

**CONTRACT BETWEEN**  
**THE**  
**DUNLAP EDUCATION ASSOCIATION**  
**AND THE**  
**BOARD OF EDUCATION OF**  
**DUNLAP SCHOOL DISTRICT #323**

**2019-20**

**2020-21**

**2021-22**

## **PROFESSIONAL NEGOTIATIONS AGREEMENT**

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### **PARTIES:**

**Board of Education**

**Dunlap Education Association  
Of  
Dunlap Community Unit School District #323**

## ARTICLE I

### **RECOGNITION**

The Dunlap Education Association represents full-time, certified employees (hereinafter called teachers) under contract with the Board engaged in positions which are not administrative or supervisory in nature (i.e., superintendents, assistant superintendents, principals, director of student affairs, assistant principals, and Central Office personnel). The Board of Education of Dunlap Community Unit District No. 323 hereby recognizes the Dunlap Education Association, hereinafter called Association, (affiliated with the IEA and NEA) as the exclusive and sole representative of all teachers for the purpose of professional benefits, working conditions, policy matters directly affecting wages, hours, and terms and conditions of employment, as well as the impact thereon, upon request by employee representatives.

## ARTICLE II

### PROFESSIONAL GRIEVANCE PROCEDURE

#### A. Definitions

1. A grievance is a claim by the union that the employer has violated the contract. This claim of contract violation may include interpretation or application of the contract.
2. All time limits consist of school days, except that when a grievance is submitted less than fifteen (15) days before the close of the current school term, time limits shall consist of all weekdays in order that the matters may be resolved before the close of the school term or as soon thereafter as possible. School days for purposes of the grievance procedure shall mean teacher employment days.
3. Upon selection and certification of a grievance representative in each building by the Association, and written notification of the designated representative to the Board, the Board shall recognize such representatives in each building and further recognize all individual building representatives as the Association Grievance Committee. Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with his/her building principal and having the grievance adjusted without intervention of the Association, provided the adjustment is consistent with the terms of this agreement.

#### B. The parties acknowledge that it is usually most desirable for a teacher and his/her building principal to resolve problems through free and informal communications. When requested by the teacher, the building representative may accompany the aggrieved teacher to assist in the informal resolution of the grievance. If, however, such informal processes fail to satisfy the teacher, the building principal, or the Association, a grievance may be processed as follows:

1. The Association must present the grievance in writing to the building principal within fifteen (15) days of the grieved action. The building principal will arrange a meeting to take place within fifteen (15) days after receipt of the written grievance. The Association's representative, the aggrieved teacher, and the building principal shall be present for the meeting. The building principal shall provide a written answer of the grievance to the aggrieved teacher and the Association within fifteen (15) days after the meeting. This answer shall include the reasons for the decision. At this point, if the grievance has not been resolved, the Association will determine whether the Association will pursue the matter further.
2. If the Association determines to pursue the matter further, then the Association shall refer the grievance to the Superintendent within fifteen (15) days after receipt of the Step #1 answer. The Superintendent shall arrange for a combined meeting of the Association Grievance Committee and himself/herself to take place within fifteen (15) days of this receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counsel as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the meeting, the Superintendent shall have fifteen (15) days in which to provide a written decision with reasons to the



grievant and Association.

3. If the Association is not satisfied with the disposition of the grievance at Step #2, the Association may refer to the grievance in writing along with any other written documents, arguments, or testimony in support of the grievance to the Board within fifteen (15) days after receipt of the Step #2 answer. The Board will review the grievance and provide a written response to the teacher and Association within twenty (20) days after the next regular meeting following the submission of the grievance.
  4. If the Association is not satisfied with the disposition of the grievance at Step #3, the American Arbitration Association will act as the administrator of the proceedings. If a written demand for arbitration is not filed within fifteen (15) days of the date for the Step #3 response, then the grievance will be deemed withdrawn. The arbitrator will base his decision solely upon his interpretation of the meaning or application of the specific terms of this Agreement to the facts of the grievance presented. The arbitrator will have no power to alter, amend, modify or add to the terms of this Agreement.
- C. The grievant shall have the right to be represented by the Association at any step, and no teacher shall be required to discuss any grievance if the Association's representative is not present.
  - D. All parties shall cooperate in its investigation of any written grievance, and further, shall furnish all parties with such relevant information required for the orderly processing of any grievance.
  - E. No discriminating action shall be taken by the Board or the Administration against a teacher because of his participation in this grievance procedure.
  - F. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
  - G. A grievance may be withdrawn at any level by the aggrieved or his representative without establishing precedent.
  - H. All time references in these procedures may be extended by mutual agreement of the Board and the Association or its authorized representatives.
  - I. Each party will bear the full costs of its representation. The cost of the arbitrator and the American Arbitration Association will be divided equally between the parties. If either party requests a transcript of the proceedings, that party will bear full costs for that transcript. If both parties order a transcript, the cost of the transcript will be divided equally between the Board and the Association.
  - J. The failure of the teacher or Association to act within the time limits set forth will preclude further appeal of the grievance. Upon failure of the Board to meet the time limits prescribed in this Article, the grievance will be advanced to the next highest level. Time limits specified may be extended by mutual written agreement.
  - K. By mutual agreement, any step of the grievance procedure may be bypassed.

- L. Grievances involving one or more supervisors and grievances involving an administrator above building level may be initially filed by the Association at Step #2.

### **ARTICLE III**

#### **MANAGEMENT RIGHTS**

The Association agrees that the Board retains and reserves unto itself all powers and duties conferred upon and vested in it by the statutes of the State of Illinois and all other rights and responsibilities not specifically modified by inclusion in this agreement. The Board is not required to bargain over matters of inherent managerial policy which shall include such areas of discretion or policy as the functions of the employer, standards of services, its overall budget, the organizational structure and the selection or assignment of employees.

## ARTICLE IV

### ASSOCIATION AND CERTIFIED STAFF MEMBERS RIGHTS

#### A. District Inter-office mail service

1. The Association shall have the right to use District Inter-office mail service for communication to certified staff members.

#### B. Building Use

1. Upon administrative approval for building usage, duly authorized representatives of the Association shall have the right to transact official Association business on school property at reasonable and agreed upon times, provided that this shall not interrupt or interfere with normal school operations.

#### C. Employee Discipline

1. The District shall not take disciplinary action against a teacher without just cause. Discipline includes, but is not limited to, warnings, letters placed in personnel files, reprimands, suspensions, and discharge. At the time such action is taken, written notice of the specific grounds forming the basis for disciplinary action will be delivered to the Teacher. This provision shall apply to the non-renewals of coaching or other extra-curricular duties. This provision shall not apply to reductions in force, non-renewal of non-tenured teachers, the dismissal of tenured teachers, evaluation comments or ratings, reductions of overloads or teaching days in excess of a normal school year, or non-reprimand directives provided to teachers. Teachers may request an Association representative during any disciplinary conference or other meeting in which discipline may be imposed. In the event of such a request, the administrator will allow no less than two (2) hours for an Association representative to attend the meeting. Disciplinary meetings will generally not be held during student contact time unless the administrator determines that circumstances warrant immediate action due to the teacher being a danger to self or others.

## ARTICLE V

### WORKING CONDITIONS

#### A. Time Schedule

1. It is agreed that the length of the school year is 180 days.
2. On any day when a school sponsored activity is scheduled during the evening hours, personnel directly participating in that activity shall be permitted to leave school following the last class period of the day. If an academic meeting or parent/student conference is scheduled for the time directly following the last class, the teacher shall participate in that meeting/conference or make other arrangements with his/her building administrator. Teachers shall attend building level school sponsored activities such as graduation, "Back to School Night", Parent/Teacher Conferences, Open House, and Music Programs. Each building will develop a list of required events in conjunction with a DEA appointed representative. This list shall be reviewed annually.
3. When school is dismissed early due to weather conditions on a day-to-day basis, faculty members may leave following the dismissal of students. On days that are scheduled in advance to be dismissed early, faculty members shall remain in their building until the regular dismissal time.

#### B. Assignments, Vacancies and Transfers

1. Assignments:
  - a. Teachers shall be notified of tentative assignments for the following school year by May 1. Assignments shall not be changed after July 1 without prior consultation with teachers affected.
2. Vacancies:
  - a. A vacancy or open position occurs when the district determines that a teaching position or an extracurricular position will be filled. The Association and employees shall have the right to inquire about potential vacancies. When a vacancy occurs, either teaching staff or extracurricular, the district shall, within 72 hours, post a dated vacancy notice on the district's website. Staff members interested in making application for vacancies shall follow the timelines given on the web site. In addition to the website posting, the District shall send an e-mail notification of all vacancies and/or open positions to all current certified staff members. When a specific grade level and/or building vacancy occurs, the District shall post said grade level and building information to all Association members.
  - b. When a vacancy occurs, any present qualified employee may apply and will be given consideration with seniority as a factor.
3. Transfers:

- a. Staff members who desire the opportunity to transfer to another building, grade level and/or academic area, listed or unlisted, shall do so in writing by December 1 and May 1 of each year. The Superintendent or his/her designee will notify all applicants in writing if the transfer has been granted or denied. At the request of the teacher, a conference with the Superintendent or his/her designee will be arranged to appeal the transfer decision and/or the reason(s) for denial. It is the responsibility of the teacher to withdraw his/her request in writing if he/she does not wish to be considered beyond a certain time.
- b. When a vacancy occurs and it is necessary to make an internal transfer, the District will give priority consideration to voluntary transfers before mandating an involuntary transfer.
- c. When two or more Association members voluntarily request a transfer or when two or more qualify for an involuntary transfer, seniority will be a factor in the decision.

#### C. Work Day

The normal work day shall be eight consecutive hours between the hours of 6:45 a.m. and 4:15 p.m. Teachers must arrive no later than 15 minutes prior to the start of school. Teachers may leave no earlier than 15 minutes after student dismissal time. Exceptions must be approved by the building administrator. Teachers and administrators may mutually agree to modify the accepted teaching schedule in order to offer classes before and/or after the regular school day.

#### D. Seniority and Reduction in Force

1. Seniority shall be defined as the length of continuous service in the District as a teacher or certified administrator; provided, however, continuous part-time service shall be counted on a pro rata basis. Unpaid leaves of absence of 90 school days or more shall not be counted in determining length of continuous service.
2. In the event that the seniority list results in ties, ties will be broken by the educational degrees held by the employees. The highest degree will break the tie. Degrees are defined by three classifications: bachelor, master or doctorate. If a tie still exists after the degree classification analysis, it will be broken at the Superintendent's discretion. Once the tie is broken, that order shall remain for the duration of the affected employee's employment.
3. The District shall prepare individual statements of qualifications for each teacher. A statement for each teacher shall be delivered to the teacher and the Association each year prior to November 1 and shall include the teacher's name, years of service, educational level including additional graduate hours attained beyond a Bachelor or Master Degree, as well as certifications and endorsements held. Each employee shall acknowledge receipt of such statement and confirm the accuracy of the information contained therein. If the Employee fails to return such statement by November 15, the content may be considered valid for purposes of preparation of the Reductions in Force (RIF) List.

4. The RIF list will be prepared and include certified positions and all names of certified employees qualified to hold those positions in an order determined by the School Code. Copies of RIF List shall be provided to the Association in a sealed envelope 75 days prior to the end of the school year. For confidentiality reasons, the envelope will only be opened in the event of a reduction in force under Section 24-12 of the School Code. In the event of a reduction in force, the Association shall have the right to review the RIF list and bring forth any concerns to the administration.
5. In accordance with the School Code, changes to the RIF List may be made through a date 45 days prior to the end of the school term.
6. All employees in groups 3 and 4 on layoff status shall retain up to one year of recall for each of their first two years of service to the District, thus shall have up to twenty-seven (27) months from the date of layoff.

E. Reimbursement

1. Teachers who travel between district facilities on a weekly basis for district business will be reimbursed per semester according to the schedule below. Adjustments, if necessary, will be made after the first semester. Dunlap Middle School and Dunlap High School are considered one campus. Teachers who are assigned to these buildings for academic instruction or counseling and must travel between them on a daily basis will be reimbursed sixty dollars (\$60) per semester. Payment will be made during the semester after the teacher submits the necessary reimbursement form in October and March.

NUMBER OF DAYS

BLD	1	2	3	4	5
2	\$50	\$100	\$150	\$200	\$250
3	\$60	\$120	\$180	\$240	\$300
4	\$70	\$140	\$210	\$280	\$350

DMS/DHS \$60

2. For all approved functions, mileage shall be paid in the amount authorized by the Internal Revenue Service. If during the term of this contract, the IRS increases the non-taxable reimbursement for such mileage, then upon notice to the administration, the mileage reimbursement shall be raised immediately to the highest level allowed by the IRS for non-taxable.
3. Approval may be given for tuition reimbursement and column advancement for classes that are directly related to the field of education or the employee's teaching duties. General administrative degrees will be reimbursed with the condition that the employee provide a minimum of two (2) years of service to the district upon completion of the degree. The Superintendent or his/her designee shall review graduate coursework requests for tuition reimbursement and column advancement and may approve or deny such requests that do not fit the aforementioned criteria. No more than twelve (12) hours per school year for a teacher with a Master's degree

or higher will be approved for tuition reimbursement. Fifteen (15) hours per school year for a teacher below a Master's degree will be approved for tuition reimbursement. No more than 15 hours per school year will be approved for column advancement. If an employee is requested by the District to take specific classes, the District will reimburse all of the requested classes with no column advancement limitations.

Notification regarding the approval decisions for both reimbursement and column advancement will be given before the class starts or payment is due, provided the teacher has made his/her request at least 14 days prior to the due date. If denied, the teacher may request a written explanation for the denial and may appeal the decision. Tuition reimbursement for approved courses will be paid up to the current semester's graduate tuition rate of Illinois State University which is in effect at the time of coursework.

4. A certified employee is not eligible for graduate coursework reimbursement until they have completed one (1) full year of service with a proficient or higher evaluation rating. If a certified employee does not receive a proficient or higher evaluation rating at the end of the first year, the certified employee will become eligible after completing two (2) full years of service,
5. Approved hours earned prior to attainment of a Master Degree shall not count toward column advancement beyond a Master Degree unless the degree was earned on or before August 31, 2005.
6. For approval, courses must be from colleges and universities accredited by the National Council for the Accreditation of Teacher Education (NCATE) and/or approved colleges and universities with content related to education or teaching methodology. Undergraduate courses, workshops, and courses indirectly related to the teaching field or teacher's assignment shall be approved at the discretion of the Superintendent or designee.
7. The District will award a one-time payment of \$1000 when a teacher earns a Master's degree or National Board certification. The Master's degree must be documented by an official transcript and the National Board certification confirmed by the ISBE website or certification.

#### F. Preparation Periods

Preparation time is defined as scheduled time free of student supervision to be used at the teacher's discretion for professional duties.

1. The Board will grant during student attendance hours a minimum of two hundred (200) minutes preparation time per week in blocks of no less than twenty (20) minutes daily for elementary teachers. Excluding PLC, School Improvement Days, and shortened schedule days.
2. The Board will grant during student attendance hours a minimum of one forty (40) minute block of preparation time per day for the middle and high school teachers.



#### G. Class Size

1. The Dunlap school district, as a whole, recognizes that class size and composition (academic and behavioral needs) can affect student learning and classroom management issues. The Dunlap school district believes that limiting class size is a fundamental priority. If a teacher deems his/her class load is not conducive to maximum student achievement, he/she shall first notify the building principal. If the situation is still unresolved, the teacher may contact the Association in writing.

#### H. Summer School

1. If summer school offerings result in a reduction of sections for classes offered during the school year, then class sizes should be reduced to maintain section numbers.

## ARTICLE VI

### COMMUNICATIONS

- A. Open and free communications between the Board of Education, administration, and employees of the District are encouraged and considered essential to the efficient operation of the District. These communications will flow in both directions through the established "chain-of-command". If and when unusual circumstances develop which restrict this flow of communications through established channels, a "communications meeting" may be set up according to the following guidelines:
1. Meeting may be requested by:
    - a. Majority of any employee group from any one building or classification of employees
    - b. The Board of Education

The request, verifying a majority, should be made to the Superintendent who will make the necessary arrangements and notification.
  2. Agenda
 

A written agenda specifying items to be discussed will be prepared by the party requesting the meeting. An agenda should be sent to the Superintendent who will forward it with notification of the meeting to all concerned at least forty-eight (48) hours before the meeting.
  3. Meeting
    - a. Only items on the agenda will be discussed.
    - b. The Board of Education will not pass any official resolutions at such meeting.
    - c. A representative of the group requesting the meeting will act as temporary chairman until persons present at the meeting elect a chairman to conduct the meeting.
    - d. The chairman will appoint a recording secretary who will take minutes of the proceedings and subsequent to the meeting will provide each party at the meeting a typed copy of the minutes.
- B. The Board agrees to make available to the President of the Association or his/her designee written notice of any regular or special meeting of the Board of Education together with a copy of the proposed agenda or statement or purpose of such meeting at least forty-eight (48) hours prior to the scheduled time of such meeting. The President shall also have available a copy of the minutes of the board meeting forty-eight (48) hours after approval. Copies of the Dunlap Board of Education meeting minutes and agendas shall be placed in the teachers' lounge of each attendance center.

- C. The Administration and the Association will maintain an Association-Administration Relations Committee (AARC).

## ARTICLE VII

### LEAVES

#### A. Illness

1. Each full-time teacher or employee shall be credited with a sick leave reserve of fifteen (15) days of full pay for each year of service in the District. After 25 years of creditable service to TRS, each full-time teacher or employee employed before or during the 2018-2019 school year shall be credited with a one-time sick leave grant of thirty days. Employees hired after the 2018-2019 school year shall receive a sick leave grant based on a sliding scale:

25 years of creditable service to TRS with the District: thirty (30) days

20 years of creditable service to TRS with the District: twenty-five (25) days

15 years of creditable service to TRS with the District: twenty (20) days

10 years of creditable service to TRS with the District: fifteen (15) days

Less than 10 years of creditable service to TRS with the District: ten (10) days

2. Sick leave is defined as paid absence from teaching and other duties which is caused by personal illness or quarantine at home or illness or death in the household or immediate family of the teacher. Sick leave may only be taken in half or full day increments.
3. For contract purposes we define "immediate family" for teacher's sick leave purposes as parents, guardian or caregiver, spouse, domestic partner, children, foster children, brothers, sisters, grandparents, grandchildren, aunts, uncles, nieces, nephews, fiancées, all in-laws, children under primary care, and any household members.
4. On the third consecutive sick day, or fifteenth (15) cumulative sick day, the Superintendent may require a doctor's exam to verify illness. Examination is to be at the District's expense by a doctor selected by the District.
5. Upon the request of an employee, the District shall provide a photocopy of the employee's up-to-date leave balances. Employees wishing to challenge the accounting shall have until July 1 of each year to do so.
6. No accrued sick leave days will be paid to any employee at the end of their employment with the district. Any sick days over the amount allowed for service credit through TRS will be removed from the employee's sick leave balance upon retirement.
7. Employees may utilize up to 12 weeks of unpaid leave following the birth or adoption of a child in accordance with the Family Medical Leave Act. Up to 60 days of accrued sick leave may be used for well-baby care immediately following the birth or

adoption of a child without medical basis. Should a scheduled break or holiday occur within the 60 days, during the contracted school year, those days will not be counted against the 60 days.

8. Leaves for service in the U.S. Armed Services or any of its reserve components and the National Guard, as well as reemployment rights, will be granted in accordance with State and Federal laws. A professional staff member hired to replace one in military service does not acquire tenure.

#### B. Personal

Two (2) personal days per year (no more than three (3) accumulated) will be allowed each full-time staff member for personal reasons subject to the following conditions:

1. Twenty-four (24) hour notification of absence, if possible, by entering the request into AESOP or notifying the building principal.
2. No reason for the absence need be given.
3. Generally, personal days may not be taken during the first three (3) days of the school term, the last three (3) days of the school term, or the one (1) day preceding or following winter vacation, spring break, or Thanksgiving. Personal days cannot be taken on parent conference days or institute days. If in these time periods an employee deems it necessary and has circumstances beyond his/her control, a request for a personal day with a stated reason may be submitted to the Superintendent or designee for approval at his/her discretion.
4. No more than 15% of staff members per building shall be absent for personal reasons on any given day. Requests for a personal day by additional staff members beyond this limitation may be approved by the Superintendent or designee in his/her discretion.
5. Personal days shall be taken in full or half-day increments.
6. All unused personal days will be allowed to accumulate up to three (3) personal days and any extra days, not to exceed two (2), will be added to sick leave at the end of the school year.

#### C. Professional Leaves and Absences

Teachers shall be permitted to attend professional meetings or to visit other schools subject to the following guidelines:

1. A visitation or professional meeting form should be submitted to the building principal as early as possible and preferably at least two (2) weeks before the date of the conference.
2. The Superintendent or designee will have final approval of all requests submitted to him/her through the building principal.
3. Requests will be limited to two (2) school days per year.

4. Attendance at conferences that is requested by the administration shall not apply toward the two (2) day restriction.
  5. Requests covering Saturdays, holidays, and summer vacations will be considered on an individual basis.
  6. Reimbursement and lodging expenses shall be reimbursed if approved in advance by the Superintendent or his/her designee. Food expenses will be reimbursed at a rate not to exceed \$10 for breakfast, \$15 for lunch, and \$25 for dinner following submission of a receipt for the expense. Mileage will be reimbursed at the current IRS rate, set at the beginning of each school term, and will not exceed 400 miles without permission from the Superintendent or his/her designee.
  7. Registration fees may be advanced if necessary. Itemized receipts must be submitted for all other expenses.
  8. Conferences and/or meetings must be relevant to teaching area or extra curriculum assignment.
  9. If more than one conference and/or meeting is requested, only one per year may be related to an extracurricular assignment. An exception to this, however, is that if a person is a head coach in more than one activity, he/she may attend one conference and/or meeting related to each activity.
  10. It is agreed that the District staff should be able to attend activities such as workshops and conferences; however, when in the opinion of the Board there are financial constraints facing the District and such activities are not approved, an employee may attend a conference at his/her own cost as long as C-1 through C-9 is followed as a guide for approval.
- D. The President or Co-President of the Association or their designees will be granted a total of thirty-six (36) hours per year release time, to conduct Association business. During negotiation years this amount will increase up to seventy-two (72) hours. The Association agrees to pay \$10.00 per hour for substitute teaching time. The release time may be arranged in various configurations upon mutual agreement of the Association and District Superintendent or designee. Meetings scheduled during the school day between the President or Co-President of the Association or their designees and District representatives to address Association business will not count toward this limitation.

The President(s) of the Association will not be assigned before or after school supervisory duties.

E. Sabbatical Leave

Sabbatical leave benefits may be granted to qualified teachers pursuant to the following conditions:

1. Sabbatical leave may be granted for resident study, research, travel, or other purposes designed to improve the school system. The granting of a sabbatical leave by the Board constitutes a finding that the leave is deemed to benefit the school system by

improving the quality and level of experience of the teaching force.

2. Teachers shall be eligible after the completion of six (6) full years of service in the school system.
3. All applications to take a sabbatical must be submitted by March 1.
4. Notification to return from sabbatical must be made by February 1
5. During absence the teacher will receive no salary from the District. Health/life insurance coverage may be continued at the employee's expense.
6. A teacher returning from a sabbatical leave shall be assigned a position to which he/she is certified. Consideration will be given returning the teacher to his/her former position.

#### F. Bereavement

1. A teacher may utilize up to five (5) paid days of bereavement leave per event for the death of a spouse, child, parent (natural or foster), brother or sister, grandparent, grandchild, relative of the spouse of identical degree or person residing with the Employee, whose major support is derived from the Employee and who is related to the Employee or spouse by a kinship of first cousin or closer. Bereavement leave granted pursuant to the foregoing sentence shall not be deducted from the Employee's sick or personal days. Leave for bereavement, not to exceed three (3) days, shall be granted in the event of death of an aunt, uncle, niece, nephew, or cousin who does not fall within the scope of the first sentence of this section. Bereavement leave granted pursuant to the foregoing sentence shall be deducted from the Employee's sick leave. Any additional days shall be deducted from the teacher's sick leave provided no personal days remain.

2. Bereavement for other individuals may be taken, upon approval by the Superintendent or designee, not to exceed two (2) days, and shall be deducted from the teacher's sick leave provided no personal days remain.

#### G. Jury Duty/Court Appearance/Subpoenas

1. Employees shall not suffer loss of pay or leave benefits for absences occasioned by jury duty, court appearances on behalf of the District, court appearances as a victim of a crime, or as a result of subpoenas issued by third parties related to the employee's District employment. Any remuneration provided to the Employee for such appearances shall be remitted to the District.

## ARTICLE VIII

### INSURANCE

#### A. Health Insurance

1. The benefits and coverage in effect at the beginning of the contract term shall not be substantially altered during the duration of the contract without prior notice to the Association. It is accepted that the insurance program is a part of a co-op program of ten or more school districts and as such changes in the benefits and coverage is dependent upon adjustments made by a majority vote of the member districts.
2. The District will pay 90% of the current cost of the single health insurance plan premium as set by the co-op. The employee will pay 10% of the current premium cost. For other categories such as family, employee plus spouse, and employee plus children, the District will pay 70% of the current premium cost as set by the co-op. The employee will pay 30% of the current premium cost. If an employee and spouse both work for the District, a dependent coverage plan will be selected with the insurance provider.

Employees with no children can choose from the following two options:

- a. The joint employee premium shall be equal to two times the single employee premium and the employees shall not have the right to select the annuity option; or
- b. The joint employee premium shall be equal to the total amount an employee would pay for employee plus spouse coverage and one employee shall have the right to select the annuity option.

Employees with children can choose from the following two options:

- a. The joint employee premium shall be equal to the single employee premium plus the total premium an employee would pay for the employee plus child coverage and the employees shall not have the right to select the annuity option; or
  - b. The joint employee premium shall equal the total amount an employee would pay for employee plus spouse coverage and one employee shall have the right to select the annuity option.
3. The District will pay 30% of the dental insurance premium, single coverage for a dental insurance policy/carrier.
  4. For employees choosing not to be covered under the District Health Plan (i.e., covered under spouse's plan), the Board of Education will place in a tax sheltered annuity with a TSA carrier the amount of seventy dollars (\$70.00) per month or \$840 annually. If a teacher works only one semester, \$420 will be deposited into the TSA for the one semester of full-time employment. If an employee changes from insurance to annuity, the change must be completed through insurance before the annuity will be deposited. After meeting with a Human Resources representative to



review all options, it is the employee's responsibility to sign up for the TSA and failure to sign up for the TSA will not result in back payments. Payments to the TSA will begin the 1<sup>st</sup> pay period of the contract year for new employees, the first pay period after insurance is cancelled, or the 1<sup>st</sup> pay period following the date completed paperwork is turned into the District Office, whichever is later.

5. The Association and the Dunlap Board of Education agree to establish a standing insurance committee. This committee shall be made up of two Association members appointed by the Association President or Co-Presidents and two administrators or one administrator and one Board member appointed by the Superintendent. The District's representative to the co-op must be a member of the committee. This committee shall annually review the performance of the present insurance plan and the district's representative to the co-op will report findings at the meeting of the co-op. The District and/or Association shall have the right to explore other insurance options for its health insurance plan. The committee shall review the options and reports and make a recommendation to the Board of Education.

#### B. Life Insurance

1. Each teacher shall have the right to participate in the District Life Insurance Plan. Coverage amounts outlined in the plan shall not change from those in effect on June 1, 2010 without bargaining. The amount of life insurance for any employee over the age of 65 will be at half the value of coverage in effect on June 1, 2010; this is a requirement of the insurance industry.

## ARTICLE IX

### STAFF EVALUATIONS

#### **A. Certified Staff**

The District shall comply with the Performance Evaluation Reform Act (PERA) of the Illinois School Code. All tenured teachers shall be evaluated at least once every two years and all non-tenured teachers shall be evaluated at least once every year, using the four rating levels outlined in PERA, as outlined in Appendix E. Teachers assigned to teach classes for which they are not certified shall not be evaluated for content knowledge in those classes. Tenured teachers who receive a “needs improvement” or “unsatisfactory” evaluation rating shall be placed on a professional development plan or remediation plan, as applicable, in accordance with the School Code. Nothing in this paragraph shall prevent a teacher on a professional development plan or remediation plan from being subject to a reduction in force. Substantive evaluation content and ratings are not subject to the grievance procedure.

##### 1. Procedures

- a. The teacher evaluation tool will be reviewed annually by a committee of an equal number of teachers, approved by the Association, and administrators.

#### **B. Extra-Curricular**

##### 1. Procedures

- a. The evaluation process for salaried extra-curricular sponsors/coaches will be created by the Administration in collaboration with the Association. This process will be reviewed on an annual basis by an equal number of teachers, approved by the Association, and administrators.

## ARTICLE X

### ADMINISTRATION OF PAYROLL

#### A. Procedures

1. Certified employees shall receive 24 pays per year. At the conclusion of the 2019-2020 school year, the Administration and Association may mutually agree to change to a bi-weekly pay schedule.
2. Payment for extra duty assignments, i.e., substitute pay, ticket takers, etc., will be paid in the second paycheck of each month pending the submittal of appropriate time sheets.
3. Method of payment shall be by direct electronic deposit to the depository of the staff member's choice.
4. Union Dues Deduction and Remittance: At least thirty (30) days prior to the first payroll, the Association shall notify the District indicating the annual amount of dues for each employee category and certify a list of current employees it believes have consented to dues withholding for the upcoming year. If the persons for whom the District has on file a signed deduction form differ from the certified list provided by the Association, the District will notify the Association of the differences within seven (7) days.

The District shall deduct union dues from any Employee for whom the District has on file a current signed deduction authorization and shall remit the same to the Association within ten (10) business days of each payroll.

If an employee submits a signed document to the District or the Association indicating that he or she no longer wishes to have union dues deducted, the District or the Association, as the case may be, shall notify the other and provide a copy of the same within ten (10) business days.

Names and addresses of newly hired Employees shall be provided to the Association after they have been approved by the District.

#### B. Salary Schedule

1. The salary schedules governing wages are attached as Appendix A, B, and C.
2. The BA+45 column shall not be available for any employee who has not earned enough hours to be on the BA+15 salary step on or before September 1, 1993. For those staff covered under this item, they may progress across the salary schedule with their BA+45 step meaning the same as an MA. Hours beyond Master's column must be earned starting with this contract (June 1, 1995).
3. Teachers may move across the salary schedule, column-to-column, twice a year, at the beginning of each semester. Certification by official transcript shall be submitted to the Unit Office before advancement is granted. The staff member must notify the district office by May 1 for a 1<sup>st</sup> semester lane movement and by August 1 for a 2<sup>nd</sup>

semester lane movement or else the lane movement will not occur until the following semester after notification.

4. For those teachers teaching an overload schedule, they shall be paid 1/6<sup>th</sup> of the Master step 5 on the salary schedule for a yearlong class or 1/12 of the Master step 5 on the salary schedule for a semester long class. The administration shall not assign overload classes to teachers in their first or second year of teaching in the Dunlap School District, if practicable.
5. School Psychologists, Social Workers, and Speech Pathologists will have a responsibility factor multiplier applied to their base salary. The multiplier will be applied as follows:

	Year 1	Year 2	Year 3	Year 4	Year 5+
School Psychologist	1.12	1.14	1.16	1.18	1.20
Social Worker	1.12	1.14	1.16	1.18	1.20
Speech Pathologist	1.12	1.14	1.16	1.18	1.20

#### C. Extracurricular

The attached schedule, Appendix D, will cover Extracurricular Activities.

1. During the term of the contract, extracurricular positions will only be added at the discretion of the Superintendent and with Board approval. The District, in collaboration with the Association, will adhere to a process/method that will be uniformly followed for adding new or additional extracurricular positions.
2. The need for additional assistants during a particular season will be determined by the number of students/athletes participating in the activities/sports. The Administration, in collaboration with the Athletic Director and Association will determine the need for assistant coaches/sponsors. Activities/athletics which do not cut students will have an expedited process to add personnel.
3. Staff will be given the opportunity to decline the assignment of extracurricular (stipend) duties. If the Administration is unable to find a qualified teacher to fill an extracurricular position, and continues to offer the extracurricular activity, then the Administration shall advertise for individuals who are interested in filling said positions. In the event there are no qualified persons interested in a vacant position, the Administration and Association may mutually agree to assign the position to a staff member or divide the stipend equally amongst the other coaches/sponsors. The assigned staff member will not be required to fill a position for two consecutive years, or the divided stipend will not be paid for more than one year.
4. The Superintendent and DEA President may mutually agree to fill a position without posting if time constraints dictate.
5. During the 2010-11 school year, the evaluation process for salaried extra-curricular

sponsors will be created by the Administration, in collaboration with the Association.

6. The Administration shall have the authority to split a sponsorship according to seasons, type of activity, etc., and assign a salary rate pro-rated according to time and responsibilities assigned, with approval of the Association. A head coach/sponsor may request in writing to split the salaries of assistant positions. The salary split shall be agreed upon by both the Administration and Association.

#### D. Academic Employees - Extra Responsibilities

It is accepted that at various times academic positions held by certified staff covered by the contract agreement may include responsibilities that are neither management nor teaching. These positions shall receive salaries based on job descriptions that may be adjusted by the administration on a year to year basis as related to stated needs.

#### E. Retirement Benefits

### RETIREMENT INCENTIVE

#### Eligibility

To be eligible for any of the following Plans, an employee must meet the following requirements:

1. Retire at the end of the school year in which the employee is first eligible for a non-discounted retirement annuity from the Teachers' Retirement System. Under the current regulations, the retirement must occur at the first of the following:
  - a. At the end of the school year in which the teacher accumulates thirty-five years (35) of credible service (including any sick leave credit or credit transferred from other districts or systems); or
  - b. At the end of the school year in which the teacher reaches the age of 60
2. Demonstrate that the teacher has not earned more than a 6% increase (or limit set by law) in his/her salary in any of the years prior to the submission of his/her retirement notice which will be utilized to calculate his average final earnings. The purpose of this provision is to ensure that the Board will not be obligated to pay the retirement incentive in the event of a TRS penalty.

The retiring teacher shall submit a TRS generated statement of benefits and benefit estimate demonstrating that the teacher will first be eligible for a non-discounted retirement annuity on the contemplated retirement date. If the teacher is relying upon any accumulated sick leave days for credible service, the teacher must demonstrate a projected accumulation equal to the amount required to retire without penalty. If an event occurs during the retirement agreement period that results in the employee having less than the needed accumulated sick leave to retire without penalty; the retirement agreement will be adjusted to prevent any additional compensation to the employee and/or penalties to the district.

#### Definitions

For purposes of this Article, TRS creditable compensation (earnings) include (but are not limited to):

- Salary for regular contractual teaching duties
- Wages for substitute teaching
- Wages for homebound teaching or tutoring
- Earnings for extra duties performed that relate to teaching or supervision of students, and other assignments related to the academic program
- Earnings for summer school
- Bonuses
- Contributions to qualified plans eligible for tax-deferral under the Internal Revenue Code, Sections 401(a), 403(b), and 457(b)
- Contributions to flexible benefit plans
- Salary or back wage payments resulting from contract buy-outs, labor litigation, and settlement agreements

## Plans

### One Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 stating that he/she shall retire at the end of the next school year, the employee will be removed from the salary schedule and for the final year of employment the employee's TRS creditable earnings shall be increased by five and a half percent (5.5%); upon completing twenty (20) years of service with the district, the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior year of employment.

Example: The employee's prior year TRS creditable earnings were \$40,000.00. The employee's final year TRS creditable earnings will be \$42,200.00 (i.e.,  $\$40,000.00 \times 1.055 = \$42,200.00$ ).

The multiplying factor will be 1.06 for anyone with 20 or more years of service with the district.

### Two Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 two (2) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final two (2) years of employment the employee's TRS creditable earnings shall be increased by five and a half percent (5.5%); upon completing twenty (20) years of service with the district, the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior year of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2020, stating he/she will retire on June 30, 2022. The employee's TRS creditable earnings for the 2019-2020 school year were \$40,000.00. The employee's TRS creditable earnings for the 2020-2021 school year will be \$42,200.00 (i.e.,  $\$40,000.00 \times 1.055 = \$42,200.00$ ). The employee's TRS creditable earnings for the 2021-2022 school year will be \$44,521.00 (i.e.,  $\$42,200 \times 1.055 = \$44,521.00$ ).

The multiplying factor will be 1.06 for anyone with 20 or more years of service with the district.



### Three Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 three (3) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final three (3) years of employment the employee's TRS creditable earnings shall be increased by five and a half percent (5.5%) over the employee's TRS creditable earnings for the prior years of employment respectively; upon completing twenty (20) years of service with the district, the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2020, stating he/she will retire on June 30, 2023. The employee's TRS creditable earnings for the 2019-2020 school year were \$40,000.00. The employee's TRS creditable earnings for the 2020-2021 school year will be \$42,200.00 (i.e.,  $\$40,000.00 \times 1.055 = \$42,200.00$ ). The employee's TRS creditable earnings for the 2021-2022 school year will be \$44,521.00 (i.e.,  $\$42,200 \times 1.055 = \$44,521.00$ ). The employee's TRS creditable earnings for the 2022-2023 school year will be \$46,970.00 (i.e.,  $\$44,521.00 \times 1.055 = \$46,970.00$ ).

The multiplying factor will be 1.06 for anyone with 20 or more years of service with the district.

### Four Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 four (4) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final four (4) years of employment the employee's TRS creditable earnings shall be increased by five and a half percent (5.5%) over the employee's TRS creditable earnings for the prior years of employment respectively; upon completing twenty (20) years of service with the district, the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2020, stating he/she will retire on June 30, 2024. The employee's TRS creditable earnings for the 2019-2020 school year were \$40,000.00. The employee's TRS creditable earnings for the 2020-2021 school year will be \$42,200.00 (i.e.,  $\$40,000.00 \times 1.055 = \$42,200.00$ ). The employee's TRS creditable earnings for the 2021-2022 school year will be \$44,521.00 (i.e.,  $\$42,200 \times 1.055 = \$44,521.00$ ). The employee's TRS creditable earnings for the 2022-2023 school year will be \$46,970.00 (i.e.,  $\$44,521.00 \times 1.055 = \$46,970.00$ ). The employee's TRS creditable earnings for the 2023-2024 school year will be \$49,553 (i.e.,  $46,970.00 \times 1.055 = \$49,553$ ).

The multiplying factor will be 1.06 for anyone with 20 or more years of service with the district.

### Miscellaneous

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra-duties or TRS reportable duties not currently being performed without the consent of the employee.

If after submitting an irrevocable letter of retirement, the employee resigns from or is removed from duties for which the employee was compensated the previous year (i.e., Schedule B, extended contract and/or stipends), the employee's TRS creditable earnings will be adjusted accordingly.

If legislation is enacted and/or TRS administrative rules are adopted during the life of this agreement that result, by reason of a teacher retiring hereunder, in a greater cost to the District than the costs generated by this paragraph, the provisions of this paragraph shall be null and void and the parties shall negotiate an alternative retirement incentive.

In no event shall teachers receiving the retirement incentive set forth herein receive more than a six percent (6%) increase or the state max, whichever is less, in creditable earnings during the years in which the retirement incentive is paid.

This retirement agreement is subject to change based on law and pension code. Under no circumstance will the district provide an increase in pay under the retirement agreement that will result in a penalty for the district.



## **ARTICLE XI**

### **EFFECT OF AGREEMENT**

- A. The terms and conditions set forth in this agreement represent the full and complete understanding between the parties hereto. The terms and conditions of this agreement may be modified by alteration, change, addition to, or deletion only through the voluntary, mutual consent of the parties in a written amendment executed in accordance with the negotiations process outlined in this agreement.
- B. Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall automatically be deleted from this agreement to the extent that it violated the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted article, section, or clause.

**ARTICLE XII****NO-STRIKE PROVISION**

The Association agrees not to strike during the term of the Agreement.

The Association agrees there shall be no strikes, stoppages of work, or other forms of interference by the Association or the teachers during the term of this agreement.

**BOARD INDEMNIFICATION AND HOLD HARMLESS PROVISION**

In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with the previous article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:

- a. The Employer gives prompt notice of such action in writing to the Association, and permits the Association intervention as a party if it so desires, and
- b. The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and appellate levels.

The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's compliance with the Article.

## ARTICLE XIII

### REVISION AND DISTRIBUTION

- A. Copies of the Revised Professional Negotiations Agreement, signed and ratified by representatives of the association and administration shall be distributed to all staff covered by the agreement per the following:
1. New Employees:  
A contract shall be provided to all new employees at the time new hire paperwork is tendered to the new employee.
  2. Existing Employees:  
A contract shall be emailed to all existing employees and posted on the website no later than the opening day institute if the contract has been ratified for at least thirty (30) days. If not available, due to a lack of ratification, the contracts shall be distributed within thirty days following ratification.
- B. All employees will sign a district supplied form (Appendix G) indicating that the employee has received a copy of the contract, knows that a copy of the Board Policy Manual is available in each building lounge, on the district website, and in the principal's office, has received a copy of the appropriate evaluation document, and acknowledges his/her professional responsibility to be knowledgeable of the contents of said documents.

## ARTICLE XIV

DURATION OF AGREEMENT

**This agreement shall become effective on July 1, 2019 and shall terminate on June 30, 2022.**

FOR THE DUNLAP EDUCATION  
ASSOCIATION

FOR THE BOARD OF EDUCATION OF  
DUNLAP DISTRICT #323

Entered into this 24<sup>th</sup> day of July, 2019

By   
DEA Co-President

By   
President of Board

By   
DEA Co-President

By   
Superintendent

## **EXTRA RESPONSIBILITIES SALARY SCHEDULE**

### **Counselors**

To ensure dates are fulfilled, high school and middle school counselors will work the three days following the last day of the school year, three days prior to the start of the school year, and nine days during the summer, mutually exclusive of the other counselors and scheduled with building administrators. Each day is not to exceed six hours per day. Salary shall be figured according to the following schedule:

15 days x  $1/180$  of salary x .75 representing the percentage of the work day.

### **School Psychologists and Social Workers**

School psychologists and social workers will work the three days following the last day of the school year and three days prior to the start of the school year. Each day is not to exceed 6 hours per day. Salary shall be figured according to the following schedule:

6 days x  $1/180$  of salary x .75 representing the percentage of the work day.

### **Committee Assignments**

The committee system is an important aspect of the school district. With prior administrative approval, staff assigned to committees will be paid for all committee work that is outside of that teacher's contract hours. Rate of pay for the length of the contract is:

\$30.00 per hour.

### **Activities Supervision**

From time to time there may be a need for activity supervision. This supervision includes various responsibilities including pre-activity preparation, activity supervision/discipline/crowd control and post activity responsibilities related to closing. Rate of pay for the length of the contract is:

\$30.00 per hour.

Bench officials will be paid according to the non-certified wage guidelines which are approved by the Board of Education on an annual basis. Volunteers for these positions will be sought through mass email.

### **Lunch Supervision:**

Lunch supervision will be handled by the administration. Each middle school will have a minimum of two (2) supervisors per lunch period and Dunlap High School will have a minimum of three (3) supervisors per lunch period. If additional supervision is required, a teacher(s) will supervise and be provided a school lunch at no charge. Teachers will sign-up and the building administrators will strive to distribute supervisory duties equally amongst the volunteers.

**Driver Education-Driving**

Each driver education teacher shall be paid the following amount for all non-school hour driving for the length of the contract:

\$33.00 per hour.

**In-House Subbing**

Each teacher will be compensated upon agreeing to substitute during his/her planning period in-house. Rate of pay for the length of this contract is:

Under 30 minutes-\$15.00

Over 30 minutes- \$25.00

If the teacher is asked to cover pre-planned administrative duties in his/her building, a substitute teacher will be provided for the duration of the coverage.

**Sign-on bonus**

The Administration may offer a one-time signing bonus (not to exceed \$5,000) to new certified staff members who fall into categories of employees difficult to hire due to shortages of candidates as defined by the ISBE or upon mutual agreement with the Association.

The Administration/Board of Education may leave a coaching position and/or sponsorship vacant and may add a coaching position and/or sponsorship upon written notice to the DEA president. The Association will approve the final salary for any added position.

## Multiplier

Year	TRS Benefit				9.00%				M + 15				M + 30				M + 45				creditable
	B	creditable	B + 15	creditable	M	creditable	M + 15	creditable	M + 30	creditable	M + 45	creditable	M + 30	creditable	M + 45	creditable					
1	43141	47407.24	44435	48829.46	47545	52247.52	48972	53814.95	50441	55429.40	51954	57092.28									
2	43917	48260.57	45235	49708.39	48401	53187.98	49853	54783.62	51349	56427.13	52889	58119.94									
3	44708	49129.26	46049	50603.14	49272	54145.36	50750	55769.72	52273	57442.81	53841	59166.10									
4	45512	50013.59	46878	51514.00	50159	55119.98	51664	56773.58	53214	58476.78	54810	60231.09									
5	46354	50938.84	47745	52467.01	51087	56139.70	52620	57823.89	54198	59558.60	55824	61345.36									
6	47212	51881.21	48628	53437.65	52032	57178.28	53593	58893.63	55201	60660.44	56857	62480.25									
7	48085	52841.01	49528	54426.24	52995	58236.08	54585	59983.16	56222	61782.66	57909	63636.14									
8	48975	53818.57	50444	55433.13	53975	59313.45	55594	61092.85	57262	62925.64	58980	64813.41									
9	49905	54841.12	51403	56486.36	55001	60440.40	56651	62253.61	58350	64121.22	60101	66044.86									
10	50854	55883.11	52379	57559.60	56046	61588.77	57727	63436.43	59459	65339.53	61243	67299.71									
11	51820	56944.88	53374	58653.23	57111	62758.96	58824	64641.73	60589	66580.98	62406	68578.41									
12	52804	58026.84	54389	59767.64	58196	63951.38	59942	65869.92	61740	67846.02	63592	69881.40									
13	53821	59143.85	55436	60918.17	59316	65182.44	61096	67137.91	62928	69152.05	64816	71226.61									
14	54857	60282.37	56503	62090.84	60458	66437.20	62272	68430.32	64140	70483.23	66064	72597.73									
15	55913	61442.81	57590	63286.09	61622	67716.12	63470	69747.60	65374	71840.03	67336	73995.23									
16	56989	62625.58	58699	64504.35	62808	69019.65	64692	71090.24	66633	73222.95	68632	75419.64									
17			59844	65762.19	64033	70365.54	65954	72476.50	67932	74650.80	69970	76890.32									
18			61011	67044.55	65281	71737.67	67240	73889.80	69257	76106.49	71335	78389.68									
19					66554	73136.55	68551	75330.65	70607	77590.57	72726	79918.28									
20					67852	74562.71	69888	76799.59	71984	79103.58	74144	81476.69									
21					69192	76035.33	71268	78316.39	73406	80665.88	75608	83085.85									
22					70559	77537.02	72675	79863.14	74856	82259.03	77101	84726.80									
23					71952	79068.38	74111	81440.43	76334	83883.65	78624	86400.15									
24					73373	80629.98	75574	83048.88	77842	85540.35	80177	88106.56									
25					74841	82242.58	77086	84709.86	79399	87251.15	81781	89868.69									
26							78628	86404.06	80987	88996.18	83416	91666.06									
27							80200	88132.14	82606	90776.10	85084	93499.38									
28							81804	89894.78	84258	92591.62	86786	95369.37									
29							83440	91692.67	85944	94443.46	88522	97276.76									
30							85109	93526.53	87662	96332.32	90292	99222.29									
31									89416	98258.97	92098	101206.74									
32									91204	100224.15	93940	103230.87									
33											95819	105295.49									
34											97735	107401.40									
35											99690	109549.43									



Increase on 2018-2019 Base	Step Increase		Step Increase		Step Increase		Step Increase		Step Increase	
	Years	1 - 4	5 - 8	9 - 12	13 - 16	17 - 20	21 - 24	25 - 35	Years	Years
2.160%		1.800%	1.850%	1.900%	1.925%	1.950%	1.975%	2.000%		

Lane B to B+15		Lane M to M+15		Lane M+15 to M+30		Lane M+30 to M+45		Off Salary Schedule	
3.00%	to M	7.00%		3.00%		3.00%		3.50%	

## 2020-2021

20-2021		Multiplier		1.098901	
		TRS	Benefit	9.00%	
Year	B	creditable	B + 15	creditable	M
1	44072	48431.24	45395	49884.18	48572
2	44866	49303.00	46212	50782.09	49447
3	45673	50190.46	47044	51696.17	50337
4	46495	51093.88	47890	52626.70	51243
5	47356	52039.12	48776	53600.29	52191
6	48232	53001.84	49679	54591.90	53156
7	49124	53982.38	50598	55601.85	54140
8	50033	54981.05	51534	56630.48	55141
9	50983	56025.69	52513	57706.46	56189
10	51952	57090.18	53511	58802.89	57256
11	52939	58174.89	54527	59920.14	58344
12	53945	59280.22	55563	61058.62	59453
13	54983	60421.36	56633	62234.00	60597
14	56042	61584.47	57723	63432.01	61764
15	57121	62769.97	58834	64653.07	62953
16	58220	63978.30	59967	65897.64	64165
17			61136	67182.65	65416
18			62328	68492.71	66691
19					67992
20					69318
21					70687
22					72083
23					73506
24					74958
25					76457
26					
27					
28					
29					
30					
31					
32					
33					
34					
35					





Increase on 2018-2019 Base	Step Increase		Step Increase		Step Increase		Step Increase		Step Increase	
	Years	1 - 4	5 - 8	9 - 12	13 - 16	17 - 20	21 - 24	25 - 35	Years	Years
2.160%	1.800%	1.850%	1.900%	1.925%	1.950%	1.975%	2.000%			

Lane		Lane		Lane		Lane		Off Salary	
Lane B to B+15		Lane M to M+15		Lane M+15 to M+30		Lane M+30 to M+45		Off Salary Schedule	
B+15 to M	7.00%	M+15	3.00%	M+30	3.00%	M+45	3.00%		3.50%

<b>DHS</b>				
<b>POSITION</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	
Instrumental Music 1	\$ 7,869.44	\$ 7,987.49	\$ 8,107.30	
Instrumental Music 2	\$ 7,869.44	\$ 7,987.49	\$ 8,107.30	
Chorus Director	\$ 6,000.00	\$ 6,090.00	\$ 6,181.35	
Flags	\$ 2,483.96	\$ 2,521.22	\$ 2,559.03	
Orchestra	\$ 2,535.73	\$ 2,573.77	\$ 2,612.37	
Pep Band	\$ 3,476.26	\$ 3,528.40	\$ 3,581.33	
Class Sponsor - 9th	\$ 892.83	\$ 906.23	\$ 919.82	
Class Sponsor - 9th	\$ 892.83	\$ 906.23	\$ 919.82	
Class Sponsor - 10th	\$ 892.83	\$ 906.23	\$ 919.82	
Class Sponsor - 10th	\$ 892.83	\$ 906.23	\$ 919.82	
Class Sponsor - 11th	\$ 892.83	\$ 906.23	\$ 919.82	
Class Sponsor - 11th	\$ 892.83	\$ 906.23	\$ 919.82	
Prom Coordinator	\$ 1,800.00	\$ 1,827.00	\$ 1,854.41	
FBLA	\$ 3,681.31	\$ 3,736.53	\$ 3,792.58	
FFA Sponsor	\$ 4,099.35	\$ 4,160.84	\$ 4,223.25	
FHA (FCCLA) Sponsor	\$ 4,099.35	\$ 4,160.84	\$ 4,223.25	
Bass Fishing	\$ 4,290.85	\$ 4,355.21	\$ 4,420.54	
Fine Arts Sponsor	\$ 1,508.93	\$ 1,531.56	\$ 1,554.53	
Key Club	\$ 2,772.93	\$ 2,814.52	\$ 2,856.74	
Media	\$ 1,153.68	\$ 1,170.99	\$ 1,188.55	
National Honor Society	\$ 1,417.56	\$ 1,438.83	\$ 1,460.41	
National Honor Society	\$ 1,417.56	\$ 1,438.83	\$ 1,460.41	
Scholastic Bowl	\$ 4,494.78	\$ 4,562.21	\$ 4,630.64	
Scholastic Bowl Assistant	\$ 1,229.80	\$ 1,248.25	\$ 1,266.97	
Snowball Sponsor	\$ 2,393.67	\$ 2,429.58	\$ 2,466.02	
Speech	\$ 5,000.00	\$ 5,075.00	\$ 5,151.13	
Speech Asst	\$ 3,500.00	\$ 3,552.50	\$ 3,605.79	
Speech Asst	\$ 3,500.00	\$ 3,552.50	\$ 3,605.79	
Student Council	\$ 3,655.62	\$ 3,710.46	\$ 3,766.11	
Yearbook Sponsor	\$ 5,475.77	\$ 5,557.91	\$ 5,641.28	
Freshman Advisory Coordinator	\$ 2,228.60	\$ 2,262.03	\$ 2,295.96	
Freshman Advisory Coordinator	\$ 2,228.60	\$ 2,262.03	\$ 2,295.96	
Theatre Director	\$ 4,809.94	\$ 4,882.09	\$ 4,955.32	
Theatre Music	\$ 2,051.59	\$ 2,082.36	\$ 2,113.60	
Multicultural	\$ 2,393.67	\$ 2,429.58	\$ 2,466.02	
Choreographer	\$ 2,301.26	\$ 2,335.78	\$ 2,370.81	
Robotics	\$ 3,906.97	\$ 3,965.57	\$ 4,025.06	
Contest Play	\$ 2,500.25	\$ 2,537.75	\$ 2,575.82	
Theatre Manager	\$ 888.90	\$ 902.24	\$ 915.77	
Best Buddies	\$ 1,800.00	\$ 1,827.00	\$ 1,854.41	
Best Buddies	\$ 1,800.00	\$ 1,827.00	\$ 1,854.41	
Head Boys Baseball	\$ 8,012.29	\$ 8,132.47	\$ 8,254.46	
Baseball Asst #1	\$ 6,073.90	\$ 6,165.01	\$ 6,257.48	
Sophomore Boys Baseball	\$ 5,495.43	\$ 5,577.86	\$ 5,661.53	
Freshman Boys Baseball	\$ 5,148.35	\$ 5,225.58	\$ 5,303.96	
Head Boys Basketball	\$ 8,916.45	\$ 9,050.20	\$ 9,185.95	
Varsity Boys Basketball Assistant	\$ 6,862.91	\$ 6,965.86	\$ 7,070.34	

<b>POSITION</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>
Sophomore Boys Basketball	\$ 6,652.36	\$ 6,752.14	\$ 6,853.43
Freshman Boys Basketball	\$ 5,611.12	\$ 5,695.29	\$ 5,780.72
Head Boys Football	\$ 8,916.45	\$ 9,050.20	\$ 9,185.95
Assistant Head Football	\$ 6,761.49	\$ 6,862.91	\$ 6,965.86
Varsity Assistant	\$ 6,493.28	\$ 6,590.67	\$ 6,689.53
Sophomore Football	\$ 6,493.28	\$ 6,590.67	\$ 6,689.53
Sophomore Football	\$ 6,493.28	\$ 6,590.67	\$ 6,689.53
Freshman Football	\$ 5,148.35	\$ 5,225.58	\$ 5,303.96
Freshman Football	\$ 5,148.35	\$ 5,225.58	\$ 5,303.96
Freshman/Sophomore Assistant	\$ 5,072.27	\$ 5,148.35	\$ 5,225.58
Head Boys Golf	\$ 6,274.05	\$ 6,368.16	\$ 6,463.68
Head Boys Soccer	\$ 7,809.28	\$ 7,926.42	\$ 8,045.32
Soccer Assistant #1	\$ 5,629.64	\$ 5,714.08	\$ 5,799.79
Soccer Assistant #2	\$ 3,855.81	\$ 3,913.65	\$ 3,972.35
Soccer Assistant #3	\$ 2,500.00	\$ 2,537.50	\$ 2,575.56
Head Boys Swimming	\$ 7,580.17	\$ 7,693.87	\$ 7,809.28
Diving	\$ 3,277.26	\$ 3,326.42	\$ 3,376.32
Varsity Boys Swim Assistant	\$ 3,277.26	\$ 3,326.42	\$ 3,376.32
Head Boys Tennis	\$ 5,571.65	\$ 5,655.22	\$ 5,740.05
Boys Tennis Assistant	\$ 2,951.89	\$ 2,996.17	\$ 3,041.11
Boys Tennis Assistant	\$ 2,951.89	\$ 2,996.17	\$ 3,041.11
Head Boys Track	\$ 8,012.29	\$ 8,132.47	\$ 8,254.46
Boys Track Assistant #1	\$ 5,379.74	\$ 5,460.44	\$ 5,542.34
Boys Track Assistant #2	\$ 5,379.74	\$ 5,460.44	\$ 5,542.34
Cross Country (G & B)	\$ 6,274.05	\$ 6,368.16	\$ 6,463.68
Assistant CC	\$ 3,875.74	\$ 3,933.88	\$ 3,992.88
Assistant CC	\$ 3,875.74	\$ 3,933.87	\$ 3,992.88
Head Wrestling	\$ 5,000.00	\$ 5,075.00	\$ 5,151.13
Assistant Wrestling	\$ 3,500.00	\$ 3,552.50	\$ 3,605.79
Head Girls Basketball	\$ 8,916.46	\$ 9,050.21	\$ 9,185.96
Varsity Girls Basketball Assistant	\$ 6,862.91	\$ 6,965.86	\$ 7,070.34
Sophomore Girls Basketball	\$ 6,652.36	\$ 6,752.14	\$ 6,853.43
Freshman Girls Basketball	\$ 5,611.12	\$ 5,695.29	\$ 5,780.72
Head Cheerleading - Fall	\$ 3,310.06	\$ 3,359.71	\$ 3,410.10
Assistant Cheerleading-Fall	\$ 1,000.00	\$ 1,015.00	\$ 1,030.23
Head Cheerleading - Winter	\$ 3,940.13	\$ 3,999.24	\$ 4,059.23
Assistant Cheerleading-Winter	\$ 1,200.00	\$ 1,218.00	\$ 1,236.27
Head Girls Golf	\$ 6,274.05	\$ 6,368.16	\$ 6,463.68
Head Pom Pon	\$ 5,446.94	\$ 5,528.64	\$ 5,611.57
Head Girls Soccer	\$ 7,809.28	\$ 7,926.42	\$ 8,045.32
Soccer Assistant #1	\$ 5,629.64	\$ 5,714.08	\$ 5,799.79
Soccer Assistant #2	\$ 3,855.81	\$ 3,913.65	\$ 3,972.35
Head Girls Softball	\$ 8,012.29	\$ 8,132.47	\$ 8,254.46
Varsity Softball Assistant	\$ 6,073.90	\$ 6,165.01	\$ 6,257.48
Softball Assistant #1	\$ 5,495.43	\$ 5,577.86	\$ 5,661.53
Softball Assistant #2	\$ 5,148.35	\$ 5,225.58	\$ 5,303.96
Head Girls Swimming	\$ 7,580.17	\$ 7,693.87	\$ 7,809.28
Diving	\$ 3,277.26	\$ 3,326.42	\$ 3,376.32

<b>POSITION</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>
Varsity Girls Swim Assistant	\$ 3,277.26	\$ 3,326.42	\$ 3,376.32
Head Girls Tennis	\$ 5,571.65	\$ 5,655.22	\$ 5,740.05
Girls Tennis Assistant	\$ 2,951.89	\$ 2,996.17	\$ 3,041.11
Girls Tennis Assistant	\$ 2,951.89	\$ 2,996.17	\$ 3,041.11
Head Girls Track	\$ 8,012.29	\$ 8,132.47	\$ 8,254.46
Girls Track Assistant #1	\$ 5,379.74	\$ 5,460.44	\$ 5,542.34
Girls Track Assistant #2	\$ 5,379.74	\$ 5,460.44	\$ 5,542.34
Head Girls Volleyball	\$ 7,809.29	\$ 7,926.43	\$ 8,045.32
Sophomore Volleyball	\$ 6,652.36	\$ 6,752.14	\$ 6,853.43
Freshman Volleyball	\$ 5,148.35	\$ 5,225.58	\$ 5,303.96
Head Boys Lacrosse	\$ 5,425.18	\$ 5,506.55	\$ 5,589.15
Boys Lacrosse Asst	\$ 2,809.52	\$ 2,851.66	\$ 2,894.44
Head Girls Lacrosse	\$ 5,425.18	\$ 5,506.55	\$ 5,589.15
Girls Lacrosse Asst	\$ 2,809.52	\$ 2,851.66	\$ 2,894.44
Math Club	\$ 1,200.00	\$ 1,218.00	\$ 1,236.27
Chess	\$ 2,500.00	\$ 2,537.50	\$ 2,575.56



<b>DMS POSITION</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>
DMS Art Club	\$ 858.73	\$ 867.32	\$ 875.99
DMS Band Director	\$ 3,000.11	\$ 3,030.11	\$ 3,060.42
DMS Orchestra	\$ 1,559.05	\$ 1,574.64	\$ 1,590.39
DMS Chorus Director	\$ 1,680.25	\$ 1,697.05	\$ 1,714.03
DMS Speech	\$ 4,794.06	\$ 4,842.00	\$ 4,890.42
DMS Speech Assistant #1	\$ 3,401.08	\$ 3,435.09	\$ 3,469.44
DMS Speech Assistant #2	\$ 3,401.08	\$ 3,435.09	\$ 3,469.44
DMS Speech Assistant #3	\$ 3,401.08	\$ 3,435.09	\$ 3,469.44
DMS 6th Lead Teacher	\$ 900.00	\$ 909.00	\$ 918.09
DMS 6th Lead Teacher	\$ 900.00		
DMS 7th Lead teacher	\$ 900.00	\$ 909.00	\$ 918.09
DMS 7th Lead teacher	\$ 900.00		
DMS 8th Lead teacher	\$ 900.00	\$ 909.00	\$ 918.09
DMS 8th Lead teacher	\$ 900.00		
DMS Math Counts	\$ 832.63	\$ 840.95	\$ 849.36
DMS Scholastic Bowl	\$ 3,674.84	\$ 3,711.59	\$ 3,748.71
DMS Student Council	\$ 3,500.00	\$ 3,535.00	\$ 3,570.35
DMS Yearbook	\$ 4,086.89	\$ 4,127.76	\$ 4,169.04
DMS Boys Baseball	\$ 5,187.56	\$ 5,239.44	\$ 5,291.83
DMS Asst Boys Baseball /6th grade	\$ 3,459.13	\$ 3,493.72	\$ 3,528.66
DMS 7th Boys Basketball	\$ 5,664.17	\$ 5,720.81	\$ 5,778.02
DMS 8th Boys Basketball	\$ 5,664.17	\$ 5,720.81	\$ 5,778.02
DMS Head Boys Track	\$ 5,187.56	\$ 5,239.44	\$ 5,291.83
DMS Boys Track Assistant #1	\$ 3,600.02	\$ 3,636.02	\$ 3,672.38
DMS Boys Track Assistant #2	\$ 2,157.12	\$ 2,178.69	\$ 2,200.48
DMS CC (G & B)	\$ 5,213.24	\$ 5,265.37	\$ 5,318.03
DMS Assistant CC	\$ 2,167.80	\$ 2,189.48	\$ 2,211.37
DMS 7th Girls Basketball	\$ 5,664.17	\$ 5,720.81	\$ 5,778.02
DMS 8th Girls Basketball	\$ 5,664.17	\$ 5,720.81	\$ 5,778.02
DMS Cheerleading	\$ 5,000.00	\$ 5,050.00	\$ 5,100.50
DMS Pom Pon	\$ 3,441.15	\$ 3,475.56	\$ 3,510.32
DMS Girls Softball	\$ 5,187.56	\$ 5,239.44	\$ 5,291.83
DMS Asst Girls Softball/6th grade	\$ 3,459.13	\$ 3,493.72	\$ 3,528.66
DMS Head Girls Track	\$ 5,187.56	\$ 5,239.44	\$ 5,291.83
DMS Girls Track Assistant #1	\$ 3,600.02	\$ 3,636.02	\$ 3,672.38
DMS Girls Track Assistant #2	\$ 2,157.12	\$ 2,178.69	\$ 2,200.48
DMS 7th Volleyball	\$ 5,664.17	\$ 5,720.81	\$ 5,778.02
DMS 8th Volleyball	\$ 5,664.17	\$ 5,720.81	\$ 5,778.02
DMS Intramurals -basketball	\$ 778.36	\$ 786.15	\$ 794.01
DMS Intramurals - bowling	\$ 778.36	\$ 786.15	\$ 794.01
DMS Intramurals - golf	\$ 778.36	\$ 786.15	\$ 794.01
DMS Intramurals - soccer	\$ 778.36	\$ 786.15	\$ 794.01
DMS Intramurals - volleyball	\$ 778.36	\$ 786.15	\$ 794.01
DMS 6th Girls Basketball	\$ 3,812.99	\$ 3,851.12	\$ 3,889.63
DMS 6th Boys Basketball	\$ 3,812.99	\$ 3,851.12	\$ 3,889.63
DMS 6th Volleyball	\$ 3,812.99	\$ 3,851.12	\$ 3,889.63
DMS Chess	\$ 2,000.00	\$ 2,020.00	\$ 2,040.20

DVMS		2019-2020	2020-2021	2021-2022
POSITION				
DV Art Club	\$	858.73	\$ 867.32	\$ 875.99
DV Band Director	\$	3,000.11	\$ 3,030.11	\$ 3,060.42
DV Orchestra	\$	1,559.05	\$ 1,574.64	\$ 1,590.39
DV Chorus Director	\$	1,680.25	\$ 1,697.05	\$ 1,714.03
DV Speech	\$	4,794.06	\$ 4,842.00	\$ 4,890.42
DV Speech Assistant #1	\$	3,401.08	\$ 3,435.09	\$ 3,469.44
DV Speech Assistant #2	\$	3,401.08	\$ 3,435.09	\$ 3,469.44
DV 6th Lead Teacher	\$	900.00	\$ 909.00	\$ 918.09
DV 7th Lead Teacher	\$	900.00	\$ 909.00	\$ 918.09
DV 8th Lead Teacher	\$	900.00	\$ 909.00	\$ 918.09
DV Math Counts	\$	832.63	\$ 840.95	\$ 849.36
DV Scholastic Bowl	\$	3,674.84	\$ 3,711.59	\$ 3,748.71
DV Student Council	\$	3,500.00	\$ 3,535.00	\$ 3,570.35
DV Yearbook	\$	4,086.89	\$ 4,127.76	\$ 4,169.04
DV Boys Baseball	\$	5,187.56	\$ 5,239.44	\$ 5,291.83
DV Asst Boys Baseball /6th grade	\$	3,459.13	\$ 3,493.72	\$ 3,528.66
DV 7th Boys Basketball	\$	5,664.17	\$ 5,720.81	\$ 5,778.02
DV 8th Boys Basketball	\$	5,664.17	\$ 5,720.81	\$ 5,778.02
DV Head Boys Track	\$	5,187.56	\$ 5,239.44	\$ 5,291.83
DV Boys Track Assistant #1	\$	3,600.02	\$ 3,636.02	\$ 3,672.38
DV Boys Track Assistant #2	\$	2,157.12	\$ 2,178.69	\$ 2,200.48
DV CC (G & B)	\$	5,213.24	\$ 5,265.37	\$ 5,318.03
DV Assistant CC	\$	2,167.80	\$ 2,189.48	\$ 2,211.37
DV 7th Girls Basketball	\$	5,664.17	\$ 5,720.81	\$ 5,778.02
DV 8th Girls Basketball	\$	5,664.17	\$ 5,720.81	\$ 5,778.02
DV Cheerleading	\$	5,000.00	\$ 5,050.00	\$ 5,100.50
DV Pom Pon	\$	3,441.15	\$ 3,475.56	\$ 3,510.32
DV Girls Softball	\$	5,187.56	\$ 5,239.44	\$ 5,291.83
DV Asst Girls Softball/6th grade	\$	3,459.13	\$ 3,493.72	\$ 3,528.66
DV Head Girls Track	\$	5,187.56	\$ 5,239.44	\$ 5,291.83
DV Girls Track Assistant #1	\$	3,600.02	\$ 3,636.02	\$ 3,672.38
DV Girls Track Assistant #2	\$	2,157.12	\$ 2,178.69	\$ 2,200.48
DV 7th Volleyball	\$	5,664.17	\$ 5,720.81	\$ 5,778.02
DV 8th Volleyball	\$	5,664.17	\$ 5,720.81	\$ 5,778.02
DV Intramurals - basketball	\$	778.36	\$ 786.15	\$ 794.01
DV Intramurals - bowling	\$	778.36	\$ 786.15	\$ 794.01
DV Intramurals - golf	\$	778.36	\$ 786.15	\$ 794.01
DV Intramurals - soccer	\$	778.36	\$ 786.15	\$ 794.01
DV Intramurals - volleyball	\$	778.36	\$ 786.15	\$ 794.01
DV 6th Girls Basketball	\$	3,812.99	\$ 3,851.12	\$ 3,889.63
DV 6th Boys Basketball	\$	3,812.99	\$ 3,851.12	\$ 3,889.63
DV 6th Volleyball	\$	3,812.99	\$ 3,851.12	\$ 3,889.63
	\$	774,588.65	\$ 782,061.88	\$ 792,373.66