

ESP Compensation Survey Results - Classroom Para

School District	Starting Wage	Initial Placement*	Top Wage	Salary Schedule **	Contract Days	Sick Leave Days	Personal Days	Vacation Days	Paid Holidays***	Health Insurance****	Other Insurance, disability, life.	Comments
Axtell	8.25		10.65			5	2					
Bellevue	9.90		9.90		183	6	1	2	0	4308 Annually FTE Greater Than .86, 2572.56 Annually FTE Greater Than .57		Employees Hired Before 9/1/04 Are Grandfathered In With 9 Holidays Holidays-New Year's, Martin Luther King Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas
Bertrand	8.76		12.31	Yes	183	5	0	0	0	Single/300 Ded		All Classified Staff are Offered 100% Single/300 Ded BC/BS (Same as Certified)
Diller-Odell	9.30		10.05			7	2	0	5	None	\$1650 TSA	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter
Dorchester	9.00		9.36		176	8	1	0	0	None	None	
Fillmore Central	8.67	Experience/ Education	10.14	Yes	178	5	2	0	0	None	None	
Gretna	8.50		12.00									
Harvard						7						LTD
Hay Springs	8.34	+1.00 for Certificate	15.54	Yes	172	5	2.5	2.5	0	None	None	
Hayes Center			12.67		183	10	0	0	5	None	STD/LTD	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter
Homer	7.00		9.75		178	7	2	0	0	4,660-100% Single		
Lexington	9.50	Experience/ Education	14.18	Yes	175	10	0	0	0	None	None	
Loup City	8.00		10.50		180	10	2	5	5	304.58-100% Single	Life Ins and LTD Offered, Not Provided	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter
Madison	7.00		11.99		180	10	3	10	7	Choice of 100/Mo Cash in Lieu or 1/2 of Single EHA Health/Dental Policy, 550 Plan	None	P/T-5 Holidays-New Year's, Easter Friday or Monday, Labor Day, Thanksgiving, Christmas F/T-7 Holidays-Add Memorial Day and July 4th
Medicine Valley	7.03	Yes	10.03	No	177	5	3	0	0	None	None	
Meridian			8.65		180	8	0	0	0	None	None	

ESP Compensation Survey Results - Classroom Para

ESP Compensation Survey Results - Sped Para

School District	Starting Wage	Initial Placement*	Top Wage	Salary Schedule **	Contract Days	Sick Leave Days	Personal Days	Vacation Days	Paid Holidays***	Health Insurance****	Other Insurance, disability, life.	Comments
Axtell	8.25		10.65			5	2	0	0			
Bellevue	10.25		10.25		183	6	1	2	0	4,308 Annually FTE Greater Than .86, 2,572.56 Annually FTE Greater Than .57		Employees Hired Before 9/1/04 Are Grandfathered In With 9 Holidays Holidays-New Year's, Martin Luther King Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas
Diller-Odell	9.00		10.05	No		7	2	0	5	None	1,650 TSA	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter
Dorchester	8.25		8.85		176	8	1	0	0	None	None	
Eustis-Farnam	10.50				179	7	2					
Fillmore Central	8.67	Experience, Education	10.14	Yes	178	5	2	0	0	None	None	
Gretna	9.00		13.00									
Harvard						7						LTD
Hay Springs	8.34	+1.00 for Certificate	15.54	Yes	172	5	2.5	2.5	0	None	None	
Hayes Center			9.19		183	10	0	0	0	None	STD/LTD	
Homer	7.00		10.85		178	7	2	0	0	4,660-100% Single	None	
Lexington	9.50	Experience/ Education	14.18	Yes	175	10	0	0	0	None	None	
Loup City	8.00		10.50		180	10	2	5	5	304.58-100% Single	Life Ins and LTD Offered, Not Provided	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter
Loup County	6.85		7.85			5	1	0	5	None	None	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter
Madison	7.00		11.99		180	10	3	10	7	Choice of 100/Mo Cash in Lieu or 1/2 of Single EHA Health/Dental Policy, 550 Plan	None	P/T-5 Holidays-New Year's, Easter Friday or Monday, Labor Day, Thanksgiving, Christmas. F/T-7 Holidays-Add Memorial Day and July 4th
Medicine Valley	7.03	Yes	9.00	No	177	5	3	0	0	None	None	
Meridian			8.65		180	8	0	0	0	None	None	

ESP Compensation Survey Results - Cook

School District	Starting Wage	Initial Placement*	Top Wage	Salary Schedule **	Contract Days	Sick Leave Days	Personal Days	Vacation Days	Paid Holidays***	Health Insurance****	Other Insurance, disability, life.	Comments
Axtell	8.40		10.45			5	2					
Bellevue	11.27	Experience	11.44		179	6	1	2	0	4,308 Annually FTE Greater Than .86, 2,572.56 Annually FTE Greater Than .57		Employees Hired Before 9/1/04 Are Grandfathered In With 9 Holidays Holidays-New Year's, Martin Luther King Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas
Bertrand	8.76		12.31	Yes	183	5	0	0	0	Single/300 Ded		All Classified Staff Are Offered 100% Single/300 Ded BC/BC (Same Coverage as Certified)
Diller-Odell			9.50	No		7	2	0	5	75% Single	1,650 TSA in Lieu	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter
Dorchester	8.79		9.31		176	8	1	0	0	None	None	
Eustis-Farnam	11.10				179	10						
Fillmore Central	8.22	Experience	9.62	Yes	178	5	2	0	0	None	None	
Gretna	8.00		11.00			0	0	0	0	None	None	
Harvard						7						LTD
Hay Springs	6.54	+1.00 for Certificate	10.44	Yes	172	5	2.5	2.5	0	None		
Hayes Center			9.00		177	10	0	0	0	None		STD/LTD
Homer	7.30		9.90		178	7	2	0	0	4,660-100% Single		
Lexington	8.00	No	11.75	Yes	175	10	0	0	0	None		
Loup City	8.00		9.00		180	10	2	10	5	304.58-100% Single	Life Ins and LTD Offered, Not Provided	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter
Loup County	7.00		7.00			8	1	0	5	None	None	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter
Madison	7.00		9.18		174							
Medicine Valley	7.03		7.54	No	177	5	3	0	0	None	None	
Meridian			9.15		185	8	0	0	0	None	None	

ESP Compensation Survey Results - Head Building Cook

School District	Starting Wage	Initial Placement*	Top Wage	Salary Schedule **	Contract Days	Sick Leave Days	Personal Days	Vacation Days	Paid Holidays***	Health Insurance****	Other Insurance, disability, life.	Comments
Axtell	10.45		11.60			5	2					
Bellevue	11.32	Experience	11.54		179	Earn 1 Hr for Every 20 Worked			0	4,308 Annually FTE Greater Than .86, 2,572.56 Annually FTE Greater Than .57		Employees Hired Before 9/1/04 Are Grandfathered In With 9 Holidays Holidays-New Year's, Martin Luther King Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas
Bertrand	12.31		15.86	Yes	183	5	0	0	0	Single/300 Ded		All classified staff are offered 100% single/300 ded BC/BS (same coverage as certified)
Diller-Odell			10.90	No		7	2	0	5	75% Single	1,650 TSA in Lieu	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter
Eustis-Farnam	13.05					10						
Fillmore Central	8.76	Experience	10.25	Yes	180	5, Accum to 60	2	0	0	None	None	
Gretna	8.00		12.50			10	2	0	0	None	None	
Harvard						10					LTD	
Hay Springs	6.84	+1.00 for Certificate	12.24	Yes	172	10 PTO, Accum to 35			0	None	None	
Homer	10.90		10.90		178	7	2	0	0	4,660-100% Single	None	
Lexington	9.00	No	11.75	Yes	175	10	0	0	0	None		
Loup City	10.00		10.75		12 Mo	10, Accum to 40	2	10	7	304.58-100% Single	Life Ins and LTD Offered, Not Provided	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter, Memorial Day, July 4th
Loup County	8.75		8.75			8	1	0	5	None	None	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter
Madison	10.67		10.67		180							
Medicine Valley		Yes	11.25	No	184	1 Hr Accum/35 Hrs Worked	3	0	0	None	None	
Mullen	9.55		9.55		No Contract	5						
North Bend			11.10	No	180	10	2	0	0	4,140 Cash in Lieu	LTD & Life	

ESP Compensation Survey Results - Food Service Manager

School District	Starting Wage	Initial Placement*	Top Wage	Salary Schedule **	Contract Days	Sick Leave Days	Personal Days	Vacation Days	Paid Holidays***	Health Insurance****	Other Insurance, disability, life.	Comments
Bellevue	12.42	Experience	12.67		179	Earn 1 Hr for Every 20 Worked			0	4,308.00 Annually FTE Greater Than .86, 2,572.56 Annually FTE Greater Than .57		Employees Hired Before 9/1/04 Are Grandfathered In With 9 Holidays Holidays-New Year's, Martin Luther King Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas
Diller-Odell			10.90	No		7	2	0	4	75% Single	1,650 TSA in Lieu	Holidays-Labor Day, Thanksgiving, Christmas, New Year's
Dorchester	13.15		13.15		176	8	1	0	0	None	None	
Fillmore Central	10.08	Experience	11.79	Yes	180	5, Accum to 60	2	0	0	None	None	
Gretna	9.00		18.50			10	2	0	0	100%-1,099.97/Mo, Full Family Health Pd by District	15,000 Life Ins, 17.13/Mo Single Dental	
Hayes Center			10		179	10	0	0	5	203.63-50% Single	STD/LTD	
Lexington	12.50	No	16.81	Yes	260	10	1	10	10	1,063.81-100% Family 388.35-100% Single	Disability Salary + Ins .0052	Holidays-New Year's, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas, 3 Floating Days
Loup City	10.00		10.75		12 Mo	10, Accum to 40	2	15	7	836.91-100% Family	Life Ins and LTD Offered, Not Provided	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter, Memorial Day, July 4th
Madison	11.24		11.24		185							
North Bend			16.37	No	190	10	2	0	0	388.35 for 100% Single, Plus 155.00 Cash in Lieu	LTD & Life	
Pender	12.50	Endorsements & Experience		No	190	0	6-Personal (PTO) Days Are Awarded Annually & Can Be Moved to Sick Leave Up to Max of 45 Days if Days Are Left at End of School Yr	0	5	See Comments	Available at Employee Expense	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter Classified Staff are Awarded 432.30/Mo for 9 Mo if Dollars Are Used to Pay Health/Dental Ins Premium Either Through the District EHA BC/BS Plan or Alternate Source. If Benefit Dollars Are NOT Used for Premium, Employees are Awarded 175.00/Mo for 9 Mo (CIL)

ESP Compensation Survey Results - Building Maintenance

School District	Starting Wage	Initial Placement*	Top Wage	Salary Schedule **	Contract Days	Sick Leave Days	Personal Days	Vacation Days	Paid Holidays***	Health Insurance****	Other Insurance, disability, life.	Comments
Axtell	17.00		17.00			10	2	10	6	None	LTD-.00348	
Bertrand	8.76		12.31	Yes	183	5	0	0	0	Single/300 Ded	None	All Classified Staff are Offered 100% Single/300 Ded BC/BS (Same as Certified)
Diller-Odell	10.90		11.95	No		10, Accum to 60	0	10	7	100% Full Family	2,000 TSA in Lieu	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter, Memorial Day, July 4th
Dorchester	14.00				12 Mo	10	1	5	0	None	Life & Disability	
Eustis-Farnam	14.55					10	0	10	9	Single		
Fillmore Central	11.67	Experience	13.65	Yes	260	7, Accum to 60	2	10	7	492.37 for 50% Family	Disability/Life	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Memorial Day, July 4th, Easter (Friday or Monday) This is a .5 FTE Position. If Choose Not to Take Ins, Will Receive Additional .90/Hr for Reg Hrs
Gretna	9.00		17.00			10	2	See Fringe Benefits Policy	8	100%-1,099.97/Mo Full Family Health Pd by District	15,000 Life Ins, 17.13/Mo Single Dental	Holidays-New Year's, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas, Day After Christmas
Hay Springs	7.14	+1.00 for Certificate	12.54	Yes	240	10 PTO Days 0-2 Yrs, 15 PTO Days After 2 Yrs, 20 PTO Days After 5 Yrs, Accum to 35			8	Yes		Holidays-New Year's, New Year's Eve or Christmas Eve (choice of one day only), Memorial Day, July 4th, Labor Day, Thanksgiving, Day after Thanksgiving, Christmas
Hayes Center			31,000		12 Mo	10	0	10	7	1,117.10-100% Family	STD/LTD	Holidays-New Year's, Easter, Memorial Day, July 4th, Labor Day, Thanksgiving, Christmas
Homer	16.65		16.65		260	7	2	7	15	4,660-100% Single		
Lexington	11.50	Experience/Education	29.19	Yes	260	10	1	10	10	1,063.81-100% Family 388.35-100% Single	Disability Salary + Ins .0052	Holidays-New Year's, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas, 3 Floating Days
Loup City	11.00-13.00		13.00		12 Mo	10, Accum to 40	2	10	7	836.91-100% Family	Life Ins and LTD Offered, Not Provided	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter, Memorial Day, July 4th
Loup County	10.27		10.27			10	2	10	7	12,752-100%	None	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter, Memorial Day, July 4th
Madison	12.00		12.92		240					Full Family Health & Dental		
Medicine Valley		Yes	13.68	No	12 Mo	1 Hr Accum/35 Hrs Worked	3	20	All	Yes	None	

ESP Compensation Survey Results - 10 Month Secretary

School District	Starting Wage	Initial Placement*	Top Wage	Salary Schedule **	Contract Days	Sick Leave Days	Personal Days	Vacation Days	Paid Holidays***	Health Insurance****	Other Insurance, disability, life.	Comments
Bertrand	13.02		13.02	Yes	12 Mo	7	0	10	Yes	Single/300 Ded		All Classified Staff Are Offered 100% Single/300 Ded BC/BS (Same Coverage as Certified)
Dorchester	10.50				186-Same as Teacher, Summer as Needed	8	1	0	0	None	None	
Eustis-Farnam	12.50					10	0	0	8			
Fillmore Central	9.71-10.16	Experience	11.36-11.89	Yes	178-Elem 210-MS 220-HS	5, Accum to 60	2	0	0	468.92 for 100% Single	None	Wage Amounts Are For Four Different Positions. If Choose Not to Take Ins, Will Receive Additional .90/Hr for Regular Hrs
Gretna	8.50		13.00			10, Accum to 50	2	0	0	100%-1,099.97/Mo, Full Family Health Pd by District	15,000 Life Ins, 17.13/Mo Single Dental	
Harvard						7					LTD	
Hayes Center			18,814		200	10	0	0	5	1,117.10-100% Family	STD/LTD	Holidays-New Years, Easter, Labor Day, Thanksgiving, Christmas
Homer	9.00		10.00		200	7	2	0	2	4,660-100% Single	None	
Lexington	10.00	Experience/ Education	14.18	Yes	260	10	1	10	10	1,063.81-100% Family 388.35-100% Single	Disability Salary + Ins .0052	Only Have 12 Mo Secretaries. Holidays-New Year's, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas, 3 Floating Days
Loup City	9.50-11.00		11.00		10 Mo	10, Accum to 40	2	10	6	304.58-100% Single	Life Ins and LTD Offered, Not Provided	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter, Memorial Day.
Medicine Valley		Yes	9.97	No	10 Mo	1 Hr Accum/35 Hrs Worked	3	0	Choice of 3	None	None	
Meridian	8.50		11.00		220	8	0	0	0	None	None	
Mullen	8.25									Full Family for 9 Mo, Pays 1/2 Summ		
North Bend			9.85	No	210	10	2	0	0	388.35 for 100% Single, Plus 155.00 Cash in Lieu	LTD & Life	

ESP Compensation Survey Results - 12 Month Administrative Secretary

School District	Starting Wage	Initial Placement*	Top Wage	Salary Schedule **	Contract Days	Sick Leave Days	Personal Days	Vacation Days	Paid Holidays***	Health Insurance****	Other Insurance, disability, life.	Comments
Axtell	24,500		24,500			10	2	10	6	13,929	LTD-.00348	
Bellevue	1,959/Mo	Experience	2,658/Mo		249	12	0	12	11	4,308 Annually	25,000 Life Ins	Holidays-New Year's Eve Day, New Year's, Martin Luther King Day, GoodFriday, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas Eve Day, Christmas
Bertrand	18.23		18.23	Yes	12 Mo	7	0	10	Yes	Single/300 Ded		All Classified Staff Are Offered 100% Single/300 Ded BC/BS (Same Coverage as Certified). 12 Mo Working 2/5 Days Per Week in Summer
Diller-Odell	10.65		11.05	No		10, Accum to 60	0	10	7	None	2,200 TSA	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter, Memorial Day, July 4th
ESU 16	9.30	Experience	15.16/30 Yr Exp	No	261	15	2	10, 15 After 10 Yrs	12	100% Pd by ESU-Family or Single	None	Holidays-Labor Day, Thanksgiving, Day After Thanksgiving, Christmas Eve, Christmas, New Year's Eve, New Year's, Good Friday, Easter Break, Spring Break, Memorial Day, July 4th
Eustis-Farnam	14.00					10	0	10	9	Single	None	
Fillmore Central	12.07	Experience	14.12	Yes	260	7, Accum to 60	2	15	7	1,264.45 for 100% Family	Disability/Life	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Memorial Day, July 4th, Easter (Friday or Monday) If Choose Not to Take Ins, Will Receive Additional .90/Hr for Regular Hrs
Gretna	8.50		15.00			13	2	See Fringe Benefits Policy	8	100%-1,099.97/Mo, Full Family Health Pd by District	15,000 Life Ins, 17.13/Mo Single Dental	Holidays-New Year's, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas, Day After Christmas
Harvard						10	0	10	5	Full Family	LTD	
Hay Springs	7.44	+1.00 for Certificate	13.74	Yes	240	10 PTO Days 0-2 Yrs, 15 PTO Days After 2 Yrs, 20 PTO Days After 5 Yrs, Accum to 35			8	Yes	None	Holidays-New Year's, New Year's Eve or Christmas Eve (choice of one day only), Memorial Day, July 4th, Labor Day, Thanksgiving, Day after Thanksgiving, Christmas
Lexington	11.00	Experience/Education	15.53	Yes	260	10	1	10	10	1,063.81-100% Family 388.35-100% Single	Disability Salary + Ins .0052	Holidays-New Year's, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas, 3 Floating Days
Loup City	9.50 - 11.00		11.63		12 Mo	10, Accum to 40	2	10	7	304.58-100% Single	Offered, Not Provided	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter, Memorial Day, July 4th
Loup County	14.08		14.08			10	2	10	7	12,752-100%	None	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter, Memorial Day, July 4th
Madison	9.00		13.48		240							
School District	Starting Wage	Initial Placement*	Top Wage	Salary Schedule **	Contract Days	Sick Leave Days	Personal Days	Vacation Days	Paid Holidays***	Health Insurance****	Other Insurance, disability, life.	Comments

ESP Compensation Survey Results - 12 Month Administrative Secretary

Medicine Valley		Yes	12.46	No	12 Mo	1 Hr Accum/35 Hrs Worked	3	20	Choice of 3	Yes	None	Same Person as Bookkeeper
Meridian			10.25		260	10	1	12	5	Family Health & Dental, 1,156.60	None	
Mullen	9.05					5	0	10	0	Full Family	None	
North Bend			10.85	No	257	10	2	15	7	388.35 for 100% Single, Plus 155.00 Cash in Lieu	LTD & Life	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Good Friday, Memorial Day, July 4th
Pender	10.65	Endorsements & Experience		No	260	0	8-Personal (PTO) Days Are Awarded Annually & Can Be Moved to Sick Leave Up to Max of 45 Days if Days Are Left at End of School Yr	10	7	See Comments	Available at Employee Expense	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter, Memorial Day, July 4th All 12 Mo Classified Staff Are Awarded 500/Mo (1st Yr), 700/Mo (2nd Yr), 900/Mo (3+ Yrs) to Pay Health/Dental Ins Prem Either Through District EHA BC/BC Plan or an Alternate Source OR the Money Can Be Taken as Cash In Lieu.
Pierce	9.00	Experience	12.22	No	260	5 Per Yr, 30 Max	1 Bereave Day, 1 Snow Day, Sick/Personal Combined	0	7	388.00 for 100% Single	LTD	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Good Friday, Memorial Day, July 4th
Red Cloud	5.85	Experience	10.71	No	52 Wks	9, Accum to 40	0	0	2	409.85 for 100% Single Per Month	None	Holidays-Memorial Day, July 4th
Schuyler	10.25		15.79		260	12		10	6	407.26 Single	Life & LTD	
Shelby	7.50		9.75		260	5	2	5 First Yr & 10 After	6	Full Single Health & Dental	None	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Memorial Day, July 4th
South Sioux City	9.28					10, Accum to 60	2 Days, 5 Bereave Days, 3 Assoc Days	1-9 Yrs-2 Wks 10-19 Yrs-3 Wks 20+ Yrs-4 Wks	9	575/Mo Family 555/Mo Single 535/Mo Cash Option	Life	Holidays-July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas Eve, Christmas, New Year's, Good Friday, Memorial Day
Stanton	8.75	Experience, Education	10.49	Yes	260	.03 Hr/Hrs of Employment	1	.025 Hr/Hrs of Employ- ment	6	525/Mo Stipend	None	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Memorial Day, July 4th
School District	Starting Wage	Initial Placement*	Top Wage	Salary Schedule **	Contract Days	Sick Leave Days	Personal Days	Vacation Days	Paid Holidays***	Health Insurance****	Other Insurance, disability, life.	Comments
Stapleton		No	11.66		260	10, Accum to 45	2	10	6	13,240 100% Family	None	Health Insurance-Covered Under Husband

ESP Compensation Survey Results - Bookkeeper

School District	Starting Wage	Initial Placement*	Top Wage	Salary Schedule **	Contract Days	Sick Leave Days	Personal Days	Vacation Days	Paid Holidays***	Health Insurance****	Other Insurance, disability, life.	Comments
Axtell	36,000		36,000			10	2	10	6	None	LTD-.00348	
Diller-Odell			12.35	No		10, Accum to 60		10	7	None	2,200 TA	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter, Memorial Day, July 4th
Dorchester	35,887				12 Mo	10	1	15	0	None	Life & Disability	
ESU 16	18,205	Experience	37,450	None	261	15	2	10, 15 After 10 Years	12	100% Pd by ESU 16	None	Holidays-Labor Day, Thanksgiving, Day After Thanksgiving, Christmas Eve, Christmas, New Year's Eve, New Year's, Good Friday, Easter Break, Spring Break, Memorial Day, July 4th
Fillmore Central	12.07	Experience	14.12	Yes	260	7, Accum to 60	2	15	7	1,264.45 for 100% Family	Disability/Life	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Memorial Day, July 4th, Easter (Friday or Monday) If Choose Not to Take Ins, Will Receive Additional .90/Hr for Regular Hrs
Gretna	9.00		17.75			13	2	See Fringe Benefits Policy	8	100%-1,099.97/Mo, Full Family Health Pd by District	15,000 Life Ins, 17.13/Mo Single Dental	Holidays-New Year's, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas, Day After Christmas
Hay Springs	8.04	+1.00 for Certificate	15.24	Yes	240	10 PTO Days 0-2 Yrs, 15 PTO Days After 2 Yrs, 20 PTO Days After 5 Yrs, Accum to 35			8	Yes	None	Holidays-New Year's, New Year's Eve or Christmas Eve (choice of one day only), Memorial Day, July 4th, Labor Day, Thanksgiving, Day after Thanksgiving, Christmas
Hayes Center			31,000		12 Mo	10	0	15	7	1,117.10-100% Family	STD/LTD	Holidays-New Year's, Easter, Memorial Day, July 4th, Labor Day, Thanksgiving, Christmas
Homer			23,500		260	7	2	5	7	4,660-100% Single	None	
Lexington	13.25	Experience/ Education	19.24	Yes	260	10	1	10	10	1,063.81-100% Family 388.35-100% Single	Disability Salary + Ins .0052	Holidays-New Year's, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas, 3 Floating Days
Loup City	11.00-13.00		15.46		12 Mo	10, Accum to 40	2	15	7	1,115.91-100% Family (w/Children)	Life Ins and LTD Offered, Not Provided	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter, Memorial Day, July 4th
Madison	12.00		13.30		240					Full Single Health & Dental	None	
Medicine Valley		Yes	12.46	No	12 Mo	1 Hr Accum/35 Hrs Worked	3	20	Choice of 3	Yes	None	
Meridian			10.25		260	10	1	12	5	Family Health & Dental, 1,156.60	None	

ESP Compensation Survey Results - Day Custodian

School District	Starting Wage	Initial Placement*	Top Wage	Salary Schedule **	Contract Days	Sick Leave Days	Personal Days	Vacation Days	Paid Holidays***	Health Insurance****	Other Insurance, disability, life.	Comments
Bellevue	13.72	Experience	17.18		249	12		12	0	4,308 Annually	25,000 Life Ins	Employees Hired Before 9/1/04 Are Grandfathered In With 9 Holidays Holidays-New Year's, Martin Luther King Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas
Bertrand	9.47		13.02	Yes	260	7	0	10	Yes	Single/300 Ded		All Classified Staff are Offered 100% Single/300 Ded BC/BS (Same Coverage as Certified)
Diller-Odell	10.90		11.95	No		10	0	10	7	100% Full Family	2,000 TSA in Lieu	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter, Memorial Day, July 4th
Dorchester	13.00				260	10	1	5	0	None	None	
ESU 16	9.30	Experience	15.16	No	261	15	2	10	12	100% Pd by ESU 16	None	Holidays-Labor Day, Thanksgiving, Day After Thanksgiving, Christmas Eve, Christmas, New Year's Eve, New Year's, Good Friday, Easter Break, Spring Break, Memorial Day, July 4th
Fillmore Central	10.95	Experience	12.81	Yes	260	7	2	10	7	1,264.45 for 100% Family	Disability, Life	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Memorial Day, July 4th, Easter (Friday or Monday) If Choose Not to Take Ins, Will Receive Additional .90/Hr for Regular Hrs
Gretna	9.00		17.50			13	2		9	100%-1,099.97/Mo, Full Family Health Pd by District	15,000 Life Ins, 17.13/Mo Single Dental	Holidays-New Year's, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas, Day After Christmas
Harvard						10	0	10	5	Full Family	LTD	
Hay Springs	7.14	+1.00 for Certificate	12.54	Yes	240	7	1	2	8	Yes	None	Holidays-New Year's, New Year's Eve or Christmas Eve (Choice of One Day Only), Memorial Day, July 4th, Labor Day, Thanksgiving, Day after Thanksgiving, Christmas
Hayes Center			9.00		260	10	0	10	7	None	STD/LTD	Holidays-New Year's, Easter, Memorial Day, July 4th, Labor Day, Thanksgiving, Christmas
Homer	12.55		12.55		260	7	2	15	7	4,660-100% Single		
Lexington	10.00	No	15.60	Yes	260	10	1	10	10	1,063.81-100% Family 388.35-100% Single	Disability Salary + Ins .0052	Holidays-New Year's, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas, 3 Floating Days
Loup City	8.50		9.75		260	10	2	10	7	304.58-100% Single	Life Ins and LTD Offered, Not Provided	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter, Memorial Day, July 4th
Madison	8.00		12.16		240							
Medicine Valley		No	8.59	No	260		3	10	All	Yes	None	

ESP Compensation Survey Results - Night Custodian

School District	Starting Wage	Initial Placement*	Top Wage	Salary Schedule **	Contract Days	Sick Leave Days	Personal Days	Vacation Days	Paid Holidays***	Health Insurance****	Other Insurance, disability, life.	Comments
Axtell	10.55					5	2	10	6	5,627	LTD-.00348	
Bellevue	13.72, Additional 0.15 Shift Differential	Experience	17.18, Additional 0.15 Shift Differential			12	0	12	0	4,308 Annually	25,000 Life Ins	Employees Hired Before 9/1/04 Are Grandfathered In With 9 Holidays Holidays-New Year's, Martin Luther King Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Memorial Day, July 4th, Easter (Friday or Monday) If Choose Not to Take Ins, Will Receive Additional .90/Hr for Regular Hrs
Fillmore Central	10.09	Experience	11.80	Yes	260	7, Accum to 60	2	10	7	1,264.45 for 100% Family	Disability, Life	Holidays-New Year's, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas, Day After Christmas
Gretna	9.00		15.00			13	2	See Fringe Benefits Policy	8	100%-1,099.97/Mo, Full Family Health Pd by District	15,000 Life Ins, 17.13/Mo Single Dental	
Harvard						10	0	10	5	Full Single	LTD	
Lexington	10.00	No	15.60	Yes	260	10	1	10	10	1,063.81-100% Family 388.35-100% Single	Disability Salary + Ins .0052	Holidays-New Year's, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas, 3 Floating Days
Loup City	9.00 - 10.00		10.00		12 Mo	10, Accum to 40	2	10	7	304.58-100% Family	Life Ins and LTD Offered, Not Provided	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter, Memorial Day, July 4th
Loup County	7.75		7.75			5	1	5	7	None	None	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter, Memorial Day, July 4th
Madison	8.00		12.16		240							
Medicine Valley		No	8.96	No	12 Mo	1 Hr Accum/35 Hrs Worked	3	10	All	Yes	None	
Meridian	8.25		8.25		260	10	0	10	5	Single Health & Dental- 407.26	None	
North Bend			9.40	No	193	10	2	7	5	None	LTD	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Good Friday
Pierce	8.50	Experience	12.34	No	260	5 Per Yr, 30 Max	1 Bereave Day, 1 Snow Day, Sick/Personal Combined	0	7	388 for 100% Single	LTD	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Good Friday, Memorial Day, July 4th Night Custodians Switch to Days for Summer
Schuyler (Part-Time)	8.25		10.81		220	12		12	6	407.26 Single	Life & LTD	

ESP Compensation Survey Results - Activity Driver

School District	Starting Wage	Initial Placement*	Top Wage	Salary Schedule **	Contract Days	Sick Leave Days	Personal Days	Vacation Days	Paid Holidays***	Health Insurance****	Other Insurance, disability, life.	Comments
Axtell	8.50		8.50			0	0	0	0	None	None	Activity Drivers Paid From the Time They Leave the Bus Barn Until They Return. All Expenses Paid, No Benefits.
Bertrand	38.83/Route 14.20/Van Trip					0	0	0	0	None	None	All Classified Staff Are Offered 100% Single/300 Ded BC/BS (Same Coverage as Certified). No "Wait" Time Money for Drivers.
Diller-Odell			10.00 Drive Time, 6.00 Wait Time			0	0	0	0	None	None	
Dorchester	8.00 Down Time, 20.00 Drive Time				176	0	0	0	0	None	None	
Gretna	12.00/Trip +8.50/Hr, 9.50 After 5 Hrs					0	0	0	0	None	None	
Hay Springs	7.74	+1.00 for Certificate	14.04	Yes		0	0	0	0	None	None	
Hayes Center			13.07 Windshield Time, 6.41 Wait Time		177	4 Trips	0	0	0	None	None	
Homer	11.15		11.15				0	0	0	None	None	
Lexington	15.00	No	18.00	Yes		0	0	0	0	None	None	
Loup City	8.50 - 8.66, Plus Meals		8.88, Plus Meals		9 Mo	10, Accum to 40	2	0	0	None	None	
Loup County	6.75		6.75			0	0	0	0	None	None	
Madison	11.70 Driving 7.64 Sitting											
Medicine Valley			8.26	No		0	0	0	0	None	None	
Meridian			10.35			0	0	0	0	None	None	
Mullen	.25/Mile, 6.00/Hr Wait Time					0	0	0	0	None	None	

ESP Compensation Survey Results - Route Driver

School District	Starting Wage	Initial Placement*	Top Wage	Salary Schedule **	Contract Days	Sick Leave Days	Personal Days	Vacation Days	Paid Holidays***	Health Insurance****	Other Insurance, disability, life.	Comments
Axtell	28.00/Route		28.00/Route			0	0	0	0	None	None	Route Drivers are Paid by the Route, No Benefits
Bellevue	13.91		13.91		179	Earn 1 Hr for Every 20 Worked			0	4,308 Annually	None	Employees Hired Before 9/1/04 Are Grandfathered In With 9 Holidays Holidays-New Year's, Martin Luther King Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas
Bertrand	38.83/Route					0	0	0	0	None	None	All Classified Staff are Offered 100% Single/300 Ded BC/BS (same coverage as certified)
Diller-Odell	13.73		14.19	No		7	2	0	5	50% Single	1100 TSA in Lieu	Holidays-Labor Day, Thanksgiving, Christmas, New Year's, Easter
Dorchester	8.00 Down Time, 20.00 Drive Time				176	0	0	0	0	None	None	
Gretna	30.00/Bus Route, 20.50/Van Route, \$15.00 SpEd Route (In Town)					0	0	0	0	None	None	
Harvard						7	0	0	0	None	LTD	
Hay Springs	15.00	+1.00 for Certificate	30.00	No	172				0	None	None	
Hayes Center			9,110.00		177	4 Trips	0	0		None	None	
Homer			8,405.00		176	7	2	0	0	4,660-100% Single	None	
Lexington	11.50	No	18.00	Yes		0	0	0	0	F/T Employees Who Drive Bus Are Also Part of Maint Staff & Receive Ins Benefits. P/T Route Drivers Do Not Receive Ins.	F/T Employees Who Drive Bus Are Also Part of Maint Staff & Receive Ins Benefits. P/T Route Drivers Do Not Receive Ins.	
Loup City	1,177.00		1,477.00		9 Mo	10, Accum to 40	2	10	0	None	None	
Loup County	7.00		8.40			0	2	0	0	None	None	

