Column Heading	Data Field Description
School Year	
County Code	
County	
RCDT	District's 11-digit Region-County-District-Type (RCDT) code
District Name	District name
Position	Non-certified position
Salary Program Type	Non-certified staff salary program type (salary schedule/salary policy but NO salary schedule/NO salary policy and NO salary schedule)
Year Adopted	Year when salary schedule or policy was or will be adopted
Month Adopted	Month when salary schedule or policy was or will be adopted
IMRF	Number of non-certified staff eligible to participate in IMRF
Full Time	Numer of full-time non-certified staff
PartTime	Number of part-time non-certified staff
Lowest Beginning Salary	Lowest beginning salary
Pay Rate-Lowest	Payment rate - lowest beginning salary
Maximum Salary	Highest maximum salary
Pay Rate- Max	Payment rate - highest maximum salary
Years to Maximum Salary	Years to reach highest maximum salary
Highest Longevity Salary	Highest longevity salary
Longevity Salary Pay Rate	Payment rate - highest longevity salary
Years to Longevity Salary	Years to reach highest longevity salary
Life Combined With Health	Life Insurance premium is included in Health premium (1=yes/0=no)
Dental Combined With Health	Dental premium is included in Health premium (1=yes/0=no)
Vision Combined With Health	Vision premium is included in Health premium (1=yes/0=no)
Caf Plan Combined With Health	Cafeteria plan is included in Health premium (1=yes/0=no)
Disablility Combined With Health	Disability premium is included in Health premium (1=yes/0=no)
Employee Health	Annual health insurance premium per full-time employee
Prcnt Emplyr Paid- Health	Percent of employee health insurance premium paid by employer
Dependent Health	Annual dependent health insurance premium (excluding employee)
Prcnt Emplyr Paid- Dep Health	Percent of dependent health insurance premium paid by employer
Employee Life	Annual life insurance premium per full-time employee
Prcnt Emplyr Paid- Life	Percent of annual life insurance premium paid by employer
Employee Dental	Annual dental insurance premium per full-time employee
Prcnt Emplyr Paid- Dental	Percent of employee dental insurance premium paid by employer
Dependent Dental	Annual dependent dental insurance premium (excluding employee)
Prcnt Emplyr Paid- Dep Dental	Percent of dependent dental insurance premium paid by employer
Employee Vision	Annual vision insurance premium per full-time employee
Prcnt Emplyr Paid- Vision	Percent of employee vision insurance premium paid by employer
Dependent Vision	Annual dependent vision insurance premium (excluding employee)
Prcnt Emplyr Paid- Dep Vision	Percent of dependent vision insurance premium paid by employer
Employee Cafeteria	Annual cafeteria plan insurance premium per full-time employee
Prcnt Emplyr Paid- Cafeteria	Percent of employee cafeteria plan insurance premium paid by employer
Dependent Cafeteria	Annual dependent cafeteria plan insurance premium (excluding employee)
Prcnt Emplyr Paid- Dep Cafeteria	Percent of dependent cafeteria plan insurance premium paid by employer

Column Heading	Data Field Description
Employee Disability	Annual disability insurance premium per full-time employee
Prcnt Emplyr Paid- Disability	Percent of annual disability insurance premium paid by employer
Negotiated Agreement	Is there a negotiated agreement between district board and organization representing this category of employee? (1=yes/0=no)
Employee Affiliation	Non-certified staff affiliation (AFSCME/IFT-AFT/IEA-NEA/Teamsters/Service Employee/Other)
Other Affiliation	
Fair share Provision	Fair share provision in the negotiated agreement (1=yes/0=no)
Board-paid Retirement	Board-paid retirement (none/full/partial)
Merit Pay	Salary program based on merit or performance evaluation of employee (1=yes/0=no)
Severance Pay	Severance pay (1=yes/0=no)
Early Retirement Incentives	Early retirement incentives (1=yes/0=no)
Sick Leave Bank	Sick leave bank (1=yes/0=no)
Sick Leave Accumulation	Sick leave accumulation (1=yes/0=no)
Educational Reimbursement	Educational reimbursement (1=yes/0=no)
Personal Leave Pay	Personal, business, or emergency leave pay (yes/no)
Num Personal Days	Number of personal, business, or emergency leave days with pay allowed
Max Sick Days	Maximum number of sick leave day accumulation allowed
Negotiation Method	How was your district's salary policy/schedule developed prior to adoption by the board? (Meeting(s) between district board and superintendent based upon discussion(s) between superintendent and non-certified staff/without discussion(s) between superintendent and non-certified staff)