi-year Contract:

INSURANCE
- HEALTH BC/BS 1500D/3500D 534.60 989.04 1122.67 1507.47
- DENTAL BC/BS 5 28.16 52.10 59.14 79.42
- PPO: COMMENTS:
- LIFE National Ins 1.70
- LTD School Ins. .0051
- NON-PARTICIPANT

LEAVES
- SICK: Days/Year: 15, Dependent: 45, Approval Needed: yes
- PERSONAL: BEREAVEMENT: Days/Year: 2, Dependent: w/appr.; + 3 from sick lv.
- PROFESSIONAL: Days/Year: 2, Approval Needed: yes
- ADOPTION: SEVERE:
- ASSOCIATION: SEVERE:

SABBATICAL: No

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

STAPLETON

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Sterling

WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 3.1
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
8
Normal Teaching Load: 7
7
7

SALARY SCHEDULE
Base: 35,500
Entry Level Step: 1
Starting Salary: 1124.68
Career Increments: Y
Experience Allowed: 5

Index: 4 x 4

VERTICAL FREEZE: Rollback:

INCENTIVES

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
607.93
1124.68
1276.65
1714.22
TSA

DENTAL
BC/BS
2
28.67
28.67
28.67
28.67

LIFE

LTD
Principal
.003 (thru sal)

NON-PARTICIPANT
$166.67 TSA

LEAVES
Type
Depend.
Approval
Other

SICK
10
yes

BEREAVEMENT
1-5
1-anyone, 5 immed. family

PERSONAL
2
yes

PROFESSIONAL
unl.

ADOPTION

ASSOCIATION

SABBATICAL: No
SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
Negotiated/Policy

PART-TIME BENEFITS
Minimum FTE: 0.5

OTHER LEAVES:

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## Working Conditions

- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 34,000
  - JH/MS: 34,000
  - ELEM: 8
- **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

## Insurance

**Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits**
--- | --- | --- | --- | ---
HEALTH | BC/BS | 900D | 577.53 | Individ. Options
DENTAL | BC/BS | 1 | 26.61 | IRS 125:

## Leases

**Type** | **Days/Year** | **Accum.** | **Depend.** | **Approval Needed** | **Other**
--- | --- | --- | --- | --- | ---
Sick | 8 | 45 | yes | 45
PERSONAL | 5 | yes
BEREAVEMENT | 4 | yes
PROFESSIONAL | 4 | $200 reimb. For 1st 2 days
ADOPTION | 60 | FMLA

## Sabbatical

- **Sabbatical:** No
- **SEVERANCE PAY:**
  - Minimum FTE: 0.4
  - Contribution: fte

## Other District Policies

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

## Other Leaves

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## Stuart

### 2018-2019

- **Index:** 1.1
- **Multi-year Contract:** Yes
**WORKING CONDITIONS**
- Contract Days: 184
- FTE Teachers: 
  - HS: 28.67
  - JH/MS: 28.67
  - ELEM: 28.67
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 35,075
- Index: 4 x 4
- Starting Salary: 
  - HS: 35,075
  - JH/MS: 36,478
  - ELEM: 37,881
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

**INSURANCE**
- Type: HEALTH, DENTAL, LIFE
- Carrier: BC/BS, H/A-Dent, PPO
- Option: 100D, Individ., EE/Child, EE/Spouse, EE/Sp/Child
- Amount Paid by District: 
  - BC/BS: 1068.45, 28.67, 28.67, 28.67
  - H/A-Dent: 577.53
  - Individ.: 900D
- Couple - Benefits: 
  - IRS 125: Y
  - Flex Accounts: Y

**LEAVES**
- Type: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- Days/Year: 11
- Accum. Days: 50
- Use: yes
- Approval: yes
- Other Info: PTO

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

**SUMNER-EDDYVILLE-MILLER**

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## Working Conditions
- Contract Days: 185
- FTE Teachers: HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7 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: 
- Career Increments: 
- Experience Allowed: all
- Entry Level Step: 1

## Vertical Freeze: Rollback:

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

## Leaves
- **Sick**: 10 Days/Year, 45 Accum., Yes Depend. Needed
- Other Info: after 10 yrs - 25% sub pay/day

- **Personal**: 2 Days/Year, Yes Approval Needed

- **Bereavement**: 5/3

- **Professional**: Admin. discretion

- **Adoption**:

- **Association**:

- **Sabbatical**: Yes

- **Severance Pay**: Y

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

## Other Leaves:

## Superior

### salary Schedule

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### Working Conditions
- **Contract Days**: 184
- **FTE Teachers**: 5
- **Length of Teacher Day**: 8:00 AM - 4:00 PM
- **Length of Student Day**: 7:30 AM - 2:30 PM
- **Planning Time**: 10 minutes
- **Normal Teaching Load**: 8 periods per day
- **Salary Schedule**: Base Salary: $32,250
- **Index**: 5 x 5
- **Experience Allowed**: All
- **Career Increments**: N
- **Vertical Freeze**: 89-90
- **Rollback**: Multi-year Contract
- **Length of Teacher Day**: 8 hours
- **Normal Teaching Load**: 7 periods
- **Planning Time**: 51 minutes
- **Class Periods/Day**: 8

### Salary Schedule

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<td>3870</td>
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<td>5243</td>
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<td>5661</td>
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</tbody>
</table>

### Cafeteria Plan
- **Option**: Indiv. or Depend.
- **Amount Paid by District**: $599.99 (less ded) if take ind-elig dep
- **Benefits**: IRS 125: Y
- **Flex Accounts**: Y
- **Deductible Reimbursement**: $450/900

### Leaves
- **Type**: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- **Sick Days/Year**: 10
- **Accum. Days**: 40
- **Approval Needed**: Yes
- **Other**: Incentive/Under 6 days from 1 to 5 times sub. rate

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

### Sutherland

<table>
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<tr>
<th>Step</th>
<th>BA1</th>
<th>BA2</th>
<th>BA3</th>
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<td>5243</td>
<td>5389</td>
<td>5525</td>
<td>5661</td>
<td>5797</td>
</tr>
</tbody>
</table>
WORKING CONDITIONS

Contract Days: 185
FTE Teachers:

HS  JH/MS  ELEM

Length of Teacher Day: 7.5 7.5 7.5
Length of Student Day: 6.83 6.83 6.67
Planning Time: 80 80 85
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

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

Length of Teacher Day:

7.5 7.5 7.5
Length of Student Day:

6.83 6.83 6.67
Normal Teaching Load:

7 7

WORKING CONDITIONS

INDEX:
4 x 5
Experience Allowed: (D)
Career Increments: N
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 91.67 or 132.23
BC/BS 5 1 1 1
BC/BS 5 1 1 1
BC/BS 5 1 1 1

HEALTH BC/BS DENTAL BC/BS PPO

INSURANCE

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

LIFE

NON-PARTICIPANT

LTD Principal .0040 (thru sal)

LEAVES

Type Days/Year Accum. Depend. Approval Other

SICK 10 50 yes

PERSONAL 3 yes "long-term pers lv" policy

BEREAVEMENT see sick lv.

PROFESSIONAL 2 yes Admin. Approval

ADPTION see sick lv.

ASSOCIATION see prof lv.

OTHER DISTRICT POLICIES

Negotiated/ Policy

EXISTS

SEVERANCE PAY:

OTHER LEAVES:

SUTTON

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

WEIGHTED SCHEDULE


2 37,326 40,926 40,926 42,721 44,516 46,311 48,106 49,901

3 38,772 42,362 42,362 44,157 45,952 47,747 49,542 51,337

4 40,208 43,798 43,798 45,593 47,388 49,183 50,978 52,773

5 41,644 45,324 45,324 47,129 48,924 50,719 52,514 54,319

6 43,080 46,875 46,875 48,665 50,460 52,255 54,050 55,845

7 46,311 49,901 49,901 51,696 53,491 55,286 57,081

8 47,747 51,337 51,337 53,132 54,927 56,722 58,517

9 50,070 53,660 53,660 55,455 57,250 59,045 60,840

10 52,414 56,014 56,014 57,809 59,604 61,400 63,195

11 55,748 59,348 59,348 61,143 62,949 64,745 66,540

12 58,082 61,682 61,682 63,478 65,283 67,079 68,874

13 61,416 65,016 65,016 66,811 68,617 70,412 72,207

14 64,748 68,348 68,348 70,143 71,948 73,743 75,538

15 68,080 71,680 71,680 73,478 75,278 77,073 78,868

1.01
## Working Conditions
- Contract Days: 185
- FTE Teachers:
  - HS: 7.75
  - JH/MS: 7.75
  - ELEM: 7.75
- Length of Teacher Day: 8.6
- Length of Student Day: 6.8
- Planning Time: 77
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule
- Base: 36,250
- Index: 5
- 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
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
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</thead>
<tbody>
<tr>
<td></td>
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<td>H/A-Dent</td>
</tr>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>900D/2000D</td>
<td>512.92</td>
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<td>DENTAL</td>
<td>BC/BS</td>
<td>56.31</td>
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<tr>
<td>PPO</td>
<td>+ remainder of flat salary stipend</td>
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</table>

## Leaves
<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Depend. use</th>
<th>Approval Needed</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
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<td>10</td>
<td>yes</td>
<td>1 from sick lv</td>
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</tr>
<tr>
<td>BEREAVEMENT</td>
<td>3</td>
<td>per occur.</td>
<td></td>
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<tr>
<td>PROFESSIONAL</td>
<td>unl.</td>
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## SyRacuse-DunBar-Avoca

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<tr>
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<th>Other</th>
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<tbody>
<tr>
<td></td>
<td>50</td>
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</table>

## Cafeteria Plan
- Options: H/A, Dent
- IRS 125: Y
- Flex Accounts: Y

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

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

## Sabbatical
- No

## Severance Pay
- Y

## Other Leaves:
- Emergency

### Syracuse-Dunbar-Avoca

<table>
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<tr>
<th>Step</th>
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<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
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<td>38,063</td>
<td>39,975</td>
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<td>43,500</td>
<td>45,313</td>
<td>47,125</td>
<td>48,938</td>
<td>50,750</td>
<td>54,375</td>
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<td>2</td>
<td>38,063</td>
<td>39,975</td>
<td>41,688</td>
<td>43,500</td>
<td>45,313</td>
<td>47,125</td>
<td>48,938</td>
<td>50,750</td>
<td>52,563</td>
<td>56,188</td>
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<tr>
<td>3</td>
<td>39,975</td>
<td>41,688</td>
<td>43,500</td>
<td>45,313</td>
<td>47,125</td>
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<td>50,750</td>
<td>52,563</td>
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<td>48,938</td>
<td>50,750</td>
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<td>60,625</td>
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<td>54,375</td>
<td>56,188</td>
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<td>56,188</td>
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<td>77,993</td>
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</table>

13-14: Index of 1.55 or more receive $7000/yr flat base stipend; Less than 1.55 $5 index receive single 2000D ins/Dental plus diff between premium and flat salary stipend
### Working Conditions

- Contract Days: 185
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8.25
- Length of Student Day: 7
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Experience Allowed: 10

### Salary Schedule

- Base: $34,000
- Index: 5x5
- Starting Salary: $34,000
- Entry Level Step: 1
- Career Increments: N
- MA, MA+18 1% ea aft Stp 17 (92-93), BA+36 (97-98); not full 5X5
- Vertical Freeze: 88-89

### Insurance

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<th>Type</th>
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<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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<td>H/A-Dent</td>
<td>EE/Child EE/Spouse EE/Sp/Child</td>
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<td>577.53 1068.45 1212.82 1628.51</td>
<td>28.67 Ind. Dental</td>
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<td>Guardian</td>
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<td>LTD:</td>
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### Leaves

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<th>Accum.</th>
<th>Depend Use</th>
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<th>Other</th>
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<tr>
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<tr>
<td>ASSOCIATION</td>
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### Other District Policies

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

### Cafeteria Plan

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

### Part-Time Benefits

- Minimum FTE: 0.5
- Contribution: fte

### Normal Teaching Load

- 7 teachers per day
- 47 planning periods

### Working Conditions

- 185 contract days
- 185 FTE teachers

### Salary Schedule

- Base: $34,000
- Index: 5x5
- Starting Salary: $34,000
- Entry Level Step: 1

### Career Increments

- N
- MA, MA+18 1% ea aft Stp 17 (92-93), BA+36 (97-98); not full 5X5
- Vertical Freeze: 88-89

### Insurance

- H/A-Dent
- EE/Child
- EE/Spouse
- EE/Sp/Child
- Ind. Dental
- IRS 125: Y
- Flex Accounts: Y

### Leaves

- SICK: 5-10 days
- PERSONAL: 2 days
- BEREAVAL: 5 days
- PROFESSIONAL: unlimited
- ADOPTION: unlimited
- ASSOCIATION: unlimited

### Severance Pay

- Y

### Other Leaves

- SEVERANCE PAY: Y
**WORKING CONDITIONS**

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<th>Contract Days:</th>
<th>FTE Teachers:</th>
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**Salary Schedule**

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**Length of Teacher Day:**

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<th>JH/MS</th>
<th>ELEM</th>
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</thead>
<tbody>
<tr>
<td>8</td>
<td>8</td>
<td>8</td>
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</tbody>
</table>

**Starting Salary:**

<table>
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<th>Career Increments:</th>
<th>Experience Allowed:</th>
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</thead>
<tbody>
<tr>
<td>56.62 or 93.69</td>
<td>all</td>
</tr>
</tbody>
</table>

**Planning Time:**

| 46 | 46 | 45 |

**Class Periods/Day:**

| 8  | 8  | 7  |

**Normal Teaching Load:**

| 7  | 7  | 7  |

**INSURANCE**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
</tr>
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<tr>
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<td></td>
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<tr>
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**PPO:**

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<tbody>
<tr>
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**Cafeteria Plan**

<table>
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<th>Depend.</th>
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<td>56.62 or</td>
<td>93.69</td>
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**PART-TIME BENEFITS**

**OTHER DISTRICT POLICIES**

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<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
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**SABBATICAL:**

**SEVERANCE PAY:**

**OTHER LEAVES:**

Thayer Central

2018-2019

1.1

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**LEAVES**

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**OTHER DISTRICT POLICIES**

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**OTHER LEAVES:**

coaches leave-state tourney
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 50 days
- **Normal Teaching Load:** 7 classes
- **Class Periods/Day:** 8 periods
- **Rollback:**
- **Multi-year Contract:**
- **Normal Teaching Load:** 7 classes

## Salary Schedule
- **Base:** $35,300
- **Index:** 4
- **Starting Salary:** $35,300
- **Entry Level Step:** 1
- **Career Increments:** Yes
- **Vertical Freeze:** 86-87
- **Rollback:**
- **Multi-year Contract:**

## Insurancce
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## Leave Policies
- **Sick:**
  - Days/Year: 10
  - Accum.: 60
  - Depend. use: yes
  - Approval Needed: 1
  - Other Info: $25 up to 10 days
- **Personal:**
  - Days/Year: 2
  - Accum.: 1
  - Depend. use: 1
  - Approval Needed: 1
  - Other Info: 1
- **Personal:**
  - Days/Year: 2
  - Accum.: 1
  - Depend. use: 1
  - Approval Needed: 1
  - Other Info: 1
- **Apprenticeship:**
  - Days/Year: 2
  - Accum.: 1
  - Depend. use: 1
  - Approval Needed: 1
  - Other Info: 1
- **Sabbatical:**
  - Days/Year: 2
  - Accum.: 1
  - Depend. use: 1
  - Approval Needed: 1
  - Other Info: 1

## Part-Time Benefits
- **Negotiated Policy**: Minimum FTE: 1
- **Contribution**:
  - IRS 125: Y
  - Flex Accounts: Y

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

## Salary Schedule Table

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 1.1
- HS: 8
- JH/MS: 8
- ELEM: 8
- Starting Salary: 35,900
- Experience Allowed: All
- Career Increments: N
- Vertical Freeze: Rollback
- Multi-year Contract: Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 6

### Salary Schedule

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### Insurance
- HEALTH BC/BS: 900D
- DENTAL BC/BS: 2
- LIFE: Madison Nat'l
- LTD: 5.25

### Cafeteria Plan
- Individuals: Indiv.
- Dependents: EE/Child, EE/Spouse, EE/Sp/Child
- Carrier: BC/BS, H/A-Dent

### leaves
- SICK: 10/45
- PERSONAL: 2
- BEREAVEMENT: 3
- PROFESSIONAL: 2
- ADOPTION: 
- ASSOCIATION: 

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

### Twin River
- Yes

### Other Leaves
- **SEVERANCE PAY:** Y
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 7
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 6.5
- **Length of Student Day:** 7
- **Planning Time:** 55
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 38,900
- **Starting Salary:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Career Increments:** N
- **Index:** 4 x 4
- **Experience Allowed:** all
- **Entering Level Step:** 1
- **Vertical Freeze:** 98-99
- **Rollback:**
- **Normal Teaching Load:** 7
- **Multi-year Contract:** 17-18, 18-19

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

### Omaha Nation (Macy)

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### Other Leaves
- **SEVERANCE PAY:** Y
- **Court, Military**
Valentine

2018-2019

1.1

WORKING CONDITIONS

Contract Days: 185
FTE Teachers:

HS  JH/MS  ELEM

Starting Salary: 35,000
Career Increments: N
Experience Allowed: all

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

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

INSURANCE

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

Health  BC/BS 150D/350C 558.05 1032.44 1171.92 1573.60  Ind or Dep Dental  IRS 125:

Dental  BC/BS 2 28.67 28.67 28.67 28.67

LTD  Madison Nat’l .0028 (thru sal)

PART-TIME BENEFITS

Minimum FTE: 0.8  Contribution: FTE

OTHER DISTRICT POLICIES

OTHER LEAVES:

SEVERANCE PAY:

Valentine

2018-2019

1.1

WORKING CONDITIONS

Contract Days: 185
FTE Teachers:

HS  JH/MS  ELEM

Starting Salary: 35,000
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PART-TIME BENEFITS

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OTHER DISTRICT POLICIES

OTHER LEAVES:

SEVERANCE PAY:

Valentine

2018-2019

1.1

WORKING CONDITIONS

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INSURANCE

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

Health  BC/BS 150D/350C 558.05 1032.44 1171.92 1573.60  Ind or Dep Dental  IRS 125:

Dental  BC/BS 2 28.67 28.67 28.67 28.67

LTD  Madison Nat’l .0028 (thru sal)

PART-TIME BENEFITS

Minimum FTE: 0.8  Contribution: FTE

OTHER DISTRICT POLICIES

OTHER LEAVES:

SEVERANCE PAY:
### Working Conditions

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### Salary Schedule

| Base: 34,500 | Index: 4 x 5 |

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<td>EE/Sp/Child</td>
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| HEALTH BC/BS | 9000/3500D | 607.93 | 1124.68 | 1276.65 | 1714.22 |

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### Sabbatical

### Severance Pay

### Working Conditions (S & P): 93-01, 01-02, 02-03 new hires placed on step 3 and allowed movement; 11-12 Vertical Freeze
**INSURANCE**

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<th>Option</th>
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**OTHER DISTRICT POLICIES**

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**SABBATICAL**: No

**SEVERANCE PAY**: Y

**OTHER LEAVES:**

**W A K E F I L D**

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### WORKING CONDITIONS
- Contract Days: 183
- FTE Teachers: 2
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 7
- New hires step 3, remain for 3 years
- Planning Time: 49
- Length of Student Day: 8
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze:
- Rollback:

### 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

### INSURANCE
- Health
  - Carrier: BC/BS
  - Option: 900D/3500D
  - Individ.
    - Costs: $577.53
    - District Pays: $1212.82
  - EE/Child: $1068.45
  - EE/Sp/Child: $1212.82

- Dental
  - Carrier: Ft. Dearborn
  - Option: H/A-Dent
  - Individ.
    - Costs: $28.67
    - District Pays: $900D

- Life
  - Carrier: Ft. Dearborn
  - Option: Individ.
    - Deductible Reimbursement: $28.67

### LEAVES

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### SABBATICAL
- Yes
- SEVERANCE PAY: Y

### SCHEDULE

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 1
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Teacher Day: 8
- Length of Student Day: 7.5

### Salary Schedule
- Base: 39,906
- Index: 4 x 4
- Starting Salary: Entry Level Step: 1
- Career Increments: N
- 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**
--- | --- | --- | --- | ---
**HEALTH** | BC/BS | 600D | 641.15 | Individ. EE/Child EE/Spouse EE/Sp/Child
**DENTAL** | BC/BS | 2 | 28.67 | Options: TSA
**PPO** | Tiered payment sched 1-7 yrs | COMMENTS: | Deductible Reimbursement: N
**LIFE** | | | | IRA 125:
**LTD** | | | | Flex Accounts:
**NON-PARTICIPANT** | | | | MINIMUM FTE:

### Leaves
**Type** | **Days/Year** | **Accum.** | **Use** | **Needed** | **Other**
--- | --- | --- | --- | --- | ---
**SICK** | 12 | 45 | yes | | 
**PERSONAL** | 2 | | yes | accum to 5 | 
**BEREAVEMENT** | 5 | | | | 
**PROFESSIONAL** | 2 | | | | 
**ADOPTION** | 10 | | | | 
**ASSOCIATION** | | | | | 

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

### Part-Time Benefits
- Contribution: fte

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**WORKING CONDITIONS**

- **Contract Days:** 184  
- **FTE Teachers:**   
- **Length of Teacher Day:** 6.75  6.75  6.75  
- **Class Periods/Day:** 8  8  8  
- **Planning Time:** 50  50  45  
- **Normal Teaching Load:** 7  7  

**SALARY SCHEDULE**

- **Base:** 34,400  
- **Index:** 4 x 5  
- **Starting Salary:**  
- **Career Increments:** N  
- **Experience Allowed:** 10(D)  
- **Vertical Freeze:** 86-87  
- **Rollback:** 86-87 Last Step  
- **Normal Teaching Load:** 7  7  
- **Multi-year Contract:**

**INSURANCE**

- **HEALTH**  
  - **Type:** BC/BS  
  - **Option:** 600D/3500D  609.09  1126.84  1279.10  1717.51  
  - **Carrier:** Guardian  
  - **Option:** H/A-Dent  
  - **Amount Paid by District:** 28.67  28.67  28.67  28.67  
  - **Type:** BC/BS  
  - **Option:** Individ.  
  - **Option:** EE/Child  
  - **Option:** EE/Spouse  
  - **Option:** EE/Sp/Child  
  - **Amount Paid by District:** 1279.10  1717.51  15.00  
  - **Option:** Couple - Benefits  
  - **Option:** Sp or Dep Dental  
  - **Option:** Cafeteria Plan  
  - **Option:** IRS 125:  
  - **Option:** Flex Accounts:  

**LEAVES**

- **SICK**  
  - **Type:**   
  - **Days/Year:** 45  
  - **Accum.:** yes  
  - **Approval Needed:**  
  - **Other:** Severance: upon term 1/4 of acc. days at sub. rate  
- **PERSONAL**  
  - **Type:**   
  - **Days/Year:** 2  
  - **Accum.:** yes  
  - **Approval Needed:**  
  - **Other:**  
- **BEREAVEMENT**  
  - **Type:**  
  - **Days/Year:** see sick lv.  
  - **Accum.:**  
  - **Approval Needed:**  
  - **Other:**  
- **PROFESSIONAL**  
  - **Type:**  
  - **Days/Year:** 2  
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- **ADOPITION**  
  - **Type:**  
  - **Days/Year:**  
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- **ASSOCIATION**  
  - **Type:**  
  - **Days/Year:**  
  - **Accum.:**  
  - **Approval Needed:**  
  - **Other:**  

**SABBATICAL:** No  

**SEVERANCE PAY:** Y

**OTHER DISTRICT POLICIES**

- **Negotiated/Policy:**  
- **Exists:**  
- **Grievance:** N  
- **Sick Bank:** N

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**PART-TIME BENEFITS**

- **Minimum FTE:** 0.25  
- **Contribution:** fte

**WORKING CONDITIONS**

- **Contract Days:** 184  
- **FTE Teachers:**

**SALARY SCHEDULE**

- **Base:** 34,400  
- **Index:** 4 x 5  
- **Starting Salary:**

**INSURANCE**

- **HEALTH**  
  - **Type:** BC/BS  
  - **Option:** 600D/3500D  609.09  1126.84  1279.10  1717.51  
  - **Carrier:** Guardian  
  - **Option:** H/A-Dent  
  - **Amount Paid by District:** 28.67  28.67  28.67  28.67  
  - **Option:** Individ.  
  - **Option:** EE/Child  
  - **Option:** EE/Spouse  
  - **Option:** EE/Sp/Child  
  - **Amount Paid by District:** 1279.10  1717.51  15.00  
  - **Option:** Couple - Benefits  
  - **Option:** Sp or Dep Dental  
  - **Option:** Cafeteria Plan  
  - **Option:** IRS 125:  
  - **Option:** Flex Accounts:  

**LEAVES**

- **SICK**  
  - **Type:**  
  - **Days/Year:** 45  
  - **Accum.:** yes  
  - **Approval Needed:**  
  - **Other:** Severance: upon term 1/4 of acc. days at sub. rate  
- **PERSONAL**  
  - **Type:**  
  - **Days/Year:** 2  
  - **Accum.:** yes  
  - **Approval Needed:**  
  - **Other:**  
- **BEREAVEMENT**  
  - **Type:**  
  - **Days/Year:** see sick lv.  
  - **Accum.:**  
  - **Approval Needed:**  
  - **Other:**  
- **PROFESSIONAL**  
  - **Type:**  
  - **Days/Year:** 2  
  - **Accum.:** yes  
  - **Approval Needed:**  
  - **Other:**  
- **ADOPITION**  
  - **Type:**  
  - **Days/Year:**  
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- **ASSOCIATION**  
  - **Type:**  
  - **Days/Year:**  
  - **Accum.:**  
  - **Approval Needed:**  
  - **Other:**  

**SEVERANCE POLICY:**

- **Negotiated/Policy:**  
- **Exists:**  
- **Grievance:** N  
- **Sick Bank:** N
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 52
- **Normal Teaching Load:** 6
- **Rollback:** 86-87 Last Step
- **Class Periods/Day:** 8
- **Multi-year Contract:**

## Salary Schedule
- **Base:** 34,800
- **Index:** 4 x 4
- **Starting Salary:**
  - HS: 34,800
  - JH/MS: 36,192
  - ELEM: 37,584
- **Career Increments:** N
- **Vertical Freeze:** 86-87, 87-88, 98-99
- **Experience Allowed:** all

### Insurane
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- **Carrier:**
  - HEALTH: 1150D
  - DENTAL: 2
- **Option:**
  - HEALTH: 1150D
  - DENTAL: 2
- **H/A-Dent:**
  - HEALTH: 1150D
  - DENTAL: 2
- **EE/Child:**
  - HEALTH: 1150D
  - DENTAL: 2
- **EE/Spouse:**
  - HEALTH: 1150D
  - DENTAL: 2
- **EE/Sp/Child:**
  - HEALTH: 1150D
  - DENTAL: 2
- **Amount Paid by District:**
  - HEALTH: 38.976
  - DENTAL: 40.368
  - LIFE: .0043
- **Normal Teaching Load:** 6

## Insurane
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- **Carrier:**
  - HEALTH: 1150D
  - DENTAL: 2
- **Option:**
  - HEALTH: 1150D
  - DENTAL: 2
- **H/A-Dent:**
  - HEALTH: 1150D
  - DENTAL: 2
- **EE/Child:**
  - HEALTH: 1150D
  - DENTAL: 2
- **EE/Spouse:**
  - HEALTH: 1150D
  - DENTAL: 2
- **EE/Sp/Child:**
  - HEALTH: 1150D
  - DENTAL: 2
- **Amount Paid by District:**
  - HEALTH: 38.976
  - DENTAL: 40.368
  - LIFE: .0043
- **Normal Teaching Load:** 6

## Cafeteria Plan
- **Individ. Depend.:**
  - HEALTH: 31.51
  - DENTAL: 52.18
- **Options:**
  - HEALTH: 1150D
  - DENTAL: 2
- **IRS 125:**
  - HEALTH: N
  - DENTAL: N
- **Deductible Reimbursement:**
  - HEALTH: N
  - DENTAL: N

## Leaves
- **Type:**
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 4
  - PROFESSIONAL: 2
  - ADOPTION: 2
- **Accum. Days/Year:**
  - SICK: 40
  - PERSONAL: 2
  - BEREAVEMENT: 4
  - PROFESSIONAL: 2
  - ADOPTION: 2
- **Approval Needed:**
  - SICK: yes
  - PERSONAL: no
  - BEREAVEMENT: yes
  - PROFESSIONAL: yes
  - ADOPTION: yes

## Other District Policies
- **Negotiated Policy:**
  - **Exists:**
  - SICK: Y
  - PERSONAL: Y
  - BEREAVEMENT: Y
  - PROFESSIONAL: Y
  - ADOPTION: Y
  - SABBATICAL: N
  - SEVERANCE PAY: N

## Salary Schedule

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<tr>
<th>Step</th>
<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
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**Notes:**
- 0.5-0.74 fte offered benefits equal to fte; 0.75-0.95 offered benefits equal to full time employees.
## WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 3.1
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8 hours
- Length of Student Day: 6.5 hours
- Planning Time: 96 hours
- Class Periods/Day: 7
- Normal Teaching Load: 5
- Vertical Freeze: 85-86
- Rollback: Multi-year Contract: 18-19, 19-20

## SALARY SCHEDULE
- Base: 35,675
- Index: 5 x 4
- Starting Salary: 35,675
- Entry Level Step: 1
- Experience Allowed: Y
- Career Increments: after 15 yrs: BA36/MA-.005; MA9&MA18-.0075; MA36-.01 prev yr sal.

## INSURANCE
- Type: HEALTH, DENTAL, LTD
- Carrier: BC/BS, MADISON NAT'L
- Option: H/A-Dent, Individ.
- Amount Paid by District: 577.53, 28.67, 28.67
- Couple - Benefits: Sp. or Dep. Dental
- Cafeteria Plan: Individ.
- Deductible Reimbursement: IRS 125: Y
- Minimum FTE: 0.5

## LEAVES
- Type: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- Days/Year: 9, 3, 3+2, 10
- Accum. use: 60, yes, yes
- Approval Needed: yes, yes, yes
- Other Info: Sev.-upon term. after 10 yrs $20/unused days

## SEVERANCE PAY
- Yes

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

## Waverly
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## WORKING CONDITIONS
- Calendar Year: 2018-2019
- Waverly 3.1
- Index: 5 x 4
- Experience Allowed: Y
- Career Increments: 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
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- Length of Student Day: 6.5 hours
- Planning Time: 96 hours
- Class Periods/Day: 7
- Normal Teaching Load: 5
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- Option: H/A-Dent, Individ.
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- Couple - Benefits: Sp. or Dep. Dental
- Cafeteria Plan: Individ.
- Deductible Reimbursement: IRS 125: Y
- Minimum FTE: 0.5

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- Days/Year: 9, 3, 3+2, 10
- Accum. use: 60, yes, yes
- Approval Needed: yes, yes, yes
- Other Info: Sev.-upon term. after 10 yrs $20/unused days

## SEVERANCE PAY
- Yes
### Working Conditions
- Contract Days: 185
- FTE Teachers: 8
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: Yes
- Experience Allowed: 9
- Career Increments: N
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: Yes

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### Leaves
- SICK
  - Days/Year: 10
  - Accum. Use: 45
  - Approval Needed: Yes
  - Other Info: Unused over 45 pd. $45/day EOY, $25/day at retirement
- PERSONAL
  -OTHER DISTRICT POLICIES
  -Negotiated/Policy Exists: Yes
  -Voluntary Separation: Y P
  -Grievance: Y N
  -Sick Bank: N
- BEREAVEMENT
  -FROM SICK LV
- PROFESSIONAL
- ADOPTION
- FMLA
- ASSOCIATION
- SABBATICAL: No
- SEVERANCE PAY: Yes

### Other Leaves

### Weeping Water

### Working Conditions
- 2018-2019
- Weeping Water
- 10/3/2018
- Index: 4 x 4
- Experience Allowed: 9
- Career Increments: N
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: Yes

### Salary Schedule

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### Salary Schedule
- Base: 35,750
- Index: 4 x 4
- Entry Level Step: 1
- Starting Salary: 94-95 remove ma36; grandfather fac. on that column
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: Yes

### Cafeteria Plan
- Individual: Y
- Depend.: P
- Options: IRS 125: Y
- Flex Accounts: P
- Contribution: 50% depend
West Holt

2018-2019

1.1

WORKING CONDITIONS

Contract Days: 184
FTE Teachers: 34,750

HS JH/MS ELEM

Starting Salary: 4,25 x 4.25
Index: 1

Length of Teacher Day: 8 8 8
Career Increments: N
Experience Allowed: all

Length of Student Day: 7.5 7.5 7.5

Planning Time: 49 49 30
Vertical Freeze:

Class Periods/Day: 8 8
Rollback:

Normal Teaching Load: 7 7
Multi-year Contract:

INSURANCE

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

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

HEALTH BC/BS 9000/3500D 577.53 1068.45 1212.82 1628.51


PPO: COMMENTS:

LIFE

Deductible Reimbursement:

LTD Principal .0047

NON-PARTICIPANT

OTHER LEAVES

Type Days-Year Accum. Depend. Approval Needed Other

SICK 10 40 yes

Other Info:

PERSONAL 2 accm to 3

BEREAVEMENT 1

PROFESSIONAL 2

ADOPTION

ASSOCIATION

OTHER DISTRICT POLICIES

SEVERANCE PAY:

OTHER LEAVES:

WEST HOLT

S E V E R A N C E  P A Y:

WEST HOLT

W E S T  H O L T

Planning Time:

Contract Days:

FTE Teachers:

Salary Schedule:

Index:

Entry Level Step:

Starting Salary:

Career Increments:

Experience Allowed:

Length of Teacher Day:

Length of Student Day:

Planning Time:

Class Periods/Day:

Normal Teaching Load:

Insurance:

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

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

Health BC/BS 9000/3500D 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 .0047

Non-Participant

Leaves:

Type Days-Year Accum. Depend. Approval Needed Other

Sick 10 40 yes

Other Info:

Personal 2 accm to 3

Bereavement 1

Professional 2

Adoption

Association

Other District Policies

Severance Pay:

Other Leaves:

West Holt

S E V E R A N C E  P A Y:

West Holt
### Working Conditions

- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 35,200
  - JH/MS: 6,420
  - ELEM: 12,944
- **Length of Teacher Day:** 7.5 hours
- **Length of Student Day:** 6.75 hours
- **Planning Time:** 49 days
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:** 17-18, 18-19

### Salary Schedule

- **Base:** 35,200
- **Index:** 4 x 5
- **Starting Salary:** 1212.82
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**

### Insurance

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<th>Option</th>
<th>Amount Paid by District</th>
<th>Cafeteria Plan</th>
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### Leaves

- **Type:** SICK
  - **Days/Year:** 10
  - **Accum.** 45
  - **Depend. use:** yes
  - **Approval Needed:** N
  - **Other** N

### Other District Policies

- **Negotiated/Policy**
  - **Exists:** Y

### West Point

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**COMMENTS:**

- **SEVERANCE PAY:**

**Other Leaves:**

*NOTES:*
### WESTSIDE COMMUNITY SCHOOLS

#### APPENDIX B

**2018-19 and 2019-2020 Salary Schedule**

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<th>17-18 Years of Certified Service with WCS</th>
<th>Percentage / Standard Increase</th>
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<th>Ed.D /Ph.D</th>
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<td>19-20: $37,000</td>
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</table>

| 3.50-13.49                               | Standard Increase: $1,000       |            |        |            |

| 3.50-13.49                               | Horizontal movement of $3,000   |            |        |            |
| (those with bachelor's will receive      | (added to the base salary) once |            |        |            |
| lesser of 5% or standard)                | degree is conferred            |            |        |            |
| 13.50-23.49                              | Horizontal movement of $3,000   |            |        |            |
| (those with bachelor's will receive      | (added to the base salary) once |            |        |            |
| lesser of 5% or standard)                | degree is conferred            |            |        |            |
| 23.50+ (those with bachelor's will        | Horizontal movement of $3,000   |            |        |            |
| receive lesser of 5% or standard)        | (added to the base salary) once |            |        |            |
|                                           | degree is conferred            |            |        |            |

*Years of service are seniority number (numm 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.*
### Working Conditions
- Contract Days: 185
- FTE Teachers: 204
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.75
- Length of Student Day: 7.75
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: Rollback: Multi-year Contract:

### Salary Schedule
- Base: 34,050
- Starting Salary: 1212.82 1628.51
- Career Increments: Y
- Vertical Freeze:
- Rollback:
- Experience Allowed: 7
- Entry Level Step: 1
- Index: 4.5 x 4.5

### Insurance
<table>
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<tr>
<th>Type</th>
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<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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<td>900D</td>
<td>577.53 1068.45 1212.82 1628.51</td>
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### Leaves
- **Sick:** 10 Days/Year, 40 Accum., yes
- **Personal:** 3 Days/Year, 2.5 for dependent leave
- ** Bereavement:** 3 Days/Year, yes
- **Professional:** 3 Days/Year, yes
- ** Adoption:** 2.5 Days/Year
- **Sabbatical:** No

### Cafeteria Plan
- Individ.: 1.00
- Depend.: 1.045

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

### Other Leaves:

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### Comments:
- Class Periods/Day: 8
- Contract Days: 185
- Base: 34,050
- Index: 4.5 x 4.5
- Entry Level Step: 1
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 207
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.3
- Length of Student Day: 7.3
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 35,500
- Index: 4 x 4.5
- Starting Salary: 38,340
- Entry Level Step: 3
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 8
- Length of Student Day: 7.3
- normals:

INSURANCE
- HEALTH: BC/BS, 9000D/3500D, 577.53
- DENTAL: BC/BS, 2
- PPO: married - fam dent & $62.50/mo ir
- LIFE: Nat'l Insurance, .00336(+Bthru sal)
- LTD:
- NON-PARTICIPANT:

LEAVES
- SICK: 10, 45, yes
- PERSONAL: 2, yes
- BEREAVEMENT: 2, 3 add'l from sick lv.
- PROFESSIONAL: 2, yes
- ADOPTION:
- ASSOCIATION:

OTHER DISTRICT POLICIES
- PART-TIME BENEFITS:
- Cafeteria Plan:
- Salary Schedule:
- Other:

OTHER LEAVES:

WILBER-CLATONIA
## Working Conditions
- **Contract Days:** 183
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8

## Salary Schedule
- **Base:** $34,900
- **Starting Salary:**
  - HS: $28,670
  - JH/MS: $28,670
  - ELEM: $28,670
- **Career Increments:** N
- **Experience Allowed:** all

## Insurance
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<tr>
<th>Type</th>
<th>Carrier</th>
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<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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## Leaves
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## Other District Policies
- **Negotiated/Policy Exists:**
  - Voluntary Separation: N
  - Grievance: Y N
  - Sick Bank: N

## Sabbatical
- **SEVERANCE PAY:** Y

## Other Leaves
- **emergency**

## Wilcox-Hildreth

### Salary Schedule

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### Multi-Year Contract

1.08 1.12 1.16 1.20 1.24 1.28 1.32 1.36 1.40 1.44 1.48 1.52 1.56 1.60 1.64 1.68 1.72 1.76 1.80 1.84

### Vertical Freeze

- **Entry Level Step:** 1
- **Index:** 4 x 4
## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 1.1
- **Length of Teacher Day:**
  - **HS:** 8
  - **JH/MS:** 8
  - **ELEM:** 8
- **Length of Student Day:**
  - **HS:** 7.5
  - **JH/MS:** 7.5
  - **ELEM:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

## SALARY SCHEDULE
- **Base:** 40,103
- **Index:** 4 x 4
- **Starting Salary:**
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **MA18 Stip 14 reciev $1500 on 2+ yrs on 1.76**
- **Vertical Freeze:** 00-01
- **Rollback:**
- **Multi-year Contract:** 18-19, 19-20, 20-21

## INSURANCE
- **HEALTH**
  - **Type:** BC/BS
  - **Carrier:** 600D
  - **Option:** Individ.
  - **Amount Paid by District:** 609.09
  - **Deductible Reimbursement:** Y
  - **H/A-Dent:** 12.48
  - **Type:** Pvt
  - **Option:** 600D
  - **Amount Paid by District:** 1279.10
- **DENTAL**
  - **Type:** BC/BS
  - **Carrier:** 12,48
  - **Option:** Individ.
  - **Amount Paid by District:** 5.01
  - **Deductible Reimbursement:** Y
  - **H/A-Dent:** 12.48
  - **Type:** Pvt
  - **Option:** 600D
  - **Amount Paid by District:** 1279.10

## LEAVES
- **SICK**
  - **Days/Year:** 12
  - **Accum.:** 35
- **PERSONAL**
  - **Days/Year:** 2
  - **Approval Needed:** Yes
- **BEREAVEMENT**
  - **Days/Year:** 2
  - **Approval Needed:** Yes

## OTHER DISTRICT POLICIES
- **Voluntary Separation:** N
- **Grievance:** Y
- **Sick Bank:** Y
- **SEVERANCE PAY:**

## WINNEBAGO

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## Notes
- **Class Periods/Day:** 7
- **Contract Days:** 185
- **Starting Salary:**
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **MA18 Stip 14 reciev $1500 on 2+ yrs on 1.76**
- **Vertical Freeze:** 00-01
- **Rollback:**
- **Multi-year Contract:** 18-19, 19-20, 20-21

## SABBATICAL
- **No**
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.6
- **Length of Student Day:** 7.6
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** $35,400
- **Index:** 4 x 4
- **Starting Salary:**
  - HS: $1212.82
  - JH/MS: $1628.51
  - ELEM: $28.67
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Insurance
- **Type/Carrier/Option:**
  - HEALTH BC/BS 900D: BC/BS Individ. EE/Child 900D
  - DENTAL BC/BS: BC/BS Individ. EE/Spouse 900D
- **Type:**
  - H/A-Dent:
  - HEALTH:
  - LIFE:
  - LTD:
- **Insurance:**
  - HEALTH:
  - DENTAL:
  - LIFE:
  - LTD:
- **Non-Participant:** .0029

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

### Leaves
- **Type:**
  - SICK:
  - BEREAVEMENT:
  - PROFESSIONAL:
  - ADOPTION:
  - ASSOCIATION:
- **Days/Year:**
  - SICK: 20
  - BEREAVEMENT: 3
  - PROFESSIONAL: 2
- **Accum. use:**
  - SICK: yes
  - BEREAVEMENT: add'l from sick lv
  - PROFESSIONAL: yes
- **Approval Needed:**
  - BEREAVEMENT: yes
  - PROFESSIONAL: yes
- **Other:**
  - SICK:
  - BEREAVEMENT:
  - PROFESSIONAL:

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

### WINSIDE:
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.6
- **Length of Student Day:** 7.6
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

### Salary Schedule Table

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### Other Leaves
- **20 day emergency sick lv.**
**Wisner-Pilger**

**2018-2019**

**1.1**

**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 4 x 5
- HS: 34,400
- JH/MS: 114.68
- ELEM: 1276.65
- Starting Salary: 1714.22
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback:
- Multi-year Contract: 17-18, 18-19

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

**Length of Student Day:**
- HS: 7
- JH/MS: 7
- ELEM: 8

**Planning Time:**
- HS: 50
- JH/MS: 50
- ELEM: 50

**Class Periods/Day:**
- HS: 8
- JH/MS: 8
- ELEM: 6

**Normal Teaching Load:**
- HS: 6
- JH/MS: 6
- ELEM: 6

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**OTHER DISTRICT POLICIES**

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

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**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers:  
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 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:  
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Normal Teaching Load: 7

**INSURANCE**

- HEALTH
  - BC/BS:
    - Carrier: 900D
    - Option: Individ.
    - Amount Paid by District: 577.53
    - Ind or Dep Dental: 1212.8
    - Options: IRS 125: Y
    - Flex Accounts: Y
    - Deductible Reimbursement: N
- DENTAL
  - BC/BS:
    - Carrier: Individ.
    - Amount Paid by District: 28.67
    - Ind or Dep Dental: 138
    - Options: IRS 125: Y
    - Flex Accounts: Y
- LTD
  - Principal: .0033
- NON-PARTICIPANT

**LEAVES**

- SICK
  - Days/Year: 11
  - Accum.: 60
  - Other Info: leave after 5 yrs - $118/day for 30 days
- PERSONAL
  - Days/Year: 3
  - Accum.: yes
- BEREAVEMENT
  - Days/Year: see sick lv.
- PROFESSIONAL
  - Days/Year: 3
  - Accum.: yes
  - Other Info: see sick lv.

**OTHER DISTRICT POLICIES**

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

**SEVERANCE PAY**: Yes

**OTHER LEAVES**

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**COMMENTS**

- Class Periods/Day: 8
- Contract Days: 185
- FTE Teachers:  
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Starting Salary:  
  - Entry Level Step: 0
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback
- Multi-year Contract:  
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Normal Teaching Load: 7

**INSURANCE**

- HEALTH
  - BC/BS:
    - Carrier: 900D
    - Option: Individ.
    - Amount Paid by District: 577.53
    - Ind or Dep Dental: 1212.8
    - Options: IRS 125: Y
    - Flex Accounts: Y
    - Deductible Reimbursement: N
- DENTAL
  - BC/BS:
    - Carrier: Individ.
    - Amount Paid by District: 28.67
    - Ind or Dep Dental: 138
    - Options: IRS 125: Y
    - Flex Accounts: Y
- LTD
  - Principal: .0033
- NON-PARTICIPANT

**LEAVES**

- SICK
  - Days/Year: 11
  - Accum.: 60
  - Other Info: leave after 5 yrs - $118/day for 30 days
- PERSONAL
  - Days/Year: 3
  - Accum.: yes
- BEREAVEMENT
  - Days/Year: see sick lv.
- PROFESSIONAL
  - Days/Year: 3
  - Accum.: yes
  - Other Info: see sick lv.
### Working Conditions
- Contract Days: 172
- FTE Teachers: 
  - HS: 2018-2019
  - JH/MS: 1.1
  - ELEM: 1.1
- Length of Teacher Day: 8.58
- Length of Student Day: 8.5
- Planning Time: 50
- Class Periods/Day: 9
- Normal Teaching Load: 8
- Multi-year Contract:

### Salary Schedule
- Index: 4 x 5
- Starting Salary: 34,850
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 4
- Vertical Freeze:
- Rollback:

### Insurance
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits** | **Cafeteria Plan**
--- | --- | --- | --- | --- | ---
HEALTH | BC/BS | 900D/3500D | 577.53 | 1068.45 | 1212.82 | 1628.51 | Options: IRS 125: Deductible Reimbursement:
LIFE | LTD National | | | | .0051 |

### Leaves
- **Type** | **Days/Year** | **Accum.** | **Approval** | **Other** | **Negotiated/Policy**
--- | --- | --- | --- | --- | ---
SICK | | 10 | 35 | yes | yes may trade 1 sick lv for pers
PERSONAL | | 2+1 | | | Voluntary Separation: N
BEREAVEMENT | | sick lv. | | | Grievance: Y P
PROFESSIONAL | | 2 | | yes | Sick Bank: N
ADOPTION | | sick lv | | |  
ASSOCIATION

### Sabbatical
- No

### Severance Pay
- Minimum FTE: 0.5

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

### Salary Schedule Table

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### WORKING CONDITIONS
- Contract Days: 187
- FTE Teachers: 
  - HS: 3.1
  - JH/MS: 1.2
  - ELEM: 4.6
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5
- Planning Time: 52
- Class Periods/Day: 7
- Normal Teaching Load: 6

### SALARY SCHEDULE
- Base: 34,050
- Index: 5
- Experience Allowed: all
- Special Increment: N
- Entry Level Step: 0
- Last 3 steps on MA/BA45 col. for BA45 only; 01-02 exp from 10 to unl.

### OTHER DISTRICT POLICIES

#### SCHOOL INSURANCE
- H/A-Dent: 
  - Self Insure: 26
  - Performax: 596
  - Self Ins: 526
- School Insur.: 900D
- School Insur.: 59
- School Insur.: .0026

#### HEALTH
- Health Insur.: Performax
- Life Insur.: Self Insure
- LTD: School Insur.

#### OTHER LEAVES
- Type: Sick
- Days/Year: 10
- Accum. Use: 60
- Approval Needed: Y-4

#### OTHER DISTRICT POLICIES
- Negotiated/Policy: Y
- Exists: Y
- Other Info:
  - Personal: 3
  - Bereavement: 10
  - Professional: 6
  - Adoption: 10
  - Association as needed

#### SABBATICAL
- Yes

#### SEVERANCE PAY

#### OTHER LEAVES
- Emergency - 10 max., Jury duty

### CONTRACT DAYS

#### CONTRACT DAYS

### WEEKLY SALARY SCHEDULE

#### SICK LEAVES
- Type: Sick
- Days/Year: 10
- Accum. Use: 60
- Approval Needed: Y-4

#### LIABILITY LEAVES
- Type: Liability
- Days/Year: 8
- Accum. Use: 52
- Approval Needed: Y-4

#### SABBATICAL LEAVES
- Type: Sabbatical
- Days/Year: 3
- Accum. Use: 26
- Approval Needed: Y-4

#### SEVERANCE PAY
- Type: Severance
- Days/Year: 10
- Accum. Use: 26
- Approval Needed: Y-4
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 35,720
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Sick Leave: 10
- Bereavement Leave: 2
- Professional Leave: 2
- Sabbatical Leave: No

**SALARY SCHEDULE**

- Starting Salary: 1
- Career Increments: N
- Experience Allowed: all
- Base: 35,720
- Index: 4 x 4

**INSURANCE**

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**LEAVES**

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**CAFEETERIA PLAN**

- Individ: 331.51 or 352.18
- Depend: Options: IRS 125: Y
- Deductible Reimbursement: Flex Accounts

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