

**Agreement Between**  
**Danville Community**  
**Consolidated**  
**School District No. 118**  
  
**and**  
  
**Danville Education**  
**Association, IEA-NEA**  
  
**2023 - 2027**

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# **Article I--Recognition and Scope of Agreement**

## **1.1 Preamble**

This Agreement is made and entered into July 1, 2023 by and between the BOARD OF EDUCATION OF DANVILLE COMMUNITY CONSOLIDATED SCHOOL DISTRICT NO. 118, Vermilion County, Illinois, hereinafter called the Board and the DANVILLE EDUCATION ASSOCIATION, an affiliate of the Illinois Education Association and the National Education Association, hereinafter called the Association.

## **1.2 Purpose**

It is the purpose of the parties hereto, in entering into a written Agreement, to set forth the basic understandings between the parties in order to jointly fulfill the mutual professional objective of providing the best possible education for the pupils of the School District.

## **1.3 Recognition**

The Board recognizes the Association as the sole and exclusive bargaining agent for all full-time and part-time licensed and non-certified employees unless otherwise represented by another exclusive representative or excluded as supervisory, confidential, managerial and short-term employees as defined by the Illinois Educational Labor Relations Act including the following excluded positions:

Administrative Interns  
Assistant Director of Business/Finance Assistant Principals  
Associate Principals  
Assistant Director of Special Education  
Assistant Superintendent for Elementary Education (1) Assistant Superintendent for Secondary Education (1) Chief School Business Official  
Communications Specialist  
Dean of Students  
Director of Curriculum  
Director of Buildings and Grounds  
Assistant Director of Buildings and Grounds  
Director of Educational Support Programs  
Director of Early Learning  
Director of Food Service  
Director of Human Resources  
Assistant Director of Human Resources  
Director of Operations  
Director of Special Education  
Director of Technology/Information Systems  
Hearing Officer  
Network Administrator  
Payroll Clerk (2)  
Assistant Payroll Clerk  
Pre-K Coordinator  
Principals  
School Administration Manager  
Administrative Assistant to the Assistant Superintendent for Elementary Education (1)

Administrative Assistant to the Assistant  
 Superintendent for Secondary Education (1)  
 Secretary to the Board of Education (1)  
 Secretary to the Director of Human Resources (2)  
 Secretary to the Director of Buildings and Grounds  
 (1) Secretary to the Director of Special Education  
 (1) Administrative Assistant to the Superintendent  
 (1) Substitutes  
 Superintendent  
 Treasurer/Assistant to the Chief School Business Official (1)  
 Administrative Assistant to the Chief School Business Official  
 Assistant Superintendent  
 Fine Arts Facilitator  
 Student Support Facilitator  
 District Athletic Facilitator  
 Curriculum Facilitator  
 Pre-school Program Coordinator

A. The short term exclusion shall not include employees hired to replace an employee on an approved leave of absence of one (1) full semester or longer; however, Article 7.4 shall not apply to such employees.

B. The term employee when used hereinafter in this Agreement shall refer to all employees represented by the Association in the Bargaining Unit as determined in Article I, Section 1.3.

C. The term teacher when used hereinafter in this Agreement shall refer to all licensed employees who are not Educational Support Personnel (ESP) represented by the Association in this bargaining unit.

D. The term teaching assistant when used hereinafter in this Agreement shall refer to all licensed Educational Support Personnel and interpreters for the hearing impaired, and all flat-salaried employees represented by the Association such as: JROTC instructor(s), non-certified school nurse(s), home interventionist(s), family liaison(s), and parent educator(s) represented by the Association as determined in Article I, Section 1.3.

E. The term secretary when used hereinafter in this Agreement shall refer to all employees who are not teachers or teaching assistants represented by the Association in the Bargaining Unit as determined in Article I, Sections 1.3.

## **1.4 Provisions**

A. Provisions of this Agreement shall be exercised in conformity with all powers, rights, authority, duties and responsibilities conferred upon and vested in the Board by the statutes of the State of Illinois.

B. This Agreement, upon ratification, supersedes all prior Agreements. The terms and conditions may be altered or modified only through the voluntary, written, mutual consent of the parties. The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties.

C. This Agreement and any subsequent changes shall be incorporated into the Board Policies of the Danville Community Consolidated School District No. 118, and shall be a part of the said policies during the duration of this Agreement.

D. No terms or conditions in an individual employee contract will be inconsistent with this Agreement.

E. 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 be automatically 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. The parties will meet in an effort to reach agreement on a modification, which will be in compliance with the law.

## **1.5 Scope**

The Board and the Association agree that negotiations in good faith will encompass the following items as outlined in Section IV of the Illinois Educational Labor Relations Act: wages, hours, terms and conditions of employment and policy matters directly affecting wages, hours, terms and conditions of employment as well as the impact thereon, upon request by the Association. Nothing herein limits either Party's bargaining rights under the law.

## **Article II – Modification of the Agreement**

### **2.1 Notice**

- A. Either party desiring to negotiate a successor Agreement shall give the other party a written notice no later than April 1 of the last year of the Agreement. This notification will serve as a demand to bargain pursuant to the Illinois Educational Labor Relations Act. The parties shall meet by April 15 to exchange all specific changes and additions unless both parties agree to an alternate date. Meetings shall be held as necessary at times and places agreed to by both parties.
- B. Each team shall be responsible for selecting its negotiators, with the total for each team not to exceed twelve (12) persons, of which a majority shall be from within the District. The parties mutually pledge that representatives selected by each shall have the authority to make proposals, consider proposals, and compromise in the course of negotiations. It is recognized that no final agreement between the parties may be executed without ratification by the Board and the Association.
- C. The Board and the Association agree that negotiations shall be conducted and entered into with good faith and will encompass the following items as outlined in Section IV of the Illinois Educational Labor Relations Act: wages, hours, terms and conditions of employment and policy matters directly affecting wages, hours, terms and conditions of employment as well as the impact thereon. However, the Board shall not be 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 service, its

overall budget, the organizational structure, and selection of new employees and direction of employees.

- D. The Superintendent shall make pertinent documents available to the Association in electronic format to aid the Association in the conduct of negotiations. These shall include the seniority lists, the proposed budget, salary scattergrams of the placement of bargaining unit positions on the salary schedule, financial audits, tentative budget and allocations which are readily available, and the Staff Directory. Nothing herein shall require the Board or administration to research and assemble such information.
- E. The parties have the right to utilize the services of consultants, lay and professional, in deliberations.

## **2.2 Mediation**

- A. If an agreement is not reached within ninety (90) days of the commencement of the forthcoming school year, either party may call for the assistance of a mediator from the Federal Mediation and Conciliation Service. A written request for mediation by one party shall be considered a joint request for mediation, and the other party shall join in the request. If a mediator is unavailable from the Federal Mediation and Conciliation Service, the parties shall meet within five (5) days to mutually agree upon a mediator. The parties agree to meet with the mediator at times and places as deemed necessary in order to reach agreement.
- B. At the time of mediation neither party will retrogress from positions taken, provided they were tentatively agreed upon and signed by the parties.
- C. Any fees and expenses of the mediator shall be shared equally by the Association and the Board.

## **Article III--Assignments/Transfers**

### **3.1 Assignments**

- A. Changes: Employees will be informed of any planned changes in their previous school year's work assignment when such changes are known to the Administration. Employees will be entitled to a conference with the building principal to discuss the new assignment. A change in work assignment will be based on, but not limited to, space availability, experimental or innovative programs, budgetary limitations, staff reductions, or student enrollments, but no changes will be made arbitrarily. An employee will be given the opportunity to appeal directly to the Assistant Superintendent and to resign if the employee considers the assignment unsatisfactory.
- B. Notice: Each employee will be given his/her tentative work assignment prior to the end of the school year.
- C. At the high school only, when a head coaching position is posted, the assistant coaching position(s) for that sport will also be posted immediately after the head coach is hired.



### **3.2 Vacancies**

- A. Notices of all vacancies and promotions shall be posted electronically on the district website as they occur and announced in an all-staff email.
- B. When a secretarial vacancy occurs, each secretary meeting the qualifications for the vacancy may apply for the position and shall be guaranteed an interview. Written reason(s) for non-selection will be provided to him/her.

### **3.3 Transfers**

- A. Voluntary: Any employee may apply for transfer to another building where a vacancy occurs or for a position for which (s)he is legally qualified by filling out the District transfer form. Denial of requests and the reason for the denial shall be in writing. Each transfer request will be on file for one (1) year from the date of the request.
- B. Involuntary: The Board shall retain the right to involuntarily transfer an employee to a different building, either temporarily or permanently. These involuntary transfers that result in relocating an employee in another building shall be made only in cases of emergency (e.g. building damage by fire, mold, or other natural disasters) or for the prevention of undue disruption of the instructional program, to meet student needs, or to allow the Board to comply with the law of school desegregation. Employees involuntarily transferred will be given in writing the reasons for the transfer, the name of the person requesting the action be taken, and except in an emergency, be given a minimum of thirty (30) days' notice before the effective date of the transfer. The waiting period established by this notice may be waived or shortened at the employee's discretion. An employee will be given the opportunity to appeal directly to the Assistant Superintendent and to resign if the employee considers the assignment unsatisfactory.
- C. Building Closings and Reductions in Positions: If any school building is to be closed or the total number of positions reduced, the Superintendent, or his/her designee, will discuss tentative plans with the Association President forty-five (45) days before the end of the current school year.
- D. The Board shall fill vacancies and make assignments and transfers (both voluntary and involuntary) in accordance with Section 24-1.5 of the School Code. In the event Section 24-1.5 is amended, this item D shall be void and the parties shall meet and confer over what, if anything, shall be instituted in its place.

## **Article IV--Working Conditions**

### **4.1 School Calendar**

The Board shall adopt a school calendar, both traditional and balanced, of not more than 185 days.

Teachers and teaching assistants shall not be required to be in attendance more than 180 days, except for Extended Contract personnel as indicated in Appendix C.

Unused emergency days shall not become attendance days. A teacher or teaching assistant, not on approved leave, who does not work 180 days shall be docked 1/180 his/her salary schedule amount. Teachers and teaching assistants on extended contract will be paid a daily rate based on 1/180 of his/her salary schedule amount.

The secretary work calendar will be determined by the number of workdays his/her position requires as per Appendix B which is attached to and made part of the Agreement. If the Board reduces the work year of a particular position, the affected secretary shall receive notification of such reduction at least forty-five (45) days prior to the end of the school year.

Any secretary, not on approved leave, who does not work the full length of his/her calendar, excluding emergency days, shall be docked at his/her daily rate according to his/her number of workdays. Any secretary on extended contract will be paid at his/her daily rate according to his/her number of workdays.

Any secretary requested to work outside of his/her regular calendar shall, at the secretary's option, be paid at his/her daily rate or receive equal compensatory time. Compensatory time will be taken at a time mutually agreed upon with his/her immediate supervisor.

## **4.2 Workday**

The workday for teachers and teaching assistants will not exceed 7.25 hours excluding a duty-free lunch period. Their workday shall begin no earlier than 7:00

a.m. and end no later than 4:30 p.m. except when the teacher or teaching assistant is working in an alternative educational program or programs such as homebound, dual credit, GED, virtual learning opportunities, etc. that provides for a student day that is different from the regular student day, or when the parties agree to a specific alternate schedule. The Board reserves the right to restructure the employee workday according to the terms of the contract. The workday for secretaries will not exceed eight (8) hours excluding a duty-free lunch period. Their workday shall begin no earlier than 7:00 a.m. and end no later than 5:00 p.m. unless the parties agree to a specific alternate schedule.

## **4.3 Lunch Periods/Breaks**

- A. Each employee shall be entitled to and allowed a duty-free lunch period equal to the regular lunch period of each school but not less than thirty (30) consecutive minutes in duration in each school day.
- B. Secretaries and teaching assistants shall be entitled to and allowed two (2) fifteen (15) minute duty-free breaks each workday. These breaks shall be scheduled one (1) break before 12:00 noon and one (1) break after 12:00 noon with the specific schedule determined by the principal. The principal and ESP may agree on an alternate schedule, provided such alternate schedule is not precedential and the total break time per day remains 30 minutes.

#### **4.4 Class Size**

- A. The Board recognizes that teacher-pupil ratio is an important aspect of an effective educational program. Therefore, the Board shall attempt to maintain the following class sizes in self-contained core classrooms:

K-3rd grade: 21 students

4th-6th grade: 25 students

Using the September enrollment figures and monthly enrollment figures thereafter, the Board agrees that when a K--3 self-contained core class reaches twenty-five (25) students, the Board will affect one, or a combination, of the following options listed below. When a 4--6 self-contained core class reaches twenty-nine (29) students, the Board will affect one or a combination of the options listed below.

1. Employ additional teacher(s);
2. Intra-building reassignment or rescheduling of students;
3. Transfer of students to another attendance center;
4. Employ half-time or full-time teaching assistants;
5. Reassign staff.

Personal assistants, as designated by a student's IEP, will not be utilized when determining class size options listed above.

- B. The Board recognizes that students with disabilities (SLD, ED, intellectual disabilities, vision or hearing impairments) may need special attention to reach their highest educational potential.

When these students are placed in the regular classroom, special consideration will be given in determining class size. A teacher or teaching assistant will remain in the classroom with the student(s), if appropriate, according to the student(s)' IEP.

#### **4.5 Lesson Plans**

Teachers will prepare written/electronic daily lesson plans in advance that reflect the attributes as outlined in the Danville Community Consolidated School District No. 118 Teacher Effectiveness Rubric (ie: Designing Coherent Instruction). The lesson's structure will be clear, well structured, with reasonable time allocations for learning activities. Lesson plans will include learning activities that are matched to standards-based instructional outcomes, activities to provide the opportunity for higher-level thinking by students, a variety of appropriately challenging materials and resources, and instructional student grouping(s) that are organized to maximize learning and build on student strengths. The Board agrees that the method used to plan classroom activities shall be at the discretion of the employee, subject to reasonable and professional supervision. A separate one-day plan for substitutes will also be on file for each teacher.

## **4.6 Classroom Planning Time**

All full-time teachers shall be relieved from duties on a daily basis for the purpose of planning, at least as follows:

### Grades K-4:

Teachers will have thirty (30) consecutive minutes during pupil attendance hours; three (3) days each work week, forty-five (45) to fifty-five (55) minutes outside pupil attendance hours; and two (2) days a week, forty-five (45) minutes outside pupil attendance hours for principal directed activities. In addition, teachers will have thirty (30) consecutive minutes of grade-level team plan time on any student attendance day that is a full day, i.e., not when there is an early release.

### Grades 5-8:

- All teachers will have one (1) daily individual planning period during pupil attendance hours.
- Teachers will also have one (1) daily forty-minute preparation period before students arrive in the morning. One day a week, this morning preparation period may be used for Principal directed activities.

### Grades 9-12:

- All teachers will have one (1) class period for individual planning time during pupil attendance hours.
- Teachers will also have one (1) daily forty-minute preparation period before students arrive in the morning. One day a week, this morning preparation period may be used for Principal directed activities.

Part-time teachers will be given planning time on a percentage basis equal to their ratio of part-time hours to full-time hours.

The teacher workday in any given building will not be extended to accomplish these purposes.

## **4.7 Teaching/Supervisory Periods/Class Load**

- A. During the term of this Agreement, no high school teacher shall have more than three (3) required preparations per semester, unless necessary to maintain curriculum, and then only with the consent of the teacher. No high school teacher will be assigned more than five (5) teaching/supervisory periods per day. For the purpose of this section, a teacher's advisory period will not be considered a preparation. For the purpose of this section, a teacher's advisory period enrollment will not be included in the 150 pupil load limit. Beginning with the 2024-2025 school year, no high school teacher will be assigned more than six (6) teaching/supervisory periods per day and there will no longer be an advisory period. One of these periods may be used for student support services as needed at the discretion of the building principal. The total pupil load for senior high school classes of English, foreign language, math, social studies and science shall not exceed 150 pupils per day per semester.

- B. The total pupil load for 7th and 8th grade classes shall not exceed 170 pupils per day per semester. Each class period of students will be counted toward the total pupil load. This total pupil load applies to core teachers (language arts, mathematics, social studies, science, and special education). A teacher's advisory period enrollment will not be included in the 170-pupil load limit.

#### **4.8 Internal Substitution**

- A. At the discretion of the building administrator, teachers will be given the opportunity to voluntarily substitute during their personal plan period. Teachers at each building desiring to participate shall enroll in the program and the list of teachers shall be prepared. Preference will be given to common subject area teachers. The opportunity to substitute shall be equitably distributed. Teachers who do not enroll in the program may be asked to substitute when enrolled teachers are not available or in emergency situations. Teachers will be paid the instructional supportive services rate for each plan period used to substitute for another teacher.
- B. No student teacher, teaching assistant, or secretary shall be required to substitute for a teacher. Teaching assistants or secretaries who are qualified may be asked to serve as a substitute for a teacher in the case of an emergency. If this teaching assistant or secretary agrees to substitute, (s)he will be paid for the period of substitution at either his/her regular salary or the substitution rate, whichever is greater.
- C. At the Pre-K to Sixth Grade level, a classroom teacher taking students from another classroom teacher's class and merging those students into his/her class will be compensated for two periods at the Instructional Supportive Services Rate. Administration will assign students to classes with the input of impacted teacher(s) who have been asked and volunteered to accept additional students. Students assigned to a different classroom will be no more than two grade levels different than the classes to which they are assigned.
- D. At the Pre-K to Sixth Grade level, after exhausting all options of qualified staff and administrators and finding none available or willing to volunteer to substitute as set forth in Sections A, B, and C above, students shall be divided equally (to the extent possible) among any licensed staff. Students assigned to a different classroom will be no more than two grade levels different than the classes to which they are assigned. A classroom teacher given students from another classroom teacher's class and merging those students into his/her class will be compensated for two periods at the Instructional Supportive Services Rate.
- E. Any bargaining unit member in the retirement program may be required to substitute in accordance with Sections A-D until such time they reach the time-sheeted dollars earned in the year prior to entering the retirement program in 12.9. Upon reaching that dollar amount, bargaining unit members in the retirement program can no longer be required to act as a substitute as described in Section D above.

#### **4.9 Selection of Unit/Division Leaders**

Unit/Division Leaders may be selected by the principal annually. Vacancies for Unit/Division Leader positions shall be emailed to the teachers in the building. Each member of the Unit/Division may provide input into the selection process.

#### **4.10 Parent-Teacher Conferences**

Special times may be scheduled by the Board for K12 parent teacher conferences. If an employee's workday is lengthened due to the flexible scheduling of such conferences, the employee is allowed a comparable amount of Board scheduled compensatory time.

#### **4.11 Instructional Materials and Supplies**

Each employee will be given the opportunity to submit purchase requests for instructional materials and supplies. The initiating employee(s) shall be informed by the building principal of denied purchase requests within 10 school days.

It is recommended that each building principal meet with appropriate instructional leaders to discuss the allocation of funds.

Employees new to the District will be instructed concerning the requisition procedures at the time of employment or during the pre-school orientation.

A list of materials and supplies that are available in the district warehouse shall be made available electronically at the beginning of each semester and a link will be sent to all staff.

#### **4.12 Consultation with Respect to the Instructional Program**

Representatives of the Administration and the Association shall confer from time to time for the purpose of considering suggestions to the Board for appropriate textbooks, laboratory and shop equipment, art supplies, athletic equipment, current periodicals, standardized tests, guidance materials, and other necessary tools for the education of students. Further, the parties agree that efforts shall be continued to seek and use textbooks and supplementary reading materials, which contain the contribution of minority groups to the development of the United States. When any multi-building committee concerning the instructional program is established, the Association shall have the right to appoint a total of six employees to said committee.

#### **4.13 Administration of Medicine at School**

Medication may be given to a child in an emergency, or for the critical health and wellbeing of the student if it is required for the child to remain in daily attendance or as a necessity. The administration of medicine at school shall be done according to the procedure outlined in the District 118 Policies and Procedures Manual.

Under no circumstances shall employees, other than certified school nurses/registered nurses, be required to administer medication to students.

#### **4.14 Crossing Guard Duty**

The Administration shall first seek teaching assistant volunteers to perform crossing guard duties before assigning such duties. If a teaching assistant is assigned crossing guard duty by his/her immediate supervisor, the assignment will be effective for no more than one (1) semester each school year, if possible, unless a different assignment schedule is agreed upon by the teaching assistants involved. The Administration shall provide the necessary safety equipment for crossing guards.

#### **4.15 Building Equipment and Classroom Supplies**

The Board will provide adequate supplies to assist teachers in effectively educating all students.

#### **4.16 Transporting/Lifting Students**

The Board and the Association agree no employee will be required to transport a student in his/her personal vehicle, other than teaching assistants with job duties that specifically require them to do so. Any employee, upon prior approval, who agrees to transport students, shall be paid mileage at the mileage rate found in Article XII, Section 12.5(A). No employee will be required to lift a student without the assistance of at least one other employee.

Any teaching assistant who has a specific job requirement to transport students in his/her personal vehicle will be reimbursed up to \$75 (seventy-five dollars) each semester for additional car insurance costs. The teaching assistant will present evidence of insurance costs to the Special Education Office prior to receiving reimbursement.

#### **4.17 Learning Resource Clerk Assignments**

Each attendance center (K – 12) shall have at least a full time librarian or learning resource clerk. This does not include alternative program centers. Danville High School shall have at least one (1) learning resource clerk.

#### **4.18 New Teacher Training**

All teachers beginning their first and second years as a teacher with Danville District 118 must attend mandatory new teacher training. Teachers will be compensated at their daily rate for the 2-Initial Teacher Trainings and the supportive service rate for the monthly trainings. Late hires will view a recording of the new teacher training and will, within their first thirty (30) calendar days of employment, view the recording on their own time. They will be compensated at the instructional services rate.

### **Article V--Employee Evaluation**

#### **5.1 Objective**

The parties agree that the primary objective of evaluation is to improve the quality of instruction/performance. The district agrees to comply with the requirements of the Performance Evaluation Reform Act.

#### **5.2 Orientation**

A. The principal, immediate supervisor, or administrative personnel shall orient all employees under his/her supervision to the evaluation procedures within the first five (5) weeks of the initial workday, and advise each employee as to who shall observe and evaluate him/her. The employee will be given supervisory assistance with areas of concern prior to the written evaluation.

B. Each employee will receive a copy of the evaluation instrument at the beginning of the school year.

### **5.3 Frequency**

- A. Tenured teachers will engage in the evaluation cycle in conformance with PERA guidelines and/or the Joint Committee's recommended number of observations.
- B. Non-tenured teachers will engage in the evaluation cycle at least once each year. The cycle will observe PERA guidelines and/or the Joint Committee's recommended number of observations.
- C. Teaching assistants and secretaries who have worked one (1) year or more shall be evaluated at least once in the course of every two (2) years.
- D. Teaching assistants and secretaries who have worked less than one (1) year shall be evaluated within the first ninety (90) days and at least one (1) other time during the first year.

### **5.4 Procedure**

#### **A. Teachers**

- 1) The evaluator shall observe the actual performance of the teacher and shall make direct observation of the teacher prior to each written evaluation. Information/data included from sources other than the evaluator shall be discussed with the teacher prior to being placed in the evaluation.
- 2) A planning conference will be held prior to any formal observation and the teacher shall complete a pre-observation conference document prior to the conference. At the conference both the administrator and teacher shall discuss the pre-observation document and set a date and time for the formal observation. A post-observation conference will be held with the teacher following each formal observation. A final evaluation conference will be held with the teacher prior to submitting the evaluation forms to the Human Resources Office. Signatures of the teacher and the supervisor--either manual or electronic--are required.
- 3) Whenever a tenured teacher receives an overall "Needs Improvement" evaluation, a meeting between the evaluator and the teacher will be held prior to the development of a Professional Improvement Plan. A Professional Improvement Plan will be limited to indicators marked "Needs Improvement" or "Unsatisfactory" on the initial evaluation.
- 4) Teachers on a Professional Improvement Plan or Remediation Plan will be given release time for necessary professional development and the District will pay for any District mandated professional development workshops. The District will provide the teacher with specific suggestions for improvement.
- 5) In the event that the teacher feels his/her formal written evaluation/progress report was incomplete, inaccurate, or unjust, (s)he may put his/her objections in writing and have them attached to the evaluation report to be placed in his/her personnel file. A teacher in contractual continued service receiving a "Needs Improvement" or "Unsatisfactory" summative evaluation may be granted, upon request, a second evaluation with a different evaluator at the sole discretion of the Superintendent or his/her designee. The signatures of



the teacher and the supervisor shall appear on all written objections prior to being placed in the teacher's personnel file.

#### **B. Secretaries and Teaching Assistants**

- 1) Written evaluations of Education Support Personnel (ESP) will utilize the agreed upon ESP evaluation instrument adopted by the Board.
- 2) An evaluation conference will be held with the ESP prior to submitting the evaluation forms to the Human Resources Office. Signatures of the ESP and the supervisor are required. Whenever an ESP receives an overall “Unsatisfactory” rating, a follow-up conference will be held no later than four (4) weeks after the ESP’s receipt of an improvement plan to detail the ESP's progress in correcting deficiencies noted on the written evaluation. A written progress report of the conference shall be made with copies distributed to the ESP, supervisor and Human Resources Office.
- 3) The ESP shall be given a copy of the evaluation.
- 4) In the event that the ESP feels his/her formal written evaluation/progress report was incomplete, inaccurate, or unjust, (s)he may put his/her objections in writing and have them attached to the evaluation report to be placed in his/her personnel file. The signatures of the ESP and the supervisor shall appear on all written objections, prior to being placed in the ESP's personnel file.
- 5) Any ESP receiving an “Unsatisfactory” or “Needs Improvement” evaluation shall be placed on an improvement plan. The improvement plan will specify deficiencies in performance and will give the ESP specific and measurable objectives for improvement.

#### **5.5 Evaluation by Central Administrator**

When a central administrator evaluates an employee not under his/her direct supervision, the employee will be provided with a copy of the written evaluation. Placement of the evaluation in the personnel file shall be within fourteen (14) school days of the observation. Written evaluations of employees will be based on a reasonable period of observation of that employee in the performance of his/her duties.

#### **5.6 Self-Evaluation**

A self-evaluation will be completed at the employee's option.

#### **5.7 Consulting Teachers**

The parties agree that the Association may, if it so chooses, supply a roster of qualified teachers from whom the consulting teacher is to be selected. The roster shall, however, contain the names of at least five (5) teachers, each of whom meets the criteria for a consulting teacher with regard to the teacher being evaluated, or the names of all teachers so qualified if that number is less than five (5). The designation of a consulting teacher will be through mutual agreement between the Administration and the consulting teacher. No teacher will be required to serve as a consulting teacher.

## Article VI-- Leaves

### 6.1 Sick Leave

- A. Each employee shall be entitled to sick leave days each school year without loss of pay. Those employed on a basis less than full-time shall be entitled to partial days of leave in direct proportion to time contracted. If during the school year any employee does not use the full amount of annual sick leave thus allowed, the unused number of days shall be allowed to accumulate indefinitely. Employees may use all accumulated sick leave, if needed, during a single year at full pay. Appropriate use of sick leave will not be recorded in the evaluation instrument of employees. Sick leave shall be granted as follows:

Contractual Year	Sick Leave Days
180-189 days	13 days
190-209 days	14 days
210-219 days	15 days
220-236 days	16 days
237+ days	17 days

- B. Sick leave shall be interpreted to mean personal illness, mental or behavioral health complications, treatment, diagnostic services, quarantine at home, or serious illness in the immediate family (parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians), or in the household; also absence for armed forces physical examination.
- C. Teachers absent for one half (1/2) day or less shall be charged one half (1/2) day of sick leave.  
Teaching assistants and secretaries absent for one half (1/2) day or less but more than one fourth (1/4) day shall be charged one half (1/2) day of sick leave; those absent for one fourth (1/4) day or less shall be charged one fourth (1/4) day of sick leave.
- D. The Board may require a physician's certificate, or if treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence of three (3) consecutive days for personal illness, or when there is evidence of misuse of sick leave as defined in Paragraph B above.
- E. Any Employee may voluntarily donate sick leave days to an employee who has exhausted his/her accumulated sick leave and is facing a personal catastrophic medical condition. A catastrophic medical condition is an illness or injury which is severe, acute, and may be life threatening. Examples of such conditions are, but are not limited to, the following: severe blood loss, loss of consciousness, multiple fractures, heart attack, etc.

Requests for use of donated sick days will be considered by a Committee composed of two members appointed by the Superintendent and two members appointed by Danville

Education Association President. The DEA President and the Human Resources Director will attend as non-voting members.

Requests must be made to the Committee by an employee or his/her designee no later than five (5) working days after all his or her leave time has been exhausted. Requests must be accompanied by a statement from a physician which includes the beginning date of the condition, a description of the severe, acute or life-threatening injury or illness and a prognosis for recovery. Requests should indicate the estimated number of sick days required.

The amount of sick leave granted for each request will be determined by the Committee but cannot exceed a maximum of twenty (20) working days or the number of days voluntarily donated by employees. No employee may receive more than twenty (20) working days in a twelve-month period. No member shall be allowed to use more than forty (40) days per career. No employee who is receiving disability benefits from the Teachers' Retirement System, the Social Security Administration, the Veteran's Administration, or is absent for illness or injury due to a work-related accident (which is compensable under the Illinois Workers' Compensation Act), may use donated sick days.

The Committee will render a written decision to the employee within five (5) working days after the HR Director receives the request. Decisions of the Committee shall be made by a simple majority and shall not be grievable.

## **6.2 Business Leave**

The Board and Association agree that two (2) days of sick leave may be used for business leave for the purpose of personal business which cannot be performed other than during school hours. Business leave is defined as personal business other than recreation, pleasure, or vacation, but the employee has the right to maintain confidentiality of the reason if (s)he so desires. The employee shall submit the request for business leave to the principal's office at least five (5) days prior to the date of the leave except in cases of emergency. In case of emergency (less than five (5) days prior to the leave) the building principal or his/her designee shall be personally notified prior to the leave.

The use of business leave the day before or after a school holiday, during teacher institute or employee workshop days, and/or during the first and last week of school is subject to administrative approval.

## **6.3 Leave for Death in the Family**

Each employee shall be entitled to a leave without loss of pay during each school term as follows:

All employees shall be allowed annually up to three (3) days absence without loss of pay due to the death within the immediate family (parents, spouse, brothers, sisters, children, grandparents, grandparents-in-law, grandchildren, parents-in-law, sisters-in-law, brothers-in-law, and legal guardians), or members of the household. The definition of immediate family includes immediate step-family members.

The Board will continue its practice in affording employees' bereavement leave when a miscarriage occurs and will further provide an employee three (3) days of paid bereavement leave for (i) an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure (as that term is defined in the Family Bereavement Leave Act), (ii) a failed adoption match or an adoption that is not finalized because it is contested by another party, (iii) a failed surrogacy agreement, (iv) a diagnosis that negatively impacts pregnancy and fertility, or (v) a stillbirth.

Bereavement leave days shall not be accumulated from year to year. The use of up to three (3) days per bereavement shall not be counted as or deducted from the employee's sick and/or personal leave. This benefit does not extend the benefits available to employees under the Family Bereavement Leave Act; to the extent a bereavement leave qualifies under the FBLA and this Agreement, the employee will be deemed to have chosen to use the three (3) paid days under this Section concurrently with their FBLA leave and may choose to run sick days concurrently with the remaining unpaid FBLA days.

For the death of a near relative or relative by marriage (aunt, uncle, nephew, niece, cousin): an employee shall receive one (1) day at full pay and an additional two (2) days charged to sick leave.

Qualifying bereavement leave under this Section must be completed within sixty (60) days after the date on which the employee receives notice of the death of the covered family member as defined above.

An employee shall provide the employer with at least 48 hours' advance notice of the employee's intention to take bereavement leave, unless providing such notice is not reasonable and practicable.

The District may, at its discretion, require reasonable documentation (as defined by the non-exhaustive leave provided under the FBLA).

## **6.4 Parental/Child Rearing Leave**

- A. Employees are entitled to use up to thirty (30) days of paid sick leave because of the birth, adoption, placement for adoption, or the acceptance of a child in need of foster care. Use of such days is not dependent on the need to recover from childbirth. Paid sick leave because of the birth or placement of a child may be used non-consecutively and requires no medical certification for up to thirty (30) working school days, which days may be used at any time within the 12-month period following the birth or placement of the child. The use of up to thirty (30) working school days of paid sick leave because of the birth or placement of a child may not be diminished as a result of any intervening period of nonworking days or school not being in session, such as for summer, winter, or spring break or holidays, that may occur during the use of the paid sick leave.

For paid sick leave for adoption, placement for adoption, or the acceptance of a child in need of foster care, the school board may require that the teacher or other employee to which this section applies provide evidence that the formal adoption process or the formal foster care process is underway. Paid sick leave for adoption, placement for adoption, or the acceptance

of a child in need of foster care need not be used consecutively once the formal adoption process or the formal foster care process is underway, and such sick leave may be used for reasons related to the formal adoption process or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, in addition to using such sick leave upon taking custody of the child or accepting the child in need of foster care.

Sick leave may also be utilized for disabilities related to pregnancy, childbirth or recovery therefrom. Eligible employees who do not have sufficient sick leave or who do not qualify for sick leave may use FMLA leave in accordance with the Family and Medical Leave Act (FMLA).

- B. Upon application, an employee who has exhausted sick leave and either has exhausted FMLA leave or is not eligible for an FMLA leave, shall be eligible for parental/child rearing leave without pay for a period not in excess of one (1) year upon the exhaustion or ineligibility for such leave.
- C. Application for parental/child rearing leave must be given to the Superintendent, or his/her designee, no less than sixty (60) calendar days prior to the last day (date) of active employment except in cases of medical emergency or when an unanticipated placement makes that impossible.
- D. Application for parental/child rearing leave must include the following:
  - 1) Starting date of the leave
  - 2) Expected length of the leave
  - 3) Date of return.
- E. Application for parental/child rearing leave, based on a medical emergency, must include the following:
  - 1) Starting date of the leave
  - 2) Expected length of the leave
  - 3) A physician's statement certifying the medical emergency
  - 4) Date of return.
- F. When an employee has been granted a parental/child rearing leave, the Board shall have no obligation to return said employee to a position until the leave period expires.

## **6.5 Extended Leave for Personal Reasons**

If a suitable replacement is available, the Board may grant a leave of absence without pay to a maximum of four (4) employees upon the employee's request for a semester or a period not to exceed one (1) year, provided that said employees have been employed by the district for six (6) or more years. The reasons for such leave shall include furthering education or family obligations. Applications must be received by May 1 of the year preceding the commencement of the leave. The period of leave shall not be considered for advancement on the salary schedule, but the employee will return with full employment rights. Prior to March 1 of the year in which the leave terminates, an employee granted this leave must notify the Superintendent in writing of his/her intention to return to the District.

## **6.6 Religious Leave**

Employees shall be granted temporary leave of absence, not in excess of two (2) school days during the school year, for such religious observances that are required by an overriding church or religious practice to abstain from working the regular scheduled hours on such day(s).

No deduction shall be made from the salary or benefits of personnel as a result of the use of religious leave.

Notification for religious leave must be submitted to the Superintendent or his/her designee at least six (6) school days prior to the religious observance.

## **6.7 Convention Leave**

A maximum of six (6) official Association delegates to the IEA-NEA Representative Assembly shall be allowed a maximum of two (2) days leave each without loss of pay, provided substitutes are available, and the Association reimburses the District the cost of substitutes for those delegates. In years when DEA members serve in elected IEA positions that are ex-officio delegates to conventions, the maximum number of leaves will be increased to accommodate the additional delegates. The Association agrees to supply names of delegates and dates of the leave to the Director of Human Resources, (or his/her designee) and the building principal(s) affected at least seven (7) days prior to such leave, except in cases of emergency where an alternate replaces an original delegate. These absences are to be processed as school business travel request.

## **6.8 Association Leave**

The DEA President shall be granted ten (10) days of leave, provided the Association reimburses District for the cost of the substitute, and provided substitutes are available. Five (5) of the days may be used by other DEA members designated by the DEA President. Reimbursement shall be at District's prevailing substitute rate. An employee utilizing the day(s) must have written approval of the Association President prior to taking the leave. The Association agrees to supply names of any additional employees and dates of the leave to the Director of Human Resources and the building principal(s) affected at

least seven (7) days prior to such leave. In cases of emergency situations where the Association President would not be able to give seven (7) days' notice, the Director of Human Resources, (or his/her designee) will be personally notified prior to the leave. These absences are to be processed as school business travel requests.

For purposes of association business, the DEA president's schedule will be adjusted to provide the following release time each day. His/her schedule will reflect no before school duties and one free period at the beginning of the day, or no after school duties and a free period at the end of the day.

## **6.9 Employees on Leave - Insurance**

A. Employees shall be entitled to twelve (12) weeks of unpaid leave pursuant to the Family and Medical Leave Act of 1993. The Board shall continue to pay the employee's health insurance premiums for up to twelve (12) weeks while the employee is on such leave.

The Board shall otherwise comply with the provisions of the Family and Medical Leave Act of 1993.

- B. After twelve (12) weeks, any employee on a Family and Medical Leave shall have a right to participate in the District's group health and life insurance program at his/her own expense. Premiums must be paid by the first day of each month. The employee on leave is responsible for keeping premium payments current. The employee shall be given notification of delinquent insurance payments at least five (5) working days prior to being dropped from coverage.
- C. Except as provided above, any employee on approved unpaid leave of absence shall have a right to participate in the District's group health and life insurance program at his/her own expense.

## **6.10 Secretary Vacation**

- A. Secretaries who work twelve (12) months shall be eligible for paid vacation as follows:

After 1 <sup>st</sup> year in the District	5 days
After 2 <sup>nd</sup> year in the District	10 days
After 5 <sup>th</sup> year in the District	15 days
After 20 <sup>th</sup> year in the District	20 days

Vacation leave for beginning secretaries with less than one (1) year of District employment shall be the percentage of five (5) days as the percentage of year worked.

- B. Twelve (12) month secretaries will be allowed to accumulate no more than twenty (20) vacation days and receive full payment for such time when (s)he resigns/retires. This payment will be made sixty (60) days after the final paycheck and will not count toward the employee's final salary calculation.
- C. Twelve (12) month secretaries shall not be required to use vacation days when schools are closed for weather-related emergencies. Such secretaries will suffer no loss of pay or benefits.  
  
If a secretary is asked and agrees to work on a day when schools are closed for a weather-related emergency, said secretary will be allowed comparable compensatory time equal to time worked.
- D. If a 237-day school secretary chooses to work during the fall break he/she will perform duties as assigned by administration.

## **Article VII--Employee Protection**

### **7.1 Nondiscrimination**

The Board and the Association agree that they will not practice discrimination or illegal discrimination nor will they discriminate nor illegally discriminate against any employee because of race, creed, color, national origin, religion, gender, sexual orientation, or marital status. The Board agrees that it will not discriminate or illegally discriminate against any employee because of Association membership, non-Association membership, participation in negotiations, or adjustment of grievance.

### **7.2 Right to Representation**

When any employee is required to appear before the Board or before any Board committee or Board member or administrator concerning any matter which could adversely affect the continuation of that employee in his/her office, position of employment or salary or any increments pertaining thereto, the employee shall be given reasonable prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting or interview.

### **7.3 Employee's Personnel File**

Each employee shall have the right, upon request, during the normal work day to examine and photocopy non-privileged documents contained in the employee's personnel file, which examination shall be made in the presence of appropriate administrative personnel. The employee shall have the right to examine and to attach a written reply to any adverse evaluation or criticism. Materials used to discipline/ discharge an employee shall be available in the employee's personnel file and one (1) copy will be furnished to the employee prior to its placement in his/her personnel file.

### **7.4 Reduction of Personnel**

#### **A. Teachers**

- 1) The Board shall adhere to the statutory procedures as modified by the Joint RIF Committee in the reduction and recall of personnel.
- 2) The Joint RIF Committee shall meet annually between December 1 and February 1.
- 3) "Qualified" shall be defined as legally qualified plus any additional qualifications required by the Board. Any such additional qualifications required by the Board for any licensed position shall be bargained between the Board and the Association.
- 4) "Seniority" is defined as length of continuous service as a teacher in the District. In the event two or more employees were employed on the same day, their order of seniority shall be determined by the order of their employment by the Board as shown on the personnel page contained in the applicable Board minutes.

#### **B. Secretaries and Teaching Assistants**

- 1) The Board shall adhere to the statutory procedures in the reduction of personnel. To the degree the School Code does not specify the order of reduction, and to the extent that this constitutes no violation of the School Code, employees will be laid off in order of seniority, provided the more senior employee is qualified for the position held by a less senior employee within the category. If the more senior employee is not qualified for such position, then the more senior employee shall be dismissed first.



- 2) The categories to be utilized in a reduction-in-force shall be:
  - a) Licensed teaching assistants
  - b) Sec/LRC Level 5
  - c) Sec/LRC Level 6
  - d) Information systems technicians
  - e) Non-certified nurses
  - f) Flat salaried non-certified employees

Employees shall be placed in the category based upon the position they currently hold.

- 3) "Seniority" is defined as length of continuous service within a particular category.

In the event two or more employees were employed on the same day, their order of seniority shall be determined by the order of their employment by the Board as shown on the personnel page contained in the applicable Board minutes. The reduction in personnel shall be in reverse order as shown on the list of new employees.

- 4) "Qualified" shall be defined as Board established requirements for holding such positions, except with respect to teaching assistants, "Qualified" shall be defined as all local, state and federal statutory and regulatory prerequisites for providing teaching assistant services, including all such prerequisites as adopted by the State Board of Education and Board- established requirements for teaching assistants.
- 5) The order of re-employment shall be in reverse order of the layoff provided the employee is legally qualified to hold the position.

## **7.5 Complaints Regarding an Employee**

Any complaint against an employee deemed by the building administrator to justify investigation and/or subsequent action of any nature shall be brought to the attention of the employee involved. The building administrator will schedule a conference to assist such employee in an attempt to resolve the issue involved in such complaint.

- A. When deemed appropriate by the building administrator, or requested in writing by the employee, an attempt will be made to schedule a conference between the complaining party and the employee involved. The employee may at his/her option have a representative of the Association at any conference held at which the employee, building administration and complaining party are present.
- B. No action shall be initiated by the administrator against such employee, based on a complaint, until a conference between the complaining party and the employee has been held, unless the complaining party refuses to meet, is physically unable to meet or the employee and administrator mutually agree that a conference would not be appropriate.
- C. No disciplinary action shall be taken based on a complaint without there first being an investigation. Administrative leave with pay does not constitute disciplinary action.

## 7.6 Pupil Problems

- A. The parties recognize that pupils having special physical, mental and/or emotional problems may require specialized classroom experience and that the presence of such pupils in regular classrooms may create teaching and learning problems, which the parties hereto shall mutually attempt to resolve for the best interest of all pupils and employees.
- B. The Board recognizes that the employee has a responsibility for the maintenance of discipline during his/her workday. The Board and its administrators will provide all reasonable support and assistance to the employee in the enforcement of the Board's adopted policies regarding student discipline. These policies will be distributed to each employee. The Administration shall review all changes in the student discipline policies with employees during the first five (5) employee workdays of each school year.
- C. The Board and its administrators shall strive to maintain consistency in the administration of the discipline guidelines in the Ownership in Education handbook. The building principal shall meet with DEA building representatives on a regular basis to discuss student discipline concerns.
- D. In the case of battery sustained while on duty as an employee of Danville School District No. 118, the bargaining unit member shall immediately report to their building principal, or any other person designated by the Superintendent, any alleged case of battery and shall submit an incident report to the Director of Human Resources. Such reports shall be retained as part of the employee's personnel file, and the District shall otherwise comply with the reporting requirements of Section 10-21.7 of the School Code. In the event of an out of school suspension, the bargaining unit member making the report will receive prior notification before the student's re-entry and may request a meeting with the building administrator to discuss it.
- E. The Board shall indemnify and protect employees against civil rights damage claims and suits, constitutional rights damage claims and suits and death and bodily injury and property damage claims and suits, including defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the board pursuant to Section 10-20.20 of the School Code.
- F. Absences up to ninety (90) calendar days per year due to injury from a battery sustained as set forth in the preceding paragraph shall not be deducted from the employee's sick leave. During this period, the Board shall pay the employee's full salary and benefits. If, however, the employee receives worker's compensation as a result of the injury while receiving his/her full salary from Danville School District No. 118, such compensation shall be endorsed or remitted to the Board. The Board shall reimburse any employee for the loss, damage or destruction of personal property (e.g. glasses, classroom materials) up to a maximum of \$200 that occurred as a result of incident as set forth in the preceding paragraph, provided the employee can provide proof of replacement or original proof of purchase.
- G. A teacher may send a student from the classroom to the office when in the opinion of the teacher, the seriousness of the offense, the persistence of the behavior or the disruptive effect of the violation makes it impossible to meet the educational objectives of the classroom.
- H. For the safety and security of all students and staff, every effort will be made to have at

least one administrator physically present in each building at all times during student attendance, parent-teacher conferences, and open house. In unavoidable circumstances where illness or emergencies make their presence impossible, exceptions will be allowed.

- I. No employee will be required to fulfill the duties of the building administrator when (s)he is absent from the building. During the first week of the school year, the building principal will orient his/her staff concerning procedures to follow when (s)he is out of the building. Procedures will include the name of the administrator on call and steps to take if that person is not available, including calling the Assistant Superintendent.

## **7.7 Employee Discipline**

The Board agrees that its rules and regulations governing employee conduct shall be reasonable and that enforcement of employee discipline shall be fair and for cause. This section does not apply to any employee during his/her first year of employment in the District, nor does it apply to the discharge of a non-tenured teacher.

## **Article VIII - Association/Management Rights**

### **8.1 Dues Deduction**

Employees shall have the right to payroll deduction of Association dues. Under such an arrangement an amount shall be withheld from each regular payroll period which is equal to the pro rata share of the annual dues. All deductions will begin within ten (10) calendar days after the receipt of a list of members from the Association who have authorized dues deduction. All deductions will be completed by the last regular paycheck in June. Such withholding shall be forwarded to the Association within ten (10) calendar days of the withholding. All dues deduction authorizations will continue in effect unless the Association requests that such authorization be withdrawn. The Association shall hold the Board harmless from any and all financial liability as a result of deduction of Association dues.

### **8.2 Copies of Board Minutes**

The Board agrees to make available via the District's website electronic copies of the official minutes of each official open meeting of the Board which shall include agenda, enrollment data, instructional programs, business reports, non-privileged personnel information, annual budget, and the annual audit. The Association realizes that enrollment data may not be in the Board minutes on a monthly basis.

### **8.3 Use of School Buildings**

- A. The Association shall be permitted to use school buildings for official Association business, subject to prior permission from the Superintendent or his/her designee. Reasonable charges may be made for such use.
- B. If photocopying, computer, and audio-visual equipment is not otherwise in use, the Association may use such equipment for official Association business. The Association shall use the designated Association copy code, contact the appropriate building administrator for approval, and reimburse the District for the cost of any supplies.

#### **8.4 Bulletin Boards**

The Board agrees that a bulletin board shall be provided for the exclusive use of the Association in each school building for posting notices of activities and other matters of Association concern.

The regular District pony service shall be made available to the Association for communications to employees. The Association agrees to defend, indemnify, and hold harmless the Board, its members, and agents from any and all claims, demands, causes of action, liabilities, damages, penalties and fines which arise out of the Association's use of the District pony service, provided the Board, its members, and agents give their cooperation in the preparation of such defense.

#### **8.5 Committee Composition**

When the Board establishes a committee which involves the selection of a building administrator, the Association may appoint one (1) member to serve on the committee. The Board reserves the right to transfer administrators/supervisors.

#### **8.6 Fair Share**

The Association agrees to defend, at its own expense and through its own counsel, indemnify, and hold the Board, its members and agents harmless from any and all claims, causes of actions, demands, damages, liabilities, fines and penalties arising out of the Board's compliance with the Fair Share Section of prior Collective Bargaining Agreements, provided: 1) The Board gives reasonable written notice of such action to the Association, and permits Association intervention as a party if it so desires, and 2) The Board cooperates with the Association and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available.

### **Article IX - Joint Discussion Council**

#### **9.1 Purpose**

It is recognized that honest and timely discussion between the Board and the Association regarding district-wide matters of mutual educational concern is of benefit to both parties.

#### **9.2 Procedures**

The Superintendent and the Association President, and/or their designees, will confer on matters of mutual educational concern. Meetings shall occur on a regular basis and/or at the request of the Superintendent or the Association President. If mutually agreed by the Superintendent and the Association President, the meeting group may also include employees and other members of the Administration. Study committees, advisory in nature, may be formed to review and make recommendations relative to matters of mutual educational concern. Periodic reports of the discussions held shall be made by the Superintendent to the Board and from the Association President to the employees.

## Article X - Grievance 10.1 Definition

Any claim by the Association, any employee, or group of employees that there has been a violation, misrepresentation, or misapplication of the terms of this Agreement, shall be a grievance.

### 10.2 Conditions

- A. All time limits consist of school days except during summer recess when time limits shall consist of all weekdays. The grievant has a right to request that an Association representative be present at any step of the grievance procedure.
- B. It is agreed that the processing of any grievance shall be conducted so as to result in no interruption of the instructional program and related work activities.

### 10.3 Procedure

A grievance shall be processed as follows:

**STEP 1:** The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediately involved supervisor to resolve problems through free and informal communications.

**STEP 2:** If the grievance is not satisfactorily resolved at the informal level, the employee and/or Association shall reduce the grievance to writing. The written grievance shall specify the article(s) of the Agreement that are alleged to have been violated. It shall also state a complete explanation of the full facts giving rise to the grievance. The grievance shall be submitted to the immediate supervisor within forty-five (45) school days after the event giving rise to the grievance. Within five (5) school days of the receipt of the written grievance by the immediate supervisor, said supervisor shall arrange a meeting with the grievant to discuss the grievance. Within ten (10) school days of the meeting, the grievant and the Association shall be provided with the supervisor's written response, including the reasons for the decision.

**STEP 3:** If the grievance is not resolved at Step 2, the grievant and/or the Association may refer the written grievance to the Superintendent or his/her official designee within ten (10) school days after the receipt of the Step 2 answer or within eight (8) school days after the Step 2 meeting, whichever is later. The Superintendent shall arrange with the grievant for a meeting to take place within five (5) school days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within ten (10) school days of the meeting, the grievant and the Association shall be provided with the Superintendent's written response, including the reasons for the decision.

**STEP 4:** If the Association is not satisfied with the disposition of the grievance at Step 3, or time limits expire without issuance of the written reply, the Association may submit the grievance to final and binding arbitration through the Federal Mediation and Conciliation Service by giving

written notice of such an appeal within thirty (30) school days after receipt of the Step 3 answer or expiration of the time limits for the Step 3 answer.

Such arbitration shall be under and in conformance with the rules of the American Arbitration Association.

The arbitrator shall be notified of his/her selection and shall be requested to set a time and place for the hearing, subject to the availability of Board and Association representatives.

The arbitrator shall submit his/her decision and remedy in writing according to the rules of the American Arbitration Association. The fees and expenses of the arbitrator shall be divided equally between the Board and the Association. Each party shall be responsible for compensating its own representatives/witnesses.

- A. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement, but the arbitrator shall have the right to award remedies that are appropriate and just.
- B. The arbitrator shall consider and decide only the question of fact as to whether there has been a violation, misinterpretation, or misapplication of the specific provision of this Agreement based on the specific issue(s) submitted in writing to the arbitrator by the parties. The arbitrator shall have no authority to make a decision on any issue not submitted or raised.

#### **10.4 Bypass to Superintendent**

If the grievant and/or Association and the Superintendent agree, Step 2 of the grievance procedure may be bypassed and the grievance brought directly to Step 3.

#### **10.5 Class Grievance**

Class grievance involving one or more employees and grievances involving administrators above the building level may be initially filed by the Association at Step 3.

#### **10.6 Association Participation**

The Board acknowledges the right of the Association to be present at any stage of the grievance procedure.

#### **10.7 No Reprisals**

No reprisals shall be taken by the Board or the Administration against any employee because of his/her participation in a grievance.

#### **10.8 Withdrawal**

A grievance may be withdrawn at any level without establishing a precedent.

### **Article XI--Insurance**

#### **11.1 Group Health and Accident Insurance**

The Insurance Group shall consist of all employees represented by this Collective Bargaining Agreement plus administrators and non-union, flat-salaried staff.

- A. Group Health Plan. The Board shall provide a Group Health Insurance Plan (the "Plan") with benefits and premiums as determined by the Insurance Committee. The parties understand that if the Insurance Committee makes multiple plans available to participants, additional costs that may come with some plans in excess of the default plan will not be the obligation of the employer.
- B. Insurance Reserve Fund. The Board and Association acknowledge that they have established a reserve fund.
- C. Insurance Premium for the life of this agreement: annually, the Board will pay \$8788 in year one of this agreement, \$9188 in year two of this agreement, and \$9588 in year three and four of this agreement for each employee enrolled in the Plan based on the monthly insurance census. The per enrolled employee board payment will be pro-rated monthly as determined by the monthly insurance census report. The insurance committee will determine the amount of premiums to be collected from the employees annually and deposit premiums in the insurance account on a monthly basis. The Insurance Committee shall determine the cost of the individual insurance premium each year during the life of this agreement. However, if a majority decision cannot be reached by the Insurance Committee, then individual premiums in year one of this agreement will not exceed \$81.00 dollars, \$91.00 dollars in year two, and \$100 dollars in year three and four. For the employees who elect family coverage, the board agrees to contribute an additional \$100.00 per month into the insurance reserve fund.
- D. Insurance Committee. The deductible, benefits, and premiums for the life of this agreement may be modified by the insurance committee. However, in the event the costs of the Group Health Insurance plan exceed the cost of the premiums paid by the Board and the employees in a given year, the following year the committee shall develop and implement a plan to cover the difference through a payment from the reserve fund, a decrease in benefits under the Plan, an increase in premiums paid for family coverage, or any combination thereof. During the life of this agreement individual premiums may not be used to cover the difference. No more than 50% of the difference can come from the reserve fund.

In the event the Committee fails to develop a plan as required under Paragraph D of this Section, the Board shall develop the plan.

An Insurance Committee will be formed and will be co-chaired by the DEA President and the Chief School Business Official. The Committee will consist of equal representation between the DEA bargaining unit and district administration.

All committee members shall be currently enrolled in the District 118 health insurance plan. The co-chairs of the committee will be responsible for scheduling meetings and preparing written information for the meetings. The committee will meet as necessary, but at least quarterly. The committee will:

- Provide regular and timely communication with participants;
- Monitor the Insurance Fund and the reserve balance so as to maintain a healthy fund balance of between three (3) and six (6) months of claims' costs;
- Recommend changes (reduction or enhancements) to the benefit structure based on industry standards, actuarial data, plan performance, claims history, the status of the Insurance Fund balance and other applicable data;
- Consult with experts as needed and periodically participate with the District in rebidding of the Insurance Plan;
- Have access to all information and data needed to carry out their responsibilities, including master policies, benefit documents, claim procedures and experience, etc.;
- Consider all options which are in the best interests of the plan, taking into account, without limitation, benefit designs and options, cost savings, cost containment options, managed care, preventative and wellness programs and the like;
- Consider modifications of the benefits currently in effect, selection of insurance and stop-loss reinsurance carriers, selection of third party administrators, selection of managed care networks and brokers, management of accumulated reserves, selection of the funding mechanism for coverage (i.e. fully funded conventional, self-funded, etc.), and establishment of premium levels for single and dependent coverage;
- Educate plan participants concerning the Insurance Plan and the options and alternatives available to each participant.

## **11.2 Flexible Spending Plan**

The Board will continue to offer a Flexible Spending Plan with the maximum employee contribution determined annually by the Internal Revenue Service. The Benefits Coordinator shall notify all employees of the maximum employee contribution annually.

## **11.3 Optical Insurance**

The Board shall pay up to \$70 per employee per year toward the employee premium for group optical insurance.

## **11.4 Coverage after Retirement**

The Board shall provide Health Insurance for each employee, as set forth in the insurance policy. At the time of Board approved retirement, the retired employee shall be allowed to pay the total cost of life and health insurance premiums to the District and remain in the group. The retired employee is responsible for keeping premium payments current.



## **11.5 Term Life Insurance**

- A. The Board shall provide term life insurance for each employee in the amount of \$25,000 until retirement. The premium will be paid by the Board. At the time of Board approved retirement, the employee will be permitted to remain in the group by paying the insurance premiums to the District. The retired employee is responsible for keeping premium payments current.
- B. Additional insurance is available through the group term plan. Payment for such optional insurance shall be the responsibility of the employee and shall be made through payroll deduction. A minimum of ten (10) people must enroll for additional group term insurance, and a minimum of twenty-five (25) must enroll for additional group accidental death and dismemberment (AD&D). The rates will change automatically for each employee as they attain a new age bracket. The Group Term Insurance Plan will define employee only coverage and monthly life premiums by age bracket.

## **11.6 Dental Insurance**

The Board will offer Dental Insurance coverage of the Board's choosing and the Board shall be responsible for the cost of the individual employee dental insurance premiums. The Board will not be responsible for the cost of a dependent and/or spouse premium. The insurance committee, at its discretion, may choose an alternate dental insurance plan, the premiums for which would be the sole responsibility of the employee.

# **Article XII – Compensation**

## **12.1 Salary**

### 2023-2024 – 5.5%

All bargaining unit members will take one step.

Cells will be adjusted such that a single step equates to a 5.5% raise.

One row will be added to each column to accommodate those in the last cell of the previous year's schedule.

### 2024-2025 – 5%

All bargaining unit members will take a step if there is a step to take.

Cells will be adjusted such that a single step equates to a 5% raise.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (5%).

### 2025-2026 – 5%

All bargaining unit members will take a step if there is a step to take.

Cells will be adjusted such that a single step equates to a 5% raise.

Any bargaining unit member with nowhere to step will be considered "off schedule" and

receive the same negotiated raise (5%).

2026-2027--4%

All bargaining unit members will take a step if there is a step to take.

Cells will be adjusted such that a single step equates to a 4% raise.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (4%).

For all employees—raises are step-inclusive; raises are an actual increase and not an average.

Employee salary schedules shall be attached to and made a part of this Agreement as Appendix A.

## **12.2 Retirement System Contribution**

- A. In addition to the scheduled salary, the Board agrees to pick up and pay on behalf of each teacher the full Downstate Teacher Retirement System (TRS) contribution. All contributions shall be non-taxable (tax-sheltered).
- B. In addition to the scheduled salary, the Board agrees to pick up and pay on behalf of each secretary and teaching assistant the full IMRF contribution. All contributions shall be non-taxable (tax-sheltered).
- C. These retirement contributions shall apply to all creditable earnings in the appropriate retirement system.
- D. In addition to the scheduled salary, the Board agrees to pick up and pay on behalf of each teacher the Teacher Health Insurance Security Fund (T.H.I.S.) contribution of 0.8%.

## **12.3 Extracurricular Salary**

- A. Extracurricular salary is an amount paid to employees for responsibilities or duties beyond his/her regular class load or workday. It is presumed that the employee has a full teaching/work load and the extracurricular salary is paid in addition to the full salary. Any departure from this procedure must be approved by the Superintendent.
- B. Extracurricular salary shall be paid at the option of the employee by one of the following means:
  - 1. Paid in a lump sum after either the first semester (first pay period in December) or after the second semester (first pay period in June) depending on the end date of the activity.
  - 2. For year-long activities, the employee may choose to have one-half of the stipend paid after the first semester (first pay period in December) and one-half can be paid after the second semester (first pay period in June).
  - 3. Paid pro rata with each regular check.

- C. All extracurricular appointments are made by the Board with the consent of the employee and without any tenure rights to the extracurricular position. The Extracurricular Schedule shall be attached as Appendix D and made a part of this Agreement.

## **12.4 Supportive Services**

- A. Employees performing the following instructional supportive services will receive \$35.00 per hour:

Driver Education employee (before and after school)

Summer school teacher

Teachers delivering in-district professional development for district staff

Homebound employee/tutor

Before and after school instructional programs

Summer high school guidance services

Employees performing the following non-instructional supportive services will receive \$30.00 per hour for the life of this Agreement.

Committee work pre-approved by building level or district level administrators for stipend.

All supportive services will be performed with the consent of the employee.

It is presumed the employee has a full work load and the above amounts are paid in addition to the full salary for duties assumed or performed.

- B. Any supervisory activities outside of the employee workday, including crowd control, trip and dance chaperone, shall be performed with the consent of the employee.
- C. Employees who perform bus-riding duty shall be compensated at the rate of \$22.00 per hour for time worked beyond the regular work day.
- D. Any teaching assistant/secretary performing summer school work will receive \$30.00 per hour for the life of this Agreement.

## **12.5 Travel Pay**

If the Superintendent, or his/her designee, approves employee travel expenses, such expenses shall be reimbursed as follows:

- A. Travel by privately owned automobile shall be reimbursed at the IRS allowable rate. Reimbursement shall be payable to only one of two or more employees traveling in the same vehicle.

For travel greater than twenty (20) miles initiated from their school building, meal expenses shall be reimbursed at actual cost but shall not exceed fifty- five dollars (\$55.00) per day in Downstate IL and IN and seventy two dollars (\$72.00) per day elsewhere as determined by the following schedule:

Meals:	Downstate IL&IN	Chicago Area/out of State (except IN)*
Breakfast (travel commencing prior to 7:00 am)	\$11.00	\$17.00
Lunch	\$15.00	\$20.00
Dinner (travel extending past 6:00 pm)	\$29.00	\$35.00
Lodging	Up to \$175.00	Up to \$300

\*Chicago Metro/Suburban Cook County/Northern Counties/Out of State (except Indiana)

The above amounts may be combined at the employee's option if travel extends through two (2) or more meals. The actual location for eating the above meals will be at the discretion of the employee.

- B. Employees who travel between two (2) buildings within the same workday will receive \$575 per annum during the life of this Agreement. Those who travel among three buildings or more within the same workday will receive \$700 per annum during the life of this Agreement. Mileage at the IRS rate will be paid for the hearing impaired itinerant teacher(s) and nurses covering absent nurses elsewhere in the district who can't be covered by the floating nurse during the life of this Agreement.
- C. Any level six secretary approved for in-district travel in 2021-2023 who received \$275 or \$500 for the 2017 – 2018 school year will receive \$350 or \$575 for the school year during the life of this agreement.

## **12.6 Payment for Unused Sick Days**

- A. Upon Board-approved retirement and in accordance with the requirements of the Downstate TRS, each TRS employee who is at least 55 years of age who has at least ten (10) years of continuous employment with the District immediately preceding retirement may request that the amount of \$50.00 per day be paid as severance for each accumulated sick leave day earned and accumulated under Section 6.1 and not utilized by TRS to determine the teachers' retirement.

The number of days to be compensated will be determined as follows:

If a teacher's years of TRS service is less than 34 years, the teacher shall be compensated for all accumulated sick days after subtracting 340 sick days.

If a teacher's years of TRS service is 34 years, the teacher shall be compensated for all accumulated sick days after subtracting 170 sick days.

If a teacher's years of TRS service is 35 years or more, the teacher shall be compensated for all accumulated sick days earned during employment with the District.

If the teacher has unused sick days on file with TRS, those days, upon receipt of verification from the teacher's personal TRS Annual Summary of Benefits, will be added to the teacher's earned days with the District prior to subtracting 340 days (teachers with less than 34 years of experience) or 170 days (teachers with 34 years of experience).

Payment shall be made via separate check sixty (60) days after last day worked or receipt of last paycheck (whichever shall occur last), and will not be considered a part of the final salary or TRS creditable earnings.

- B. Board-approved retirement and in accordance with the requirements of the Illinois Municipal Retirement Fund (IMRF), each IMRF employee who is at least 55 years of age and has at least ten (10) years of continuous employment with the District immediately preceding retirement may request that the amount of

\$50.00 per day be paid as severance for each accumulated sick leave day not used for service credit in IMRF.

Payment shall be made via separate check sixty (60) days after last day worked or receipt of last paycheck (whichever shall occur last), and will not be considered a part of the final salary or IMRF creditable earnings.

## **12.7 Payroll Procedures**

- A. Regular paychecks will be issued on alternating Fridays. The first paycheck will be issued no later than the second Friday of September. Subsequent paychecks will be issued on alternating Fridays. Should a scheduled payday occur on a holiday, paychecks will be issued on the last scheduled workday prior to the holiday. Should there be more than twenty-six (26) paydays, scheduled paychecks will be prorated to include the additional payday. Whenever legal requirements for final payment differ from the regular pay schedule, at termination of employment, legal requirements will be followed.
- B. An employee on contract for the full school term may at his/her option be paid on the basis of either twenty-one (21) or twenty-six (26) paychecks of equal installments. Choice of plans will be made at the beginning of his/her contract year and will not be changed during the year.
- C. The Board and the DEA recognize that there are 26 pay cycles over the course of a school year. It is understood that there are normally 365 days in a year with 366 days during a leap year. While the District issues 26 paychecks over the course of the year, a 26 pay cycle only accounts for 364 days not 365 days. It is further understood that each year of a normal 26 pay cycle, the pay period moves forward either one day, or two days during a leap year.

The Board and the DEA recognize that the intent of the pay cycle is to pay employees for work performed and not to pay employees for work prior to performing said work.

## **12.8 Salary Schedule Advancement**

A. Employees shall advance on the salary schedule according to years of service, professional growth and/or performance.

(1) Vertical salary schedule advancement is predicated upon years of experience and performance.

- a) Tenured teachers receiving an “Unsatisfactory” evaluation will not receive an experience increment (i.e., will not advance a step vertically on the salary schedule) in the year following the “Unsatisfactory” evaluation.
- b) Tenured teachers receiving a “Needs Improvement” evaluation will not receive an experience increment unless they have successfully completed their Professional Improvement Plan. This plan will be developed within ten (10) school days of the receipt of the evaluation and completed within thirty (30) school days of the development of the plan. The determination by the Administration as to whether the teacher has successfully completed the plan is not subject to the grievance procedure. Regardless of whether the teacher successfully completed the Professional Improvement Plan, the teacher shall be evaluated in the following year. Tenured teachers successfully completing a Professional Improvement Plan shall receive their total vertical step increase. If the thirty (30) day plan carries over to the next school year, any salary withheld from the tenured teacher on a Professional Improvement Plan shall be paid in a lump sum in their next regularly scheduled check following successful completion. Failure to successfully complete a Professional Improvement Plan will result in loss of vertical step. The District agrees to comply with the requirements of the Performance Evaluation Reform Act.
- c) Non-certified/licensed employees will not receive an experience increment (i.e., will not advance a step vertically on the salary schedule) in the year following a “Needs Improvement” or “Unsatisfactory” evaluation. Any non-certified/licensed employee receiving an “Unsatisfactory” or “Needs Improvement” evaluation shall be placed on an Improvement Plan. The Improvement Plan will specify deficiencies in performance and will give the employee specific and measurable objectives for improvement. Non-certified/licensed employees successfully completing an Improvement Plan shall receive their total vertical step increase. If the thirty (30) school day plan carries over to the next school year, any salary withheld from the noncertified/licensed employee on an Improvement Plan shall be paid in a lump sum in their next regularly scheduled check following successful completion. Failure to successfully complete an Improvement Plan will result in loss of vertical step. The employee will be evaluated in the following year.

(2) Horizontal salary schedule advancement is predicated upon advanced study through an Illinois State Board of Education-recognized institution of higher learning. In order to receive credit, the coursework must be completed prior to the beginning of the school year.

Official transcripts, if available, verifying successful completion of coursework must be submitted to the Human Resources Office no later than December 1 for advancement on the salary schedule for the current year. If a grade report and a receipt for a Request for Transcript are submitted no later than September 1, compensation for such advancement will be reflected on the second paycheck in September. If an official transcript is not submitted by December 1, the annual salary of the employee will be adjusted to the horizontal column of the previous year. If an employee submits a transcript after September 1 but by November 1, his/her second paycheck in November will reflect his/her salary schedule advancement retroactive to the beginning of the school year.

(3) If the contract expires and no agreement has been reached by the start of the following school term after the expiration of the contract, status quo with respect to step will be determined by the Board's current last offer, unless the parties mutually agree otherwise. If the Board's offer is equal to or greater than step, the employee will be granted a step increase pending final agreement. If the Board's offer is less than step, the step will not be granted before a final settlement is reached

(4) A bargaining unit member must work at one-half (.5) of the respective bargaining unit member's contract in one (1) school year to receive experience credit for that year on the salary schedule, provided that days on paid leave or Family Medical Leave shall be counted as days worked.

B. New employees will be given credit on the salary schedule for related work experience and qualifications on a year for year basis as determined by the Director of Human Resources. Beginning with the 2018 - 2019 school year, any retired teacher who returns to work in Danville District No. 118 as a Teaching Assistant or Secretary shall be given credit for previous years worked on the appropriate salary schedule.

The Board may offer hiring incentives for hard to fill positions and/or unfilled positions posted for over 60 days.

Any returning employee with previous Danville District No. 118 experience greater than fifteen (15) years will be credited for all in-district experience in the same job classification in lieu of experience outside of the district. Newly-hired School Psychologist, Social Workers, and Speech-Language Pathologists will be granted experience for year-long internship in the area hired.

C. Any teacher or psychologist who becomes Nationally Certified and maintains such certification shall have \$2,000 added to his/her scheduled salary each year.

D. Any social worker who is a Licensed Clinical Social Worker shall have \$2000 added to his/her scheduled salary each year.

E. Any Speech Language Pathologist who holds a Certificate of Clinical Competence (CCC) shall have \$2,000 added to his/her scheduled salary each year.

F. Any secretary who either meets the requirement for the NAEOP GRADE 11 Certificate or who has completed thirty (30) hours of college course shall have \$500 added to his/her scheduled salary each year.

Any secretary or nurse who has an Associate's degree or sixty (60) hours of college course shall have \$1,000 added to his/her scheduled salary each year.

Any secretary or nurse who has a Bachelor's degree shall have \$1,500 added to his/her scheduled salary each year.

G. Daily rate for secretaries is based on eight (8) hours a day.

## **12.9 Retirement Benefit**

A. The Board will provide a retirement benefit for teaching assistants and secretaries with a minimum of fifteen (15) years of service in the District. The benefit shall be fifty dollars (\$50.00) per each year of service.

Payment shall be made via separate check sixty (60) days after retirement or last day worked (whichever shall occur last), and will not be considered a part of their final salary.

B. Salary Increase for Retiring Employees

**An employee who is a member of the Illinois Municipal Retirement Fund ("IMRF"), and who...**

- a. is eligible to retire under the IMRF without an IMRF age reduction during the calendar year in which he/she retires as set forth in his/her retirement notice, provides proof of eligibility from IMRF; and
- b. has completed his/her final fifteen (15) years of service within District 118; and
- c. has not received a salary increase in any of the years prior to payment of the salary increase described in Section 12.9B. that would cause the District to pay an accelerated payment or a penalty to the IMRF if the employee retires at any time after giving his/her notice; and
- d. has not received a retirement benefit pursuant to a prior collective bargaining agreement; and
- e. does not retire pursuant to the IMRF Early Retirement Incentive ("ERI");

**...shall be eligible to receive the following retirement benefit:**

If the employee notifies the Board in writing by September 1<sup>st</sup>, up to four (4) school years prior to retirement and no later than September 1<sup>st</sup> of the final school year of service at the District, (s)he shall be removed from the application of the salary schedule and shall be eligible for a five and a quarter percent (5.25%) year on year increase over his/her prior year's salary for each of the remaining 4, 3, 2 or 1 school years until retirement.



As used herein, “salary” shall include the employee’s salary as shown on the salary schedule and extracurricular or extra duty salary differentials, and hours paid for time-sheeted work. Overtime pay shall be exempt from these calculations.

The employee shall perform all extracurricular and extra duties that are used in determining salary in the years in which this retirement benefit is received. An employee who does not perform such extracurricular and extra duties shall have his/her compensation reduced accordingly.

To the extent that the salary increase described in Section 12.9 B. shall cause the Board to pay additional penalties or an accelerated payment to the IMRF, the Board shall have the right to reduce the salary increase described in Section 12.9 B. so that the Board will not incur such penalties or payments.

**An Employee who is a member of the Illinois Teachers’ Retirement System (“TRS”), and who...**

- a. is eligible to retire under the TRS, during the calendar year set forth in his/her retirement notice, without discount for age or year of service, provides proof of eligibility from TRS; and
- b. has completed his/her final fifteen (15) years of service within District 118; and
- c. has not received a salary increase in any of the years prior to payment of the salary increase described in Section 12.9 B. that would cause the District to pay an accelerated payment or a penalty to the TRS if the employee retires at any time after giving his/her notice; and
- d. has not received a retirement benefit pursuant to a prior collective bargaining agreement;

**...shall be eligible to receive the following retirement benefit:**

If the employee notifies the Board in writing by September 1<sup>st</sup>, up to four (4) school years prior to retirement and no later than September 1<sup>st</sup> prior to the final year of service at the District prior to retirement, (s)he shall be removed from the application of the salary schedule and shall be eligible for a five and a quarter percent (5.25%) year on year increase over his/her prior year’s salary for each of the remaining 4, 3, 2 or 1 school years until retirement.

As used herein, “salary” shall include the employee’s salary as shown on the salary schedule and extracurricular or extra duty salary differentials, and hours paid for time-sheeted work. Overtime pay shall be exempt from these calculations.

The employee shall perform all extracurricular and extra duties that are used in determining salary in the years in which this salary increase is received. An

employee who does not perform such extracurricular and extra duties shall have his/her compensation reduced accordingly.

To the extent that the salary increase described in Section 12.9 B. shall cause the Board to pay additional penalties or an accelerated payment to the TRS, the Board shall have the right to reduce the salary increase described in Section 12.9 B. so that the Board will not incur such penalties or payments.

## **Article XIII – Duration**

### **13.1 Distribution**

Upon ratification of this Agreement, the Board shall prepare the Agreement for printing. The Association agrees to print and distribute the Agreement with the cost to be borne by the Association. The Board agrees to pay for the cost of materials used in printing.

### **13.2 Duration**

This agreement shall be in full force and effect from the date of execution and shall continue until midnight, June 30, 2027.

### **13.3 No Strike/No Lockout**

During the term of this Agreement:

- A. It is specifically understood that neither the Association nor its members shall participate in or encourage, either directly or indirectly, a strike or any other form of interference with the normal operations of the school system or any of its programs.
- B. The Board shall not lock out the Association nor its members during the term of this Agreement.

IN WITNESS WHEREOF, The Parties hereto have executed this Agreement  
this 25th day of October, 2023.

DANVILLE COMMUNITY CONSOLIDATED SCHOOL DISTRICT NO.118:

BY  Board President

BY  Superintendent

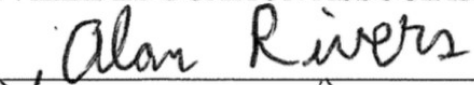
BY \_\_\_\_\_

BY \_\_\_\_\_

BY \_\_\_\_\_

BY \_\_\_\_\_

DANVILLE EDUCATION ASSOCIATION, IEA-NEA:

BY  Union President

BY  Union Secretary

BY \_\_\_\_\_

BY \_\_\_\_\_

BY \_\_\_\_\_

BY \_\_\_\_\_

## Appendix A-1 Certified Staff Salary Schedules

### 2023 - 2024

Years/HR	STEP/system	BA-0	BA135-0	BA150-0	MA-0	MA180-0	MA195-0	PG210-0
0	6	\$ 48,568.16	\$ 49,441.70	\$ 50,315.24	\$ 52,062.32	\$ 53,809.40	\$ 54,682.94	\$ 56,430.02
1	7	\$ 49,818.16	\$ 50,691.70	\$ 51,565.24	\$ 53,312.32	\$ 55,059.40	\$ 55,932.94	\$ 57,680.02
2	8	\$ 51,136.91	\$ 52,010.45	\$ 52,883.99	\$ 54,631.07	\$ 56,378.15	\$ 57,251.69	\$ 58,998.77
3	9	\$ 52,455.66	\$ 53,329.20	\$ 54,202.74	\$ 55,949.82	\$ 57,696.90	\$ 58,570.44	\$ 60,317.52
4	10	\$ 53,774.41	\$ 54,647.95	\$ 55,521.49	\$ 57,268.57	\$ 59,015.65	\$ 59,889.19	\$ 61,636.27
5-7	11	\$ 55,093.16	\$ 55,966.70	\$ 56,840.24	\$ 58,587.32	\$ 60,334.40	\$ 61,207.94	\$ 62,955.02
8	12	\$ 56,411.91	\$ 57,285.45	\$ 58,158.99	\$ 59,906.07	\$ 61,653.15	\$ 62,526.69	\$ 64,273.77
9-12	13	\$ 57,730.66	\$ 58,604.20	\$ 59,477.74	\$ 61,224.82	\$ 62,971.90	\$ 63,845.44	\$ 65,592.52
13	14	\$ 59,049.41	\$ 59,922.95	\$ 60,796.49	\$ 62,543.57	\$ 64,290.65	\$ 65,164.19	\$ 66,911.27
14	15	\$ 60,368.16	\$ 61,241.70	\$ 62,115.24	\$ 63,862.32	\$ 65,609.40	\$ 66,482.94	\$ 68,230.02
15	16	\$ 61,686.91	\$ 62,560.45	\$ 63,433.99	\$ 65,181.07	\$ 66,928.15	\$ 67,801.69	\$ 69,548.77
16	17	\$ 63,005.66	\$ 63,879.20	\$ 64,752.74	\$ 66,499.82	\$ 68,246.90	\$ 69,120.44	\$ 70,867.52
17	18	\$ 64,324.41	\$ 65,197.95	\$ 66,071.49	\$ 67,818.57	\$ 69,565.65	\$ 70,439.19	\$ 72,186.27
18	19	\$ 65,643.16	\$ 66,516.70	\$ 67,390.24	\$ 69,137.32	\$ 70,884.40	\$ 71,757.94	\$ 73,505.02
19	20	\$ 66,961.91	\$ 67,835.45	\$ 68,708.99	\$ 70,456.07	\$ 72,203.15	\$ 73,076.69	\$ 74,823.77
20	21	\$ 68,280.66	\$ 69,154.20	\$ 70,027.74	\$ 71,774.82	\$ 73,521.90	\$ 74,395.44	\$ 76,142.52
21	22	\$ 69,599.41	\$ 70,472.95	\$ 71,346.49	\$ 73,093.57	\$ 74,840.65	\$ 75,714.19	\$ 77,461.27
22	23	\$ 70,918.16	\$ 71,791.70	\$ 72,665.24	\$ 74,412.32	\$ 76,159.40	\$ 77,032.94	\$ 78,780.02
23	24	\$ 71,973.16	\$ 72,846.70	\$ 73,983.99	\$ 75,731.07	\$ 77,478.15	\$ 78,351.69	\$ 80,098.77
24	25	\$ 73,028.16	\$ 73,901.70	\$ 75,038.99	\$ 77,049.82	\$ 78,796.90	\$ 79,670.44	\$ 81,417.52
25	26			\$ 76,093.99	\$ 78,368.57	\$ 80,115.65	\$ 80,989.19	\$ 82,736.27
26	27				\$ 79,687.32	\$ 81,434.40	\$ 82,307.94	\$ 84,055.02
27	28				\$ 80,742.32	\$ 82,753.15	\$ 83,626.69	\$ 85,373.77
	29				\$ 81,797.32	\$ 83,808.15	\$ 84,945.44	\$ 86,692.52
	30					\$ 84,863.15	\$ 86,000.44	\$ 87,747.52
	31						\$ 87,055.44	\$ 88,802.52

These figures reflect only salary, however the Board also pays employee pension contributions.

One row will be added to each column to accommodate those in the last cell of the previous year's schedule.

## 2024 – 2025

Years/HR	STEP/system							
		BA-0	BA 135-0	BA 150-0	MA-0	MA 180-0	MA 195-0	PG210-0
0	6	\$ 49,747.00	\$ 50,664.00	\$ 51,581.00	\$ 53,415.00	\$ 55,250.00	\$ 56,167.00	\$ 58,002.00
1	7	\$ 50,997.00	\$ 51,914.00	\$ 52,831.00	\$ 54,665.00	\$ 56,500.00	\$ 57,417.00	\$ 59,252.00
2	8	\$ 52,309.00	\$ 53,226.00	\$ 54,143.00	\$ 55,978.00	\$ 57,812.00	\$ 58,730.00	\$ 60,564.00
3	9	\$ 53,694.00	\$ 54,611.00	\$ 55,528.00	\$ 57,363.00	\$ 59,197.00	\$ 60,114.00	\$ 61,949.00
4	10	\$ 55,078.00	\$ 55,996.00	\$ 56,913.00	\$ 58,747.00	\$ 60,582.00	\$ 61,499.00	\$ 63,333.00
5	11	\$ 56,463.00	\$ 57,380.00	\$ 58,298.00	\$ 60,132.00	\$ 61,966.00	\$ 62,884.00	\$ 64,718.00
6-8	12	\$ 57,848.00	\$ 58,765.00	\$ 59,682.00	\$ 61,517.00	\$ 63,351.00	\$ 64,268.00	\$ 66,103.00
9	13	\$ 59,233.00	\$ 60,150.00	\$ 61,067.00	\$ 62,901.00	\$ 64,736.00	\$ 65,653.00	\$ 67,487.00
10-13	14	\$ 60,617.00	\$ 61,534.00	\$ 62,452.00	\$ 64,286.00	\$ 66,120.00	\$ 67,038.00	\$ 68,872.00
14	15	\$ 62,002.00	\$ 62,919.00	\$ 63,836.00	\$ 65,671.00	\$ 67,505.00	\$ 68,422.00	\$ 70,257.00
15	16	\$ 63,387.00	\$ 64,304.00	\$ 65,221.00	\$ 67,055.00	\$ 68,890.00	\$ 69,807.00	\$ 71,642.00
16	17	\$ 64,771.00	\$ 65,688.00	\$ 66,606.00	\$ 68,440.00	\$ 70,275.00	\$ 71,192.00	\$ 73,026.00
17	18	\$ 66,156.00	\$ 67,073.00	\$ 67,990.00	\$ 69,825.00	\$ 71,659.00	\$ 72,576.00	\$ 74,411.00
18	19	\$ 67,541.00	\$ 68,458.00	\$ 69,375.00	\$ 71,209.00	\$ 73,044.00	\$ 73,961.00	\$ 75,796.00
19	20	\$ 68,925.00	\$ 69,843.00	\$ 70,760.00	\$ 72,594.00	\$ 74,429.00	\$ 75,346.00	\$ 77,180.00
20	21	\$ 70,310.00	\$ 71,227.00	\$ 72,144.00	\$ 73,979.00	\$ 75,813.00	\$ 76,731.00	\$ 78,565.00
21	22	\$ 71,695.00	\$ 72,612.00	\$ 73,529.00	\$ 75,364.00	\$ 77,198.00	\$ 78,115.00	\$ 79,950.00
22	23	\$ 73,079.00	\$ 73,997.00	\$ 74,914.00	\$ 76,748.00	\$ 78,583.00	\$ 79,500.00	\$ 81,334.00
23	24	\$ 74,464.00	\$ 75,381.00	\$ 76,298.00	\$ 78,133.00	\$ 79,967.00	\$ 80,885.00	\$ 82,719.00
24	25	\$ 75,572.00	\$ 76,489.00	\$ 77,683.00	\$ 79,518.00	\$ 81,352.00	\$ 82,269.00	\$ 84,104.00
25	26	\$ 76,680.00	\$ 77,597.00	\$ 78,791.00	\$ 80,902.00	\$ 82,737.00	\$ 83,654.00	\$ 85,488.00
26	27			\$ 79,899.00	\$ 82,287.00	\$ 84,121.00	\$ 85,039.00	\$ 86,873.00
27	28				\$ 83,672.00	\$ 85,506.00	\$ 86,423.00	\$ 88,258.00
	29				\$ 84,779.00	\$ 86,891.00	\$ 87,808.00	\$ 89,642.00
	30					\$ 87,999.00	\$ 89,193.00	\$ 91,027.00
	31						\$ 90,300.00	\$ 92,135.00

These figures reflect only salary, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (5%).

## 2025 – 2026

Years/HR	STEP/system							
		BA-0	BA 135-0	BA 150-0	MA-0	MA 180-0	MA 195-0	PG210-0
0	6	\$ 50,984.00	\$ 51,947.00	\$ 52,910.00	\$ 54,836.00	\$ 56,762.00	\$ 57,725.00	\$ 59,652.00
1	7	\$ 52,234.00	\$ 53,197.00	\$ 54,160.00	\$ 56,086.00	\$ 58,012.00	\$ 58,975.00	\$ 60,902.00
2	8	\$ 53,546.00	\$ 54,509.00	\$ 55,473.00	\$ 57,399.00	\$ 59,325.00	\$ 60,288.00	\$ 62,214.00
3	9	\$ 54,925.00	\$ 55,888.00	\$ 56,851.00	\$ 58,777.00	\$ 60,703.00	\$ 61,666.00	\$ 63,592.00
4	10	\$ 56,378.00	\$ 57,342.00	\$ 58,305.00	\$ 60,231.00	\$ 62,157.00	\$ 63,120.00	\$ 65,046.00
5	11	\$ 57,832.00	\$ 58,795.00	\$ 59,759.00	\$ 61,685.00	\$ 63,611.00	\$ 64,574.00	\$ 66,500.00
6	12	\$ 59,286.00	\$ 60,249.00	\$ 61,212.00	\$ 63,139.00	\$ 65,065.00	\$ 66,028.00	\$ 67,954.00
7-9	13	\$ 60,740.00	\$ 61,703.00	\$ 62,666.00	\$ 64,593.00	\$ 66,519.00	\$ 67,482.00	\$ 69,408.00
10	14	\$ 62,194.00	\$ 63,157.00	\$ 64,120.00	\$ 66,046.00	\$ 67,973.00	\$ 68,936.00	\$ 70,862.00
11-14	15	\$ 63,648.00	\$ 64,611.00	\$ 65,574.00	\$ 67,500.00	\$ 69,427.00	\$ 70,390.00	\$ 72,316.00
15	16	\$ 65,102.00	\$ 66,065.00	\$ 67,028.00	\$ 68,954.00	\$ 70,880.00	\$ 71,844.00	\$ 73,770.00
16	17	\$ 66,556.00	\$ 67,519.00	\$ 68,482.00	\$ 70,408.00	\$ 72,334.00	\$ 73,297.00	\$ 75,224.00
17	18	\$ 68,010.00	\$ 68,973.00	\$ 69,936.00	\$ 71,862.00	\$ 73,788.00	\$ 74,751.00	\$ 76,678.00
18	19	\$ 69,464.00	\$ 70,427.00	\$ 71,390.00	\$ 73,316.00	\$ 75,242.00	\$ 76,205.00	\$ 78,131.00
19	20	\$ 70,918.00	\$ 71,881.00	\$ 72,844.00	\$ 74,770.00	\$ 76,696.00	\$ 77,659.00	\$ 79,585.00
20	21	\$ 72,372.00	\$ 73,335.00	\$ 74,298.00	\$ 76,224.00	\$ 78,150.00	\$ 79,113.00	\$ 81,039.00
21	22	\$ 73,826.00	\$ 74,789.00	\$ 75,752.00	\$ 77,678.00	\$ 79,604.00	\$ 80,567.00	\$ 82,493.00
22	23	\$ 75,279.00	\$ 76,242.00	\$ 77,206.00	\$ 79,132.00	\$ 81,058.00	\$ 82,021.00	\$ 83,947.00
23	24	\$ 76,733.00	\$ 77,696.00	\$ 78,659.00	\$ 80,586.00	\$ 82,512.00	\$ 83,475.00	\$ 85,401.00
24	25	\$ 78,187.00	\$ 79,150.00	\$ 80,113.00	\$ 82,040.00	\$ 83,966.00	\$ 84,929.00	\$ 86,855.00
25	26	\$ 79,350.00	\$ 80,313.00	\$ 81,567.00	\$ 83,493.00	\$ 85,420.00	\$ 86,383.00	\$ 88,309.00
26	27			\$ 82,730.00	\$ 84,947.00	\$ 86,874.00	\$ 87,837.00	\$ 89,763.00
27	28				\$ 86,401.00	\$ 88,327.00	\$ 89,291.00	\$ 91,217.00
	29				\$ 87,855.00	\$ 89,781.00	\$ 90,744.00	\$ 92,671.00
	30					\$ 91,235.00	\$ 92,198.00	\$ 94,125.00
	31						\$ 93,652.00	\$ 95,578.00

These figures reflect only salary, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (5%).

## 2026 – 2027

Years/HR	STEP/system							
		BA-0	BA 135-0	BA 150-0	MA-0	MA 180-0	MA 195-0	PG210-0
0	6	\$ 51,773.00	\$ 52,775.00	\$ 53,776.00	\$ 55,780.00	\$ 57,783.00	\$ 58,784.00	\$ 60,788.00
1	7	\$ 53,023.00	\$ 54,025.00	\$ 55,026.00	\$ 57,030.00	\$ 59,033.00	\$ 60,034.00	\$ 62,038.00
2	8	\$ 54,323.00	\$ 55,325.00	\$ 56,326.00	\$ 58,330.00	\$ 60,333.00	\$ 61,334.00	\$ 63,338.00
3	9	\$ 55,688.00	\$ 56,690.00	\$ 57,691.00	\$ 59,695.00	\$ 61,698.00	\$ 62,699.00	\$ 64,703.00
4	10	\$ 57,121.00	\$ 58,123.00	\$ 59,125.00	\$ 61,128.00	\$ 63,131.00	\$ 64,133.00	\$ 66,136.00
5	11	\$ 58,634.00	\$ 59,635.00	\$ 60,637.00	\$ 62,640.00	\$ 64,643.00	\$ 65,645.00	\$ 67,648.00
6	12	\$ 60,146.00	\$ 61,147.00	\$ 62,149.00	\$ 64,152.00	\$ 66,155.00	\$ 67,157.00	\$ 69,160.00
7	13	\$ 61,658.00	\$ 62,659.00	\$ 63,661.00	\$ 65,664.00	\$ 67,667.00	\$ 68,669.00	\$ 70,672.00
8-10	14	\$ 63,170.00	\$ 64,171.00	\$ 65,173.00	\$ 67,176.00	\$ 69,179.00	\$ 70,181.00	\$ 72,184.00
11	15	\$ 64,682.00	\$ 65,683.00	\$ 66,685.00	\$ 68,688.00	\$ 70,691.00	\$ 71,693.00	\$ 73,696.00
12-15	16	\$ 66,194.00	\$ 67,196.00	\$ 68,197.00	\$ 70,200.00	\$ 72,204.00	\$ 73,205.00	\$ 75,208.00
16	17	\$ 67,706.00	\$ 68,708.00	\$ 69,709.00	\$ 71,712.00	\$ 73,716.00	\$ 74,717.00	\$ 76,720.00
17	18	\$ 69,218.00	\$ 70,220.00	\$ 71,221.00	\$ 73,225.00	\$ 75,228.00	\$ 76,229.00	\$ 78,233.00
18	19	\$ 70,730.00	\$ 71,732.00	\$ 72,733.00	\$ 74,737.00	\$ 76,740.00	\$ 77,741.00	\$ 79,745.00
19	20	\$ 72,242.00	\$ 73,244.00	\$ 74,245.00	\$ 76,249.00	\$ 78,252.00	\$ 79,253.00	\$ 81,257.00
20	21	\$ 73,754.00	\$ 74,756.00	\$ 75,758.00	\$ 77,761.00	\$ 79,764.00	\$ 80,766.00	\$ 82,769.00
21	22	\$ 75,266.00	\$ 76,268.00	\$ 77,270.00	\$ 79,273.00	\$ 81,276.00	\$ 82,278.00	\$ 84,281.00
22	23	\$ 76,779.00	\$ 77,780.00	\$ 78,782.00	\$ 80,785.00	\$ 82,788.00	\$ 83,790.00	\$ 85,793.00
23	24	\$ 78,291.00	\$ 79,292.00	\$ 80,294.00	\$ 82,297.00	\$ 84,300.00	\$ 85,302.00	\$ 87,305.00
24	25	\$ 79,803.00	\$ 80,804.00	\$ 81,806.00	\$ 83,809.00	\$ 85,812.00	\$ 86,814.00	\$ 88,817.00
25	26	\$ 81,315.00	\$ 82,316.00	\$ 83,318.00	\$ 85,321.00	\$ 87,324.00	\$ 88,326.00	\$ 90,329.00
26	27	\$ 82,524.00	\$ 83,526.00	\$ 84,830.00	\$ 86,833.00	\$ 88,836.00	\$ 89,838.00	\$ 91,841.00
27	28			\$ 86,040.00	\$ 88,345.00	\$ 90,349.00	\$ 91,350.00	\$ 93,353.00
	29				\$ 89,857.00	\$ 91,861.00	\$ 92,862.00	\$ 94,865.00
	30					\$ 93,373.00	\$ 94,374.00	\$ 96,377.00
	31						\$ 95,886.00	\$ 97,890.00

These figures reflect only salary, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (4%).

## Appendix A-2 Teaching Assistant Salary Schedule

2023 – 2024

	Teaching Assistants 2023-24		
STEP	1-C30-30	2-ASD-0	3-BAD-0
1			
2			
3	\$20,966.31	\$23,344.28	\$24,742.16
4	\$21,566.31	\$23,944.28	\$25,342.16
5	\$22,265.78	\$24,642.69	\$26,041.62
6	\$22,965.24	\$25,341.10	\$26,741.09
7	\$23,663.65	\$26,041.62	\$27,509.13
8	\$24,363.12	\$26,740.03	\$28,279.28
9	\$25,062.58	\$27,439.50	\$29,118.00
10	\$25,901.31	\$28,279.28	\$29,957.78
11	\$26,740.03	\$29,816.41	\$31,494.92
12	\$27,578.76	\$30,795.45	\$32,614.27
13	\$28,417.48	\$31,634.18	\$33,453.00
14	\$29,118.00	\$32,472.90	\$34,430.98
15	\$29,956.73	\$33,312.68	\$35,269.71
16	\$30,795.45	\$34,080.72	\$36,109.49
17	\$31,244.88	\$34,532.26	\$36,558.92
18	\$31,739.68	\$35,292.92	\$37,370.21
19	\$32,234.47	\$36,053.57	\$38,181.51
20	\$33,289.47	\$37,108.57	\$39,236.51
21	\$34,344.47	\$38,163.57	\$40,291.51

These figures reflect only wages, however the Board also pays employee pension contributions.

One row will be added to each column to accommodate those in the last cell of the previous year's schedule.

2024 – 2025

	Teaching Assistants 2024-25		
STEP	1-C30-30	2-ASD-0	3-BAD-0
1			
2			
3	\$21,415.00	\$23,911.00	\$25,379.00
4	\$22,015.00	\$24,511.00	\$25,979.00
5	\$22,645.00	\$25,141.00	\$26,609.00
6	\$23,379.00	\$25,875.00	\$27,344.00
7	\$24,114.00	\$26,608.00	\$28,078.00
8	\$24,847.00	\$27,344.00	\$28,885.00
9	\$25,581.00	\$28,077.00	\$29,693.00
10	\$26,316.00	\$28,811.00	\$30,574.00
11	\$27,196.00	\$29,693.00	\$31,456.00
12	\$28,077.00	\$31,307.00	\$33,070.00
13	\$28,958.00	\$32,335.00	\$34,245.00
14	\$29,838.00	\$33,216.00	\$35,126.00
15	\$30,574.00	\$34,097.00	\$36,153.00
16	\$31,455.00	\$34,978.00	\$37,033.00
17	\$32,335.00	\$35,785.00	\$37,915.00
18	\$32,807.00	\$36,259.00	\$38,387.00
19	\$33,327.00	\$37,058.00	\$39,239.00
20	\$33,846.00	\$37,856.00	\$40,091.00
21	\$34,954.00	\$38,964.00	\$41,198.00

These figures reflect only wages, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (5%).



## 2025 – 2026

Teaching Assistants 2025-26			
STEP	1-C30-30	2-ASD-0	3-BAD-0
1			
2			
3	\$21,885.00	\$24,507.00	\$26,048.00
4	\$22,485.00	\$25,107.00	\$26,648.00
5	\$23,115.00	\$25,737.00	\$27,278.00
6	\$23,777.00	\$26,399.00	\$27,940.00
7	\$24,548.00	\$27,169.00	\$28,711.00
8	\$25,319.00	\$27,939.00	\$29,482.00
9	\$26,089.00	\$28,711.00	\$30,329.00
10	\$26,860.00	\$29,481.00	\$31,178.00
11	\$27,631.00	\$30,252.00	\$32,103.00
12	\$28,556.00	\$31,178.00	\$33,028.00
13	\$29,481.00	\$32,873.00	\$34,723.00
14	\$30,406.00	\$33,952.00	\$35,957.00
15	\$31,330.00	\$34,877.00	\$36,882.00
16	\$32,103.00	\$35,801.00	\$37,960.00
17	\$33,027.00	\$36,727.00	\$38,885.00
18	\$33,952.00	\$37,574.00	\$39,811.00
19	\$34,447.00	\$38,072.00	\$40,306.00
20	\$34,993.00	\$38,910.00	\$41,201.00
21	\$35,539.00	\$39,749.00	\$42,095.00

These figures reflect only wages, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (5%).

## 2026 – 2027

Teaching Assistants 2026-27			
STEP	1-C30-30	2-ASD-0	3-BAD-0
1			
2			
3	\$22,161.00	\$24,887.00	\$26,490.00
4	\$22,761.00	\$25,487.00	\$27,090.00
5	\$23,385.00	\$26,111.00	\$27,714.00
6	\$24,040.00	\$26,767.00	\$28,369.00
7	\$24,728.00	\$27,455.00	\$29,057.00
8	\$25,530.00	\$28,255.00	\$29,859.00
9	\$26,332.00	\$29,056.00	\$30,661.00
10	\$27,133.00	\$29,859.00	\$31,542.00
11	\$27,935.00	\$30,660.00	\$32,425.00
12	\$28,737.00	\$31,462.00	\$33,387.00
13	\$29,698.00	\$32,425.00	\$34,350.00
14	\$30,660.00	\$34,187.00	\$36,112.00
15	\$31,622.00	\$35,310.00	\$37,396.00
16	\$32,583.00	\$36,272.00	\$38,357.00
17	\$33,387.00	\$37,233.00	\$39,479.00
18	\$34,348.00	\$38,196.00	\$40,440.00
19	\$35,310.00	\$39,077.00	\$41,403.00
20	\$35,825.00	\$39,595.00	\$41,918.00
21	\$36,393.00	\$40,467.00	\$42,849.00

These figures reflect only wages, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (4%)

## Appendix A-3 Secretary/LRC Salary Schedules 2023 – 2024

Secretary/LRC	23-24									
Years	STEP	L5180-0	L5190-0	L5195-0	L5200-0	L5205-0	L6195-0	L6205-0	L5237-0	L6237-0
	1									
	2									
<b>0</b>	3	\$26,901.52	\$28,181.23	\$28,820.56	\$29,460.95	\$30,100.28	\$29,413.47	\$30,722.73	\$34,195.79	\$34,913.19
<b>1</b>	4	\$27,401.52	\$28,681.23	\$29,320.56	\$29,960.95	\$30,600.28	\$29,913.47	\$31,222.73	\$34,695.79	\$35,413.19
<b>2</b>	5	\$27,855.17	\$29,160.20	\$29,812.19	\$30,465.24	\$31,117.23	\$30,415.65	\$31,751.28	\$35,292.92	\$36,025.09
<b>3</b>	6	\$28,308.82	\$29,639.17	\$30,303.82	\$30,969.53	\$31,634.18	\$30,917.83	\$32,279.84	\$35,890.05	\$36,636.99
<b>4</b>	7	\$28,760.36	\$30,114.98	\$30,793.34	\$31,470.65	\$32,147.96	\$31,418.96	\$32,806.28	\$36,484.01	\$37,244.67
<b>5</b>	8	\$29,708.80	\$31,117.23	\$31,820.91	\$32,524.60	\$33,228.28	\$32,470.79	\$33,911.92	\$37,734.19	\$38,524.38
<b>6</b>	9	\$30,400.88	\$31,847.29	\$32,569.96	\$33,292.64	\$34,016.37	\$33,237.78	\$34,717.94	\$38,644.65	\$39,455.95
<b>7</b>	10	\$31,089.80	\$32,574.18	\$33,316.90	\$34,058.57	\$34,801.29	\$34,001.60	\$35,521.85	\$39,551.95	\$40,384.35
<b>8</b>	11	\$31,780.82	\$33,304.24	\$34,065.95	\$34,826.61	\$35,588.32	\$34,768.58	\$36,327.87	\$40,462.42	\$41,316.97
<b>9 to 11</b>	12	\$32,470.79	\$34,032.19	\$34,812.89	\$35,593.59	\$36,374.29	\$35,533.46	\$37,131.78	\$41,370.77	\$42,246.42
<b>12</b>	13	\$33,163.93	\$34,763.31	\$35,564.05	\$36,363.74	\$37,163.43	\$36,302.55	\$37,939.91	\$42,282.29	\$43,180.10
<b>13</b>	14	\$33,854.95	\$35,493.37	\$36,313.10	\$37,131.78	\$37,950.46	\$37,069.54	\$38,745.93	\$43,192.76	\$44,112.72
<b>14</b>	15	\$34,547.03	\$36,223.43	\$37,062.15	\$37,899.82	\$38,738.55	\$37,835.47	\$39,551.95	\$44,103.22	\$45,044.28
<b>15</b>	16	\$35,238.06	\$36,953.49	\$37,811.20	\$38,668.92	\$39,525.58	\$38,602.45	\$40,357.97	\$45,013.69	\$45,976.90
<b>16</b>	17	\$35,926.97	\$37,680.38	\$38,557.09	\$39,433.79	\$40,310.50	\$39,367.33	\$41,161.88	\$45,920.99	\$46,905.30
<b>17</b>	18	\$36,619.05	\$38,410.44	\$39,306.14	\$40,201.83	\$41,098.58	\$40,133.26	\$41,967.90	\$46,831.45	\$47,836.87
<b>18</b>	19	\$37,310.08	\$39,140.50	\$40,055.19	\$40,970.93	\$41,885.61	\$40,900.24	\$42,773.92	\$47,741.92	\$48,769.49
<b>19</b>	20	\$37,722.58	\$39,575.16	\$40,501.45	\$41,427.74	\$42,355.09	\$41,357.06	\$43,253.95	\$48,284.19	\$49,324.42
<b>20</b>	21	\$38,389.34	\$40,278.85	\$41,224.13	\$42,169.41	\$43,114.69	\$42,096.61	\$44,031.48	\$49,163.00	\$50,223.28
<b>21</b>		\$39,069.82	\$40,997.30	\$41,961.57	\$42,925.84	\$43,889.06	\$42,851.99	\$44,824.84	\$50,058.70	\$51,140.07
<b>22</b>		\$40,124.82	\$42,052.30	\$43,016.57	\$43,980.84	\$44,944.06	\$43,906.99	\$45,879.84	\$51,113.70	\$52,195.07
<b>23</b>		\$41,179.82	\$43,107.30	\$44,071.57	\$45,035.84	\$45,999.06	\$44,961.99	\$46,934.84	\$52,168.70	\$53,250.07

These figures reflect only wages, however the Board also pays employee pension contributions.

One row will be added to each column to accommodate those in the last cell of the previous year's schedule.

## 2024 – 2025

Secretary/LRC		24-25								
Years	STEP	L5180-0	L5190-0	L5195-0	L5200-0	L5205-0	L6195-0	L6205-0	L5237-0	L6237-0
	1									
	2									
<b>0</b>	3	\$27,747.00	\$29,090.00	\$29,762.00	\$30,434.00	\$31,105.00	\$30,384.00	\$31,759.00	\$35,406.00	\$36,159.00
<b>1</b>	4	\$28,247.00	\$29,590.00	\$30,262.00	\$30,934.00	\$31,605.00	\$30,884.00	\$32,259.00	\$35,906.00	\$36,659.00
<b>2</b>	5	\$28,772.00	\$30,115.00	\$30,787.00	\$31,459.00	\$32,130.00	\$31,409.00	\$32,784.00	\$36,431.00	\$37,184.00
<b>3</b>	6	\$29,248.00	\$30,618.00	\$31,303.00	\$31,988.00	\$32,673.00	\$31,936.00	\$33,339.00	\$37,058.00	\$37,826.00
<b>4</b>	7	\$29,724.00	\$31,121.00	\$31,819.00	\$32,518.00	\$33,216.00	\$32,464.00	\$33,894.00	\$37,685.00	\$38,469.00
<b>5</b>	8	\$30,198.00	\$31,621.00	\$32,333.00	\$33,044.00	\$33,755.00	\$32,990.00	\$34,447.00	\$38,308.00	\$39,107.00
<b>6</b>	9	\$31,194.00	\$32,673.00	\$33,412.00	\$34,151.00	\$34,890.00	\$34,094.00	\$35,608.00	\$39,621.00	\$40,451.00
<b>7</b>	10	\$31,921.00	\$33,440.00	\$34,198.00	\$34,957.00	\$35,717.00	\$34,900.00	\$36,454.00	\$40,577.00	\$41,429.00
<b>8</b>	11	\$32,644.00	\$34,203.00	\$34,983.00	\$35,761.00	\$36,541.00	\$35,702.00	\$37,298.00	\$41,530.00	\$42,404.00
<b>9</b>	12	\$33,370.00	\$34,969.00	\$35,769.00	\$36,568.00	\$37,368.00	\$36,507.00	\$38,144.00	\$42,486.00	\$43,383.00
<b>10 - 12</b>	13	\$34,094.00	\$35,734.00	\$36,554.00	\$37,373.00	\$38,193.00	\$37,310.00	\$38,988.00	\$43,439.00	\$44,359.00
<b>13</b>	14	\$34,822.00	\$36,501.00	\$37,342.00	\$38,182.00	\$39,022.00	\$38,118.00	\$39,837.00	\$44,396.00	\$45,339.00
<b>14</b>	15	\$35,548.00	\$37,268.00	\$38,129.00	\$38,988.00	\$39,848.00	\$38,923.00	\$40,683.00	\$45,352.00	\$46,318.00
<b>15</b>	16	\$36,274.00	\$38,035.00	\$38,915.00	\$39,795.00	\$40,675.00	\$39,727.00	\$41,530.00	\$46,308.00	\$47,296.00
<b>16</b>	17	\$37,000.00	\$38,801.00	\$39,702.00	\$40,602.00	\$41,502.00	\$40,533.00	\$42,376.00	\$47,264.00	\$48,276.00
<b>17</b>	18	\$37,723.00	\$39,564.00	\$40,485.00	\$41,405.00	\$42,326.00	\$41,336.00	\$43,220.00	\$48,217.00	\$49,251.00
<b>18</b>	19	\$38,450.00	\$40,331.00	\$41,271.00	\$42,212.00	\$43,154.00	\$42,140.00	\$44,066.00	\$49,173.00	\$50,229.00
<b>19</b>	20	\$39,176.00	\$41,098.00	\$42,058.00	\$43,019.00	\$43,980.00	\$42,945.00	\$44,913.00	\$50,129.00	\$51,208.00
<b>20</b>	21	\$39,609.00	\$41,554.00	\$42,527.00	\$43,499.00	\$44,473.00	\$43,425.00	\$45,417.00	\$50,698.00	\$51,791.00
<b>21</b>		\$40,309.00	\$42,293.00	\$43,285.00	\$44,278.00	\$45,270.00	\$44,201.00	\$46,233.00	\$51,621.00	\$52,734.00
<b>22</b>		\$41,023.00	\$43,047.00	\$44,060.00	\$45,072.00	\$46,084.00	\$44,995.00	\$47,066.00	\$52,562.00	\$53,697.00
<b>23</b>		\$42,131.00	\$44,155.00	\$45,167.00	\$46,180.00	\$47,191.00	\$46,102.00	\$48,174.00	\$53,669.00	\$54,805.00

These figures reflect only wages, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (5%).

## 2025 – 2026

Secretary/LRC	25-26									
Years	STEP	L5180-0	L5190-0	L5195-0	L5200-0	L5205-0	L6195-0	L6205-0	L5237-0	L6237-0
	1									
	2									
<b>0</b>	3	\$28,634.00	\$30,045.00	\$30,750.00	\$31,456.00	\$32,161.00	\$31,403.00	\$32,847.00	\$36,676.00	\$37,467.00
<b>1</b>	4	\$29,134.00	\$30,545.00	\$31,250.00	\$31,956.00	\$32,661.00	\$31,903.00	\$33,347.00	\$37,176.00	\$37,967.00
<b>2</b>	5	\$29,659.00	\$31,070.00	\$31,775.00	\$32,481.00	\$33,186.00	\$32,428.00	\$33,872.00	\$37,701.00	\$38,492.00
<b>3</b>	6	\$30,210.00	\$31,621.00	\$32,326.00	\$33,032.00	\$33,737.00	\$32,980.00	\$34,423.00	\$38,252.00	\$39,043.00
<b>4</b>	7	\$30,710.00	\$32,149.00	\$32,868.00	\$33,588.00	\$34,307.00	\$33,533.00	\$35,006.00	\$38,910.00	\$39,718.00
<b>5</b>	8	\$31,210.00	\$32,677.00	\$33,410.00	\$34,144.00	\$34,877.00	\$34,087.00	\$35,589.00	\$39,569.00	\$40,392.00
<b>6</b>	9	\$31,708.00	\$33,202.00	\$33,950.00	\$34,696.00	\$35,443.00	\$34,639.00	\$36,169.00	\$40,224.00	\$41,062.00
<b>7</b>	10	\$32,754.00	\$34,307.00	\$35,083.00	\$35,858.00	\$36,634.00	\$35,799.00	\$37,388.00	\$41,602.00	\$42,473.00
<b>8</b>	11	\$33,517.00	\$35,112.00	\$35,908.00	\$36,705.00	\$37,503.00	\$36,645.00	\$38,277.00	\$42,606.00	\$43,500.00
<b>9</b>	12	\$34,276.00	\$35,913.00	\$36,732.00	\$37,550.00	\$38,368.00	\$37,487.00	\$39,163.00	\$43,606.00	\$44,524.00
<b>10</b>	13	\$35,038.00	\$36,718.00	\$37,558.00	\$38,396.00	\$39,236.00	\$38,332.00	\$40,051.00	\$44,610.00	\$45,552.00
<b>11 - 13</b>	14	\$35,799.00	\$37,520.00	\$38,381.00	\$39,242.00	\$40,103.00	\$39,176.00	\$40,938.00	\$45,611.00	\$46,577.00
<b>14</b>	15	\$36,563.00	\$38,327.00	\$39,209.00	\$40,091.00	\$40,973.00	\$40,024.00	\$41,829.00	\$46,616.00	\$47,606.00
<b>15</b>	16	\$37,325.00	\$39,131.00	\$40,035.00	\$40,938.00	\$41,840.00	\$40,869.00	\$42,717.00	\$47,620.00	\$48,634.00
<b>16</b>	17	\$38,088.00	\$39,936.00	\$40,861.00	\$41,785.00	\$42,709.00	\$41,714.00	\$43,606.00	\$48,624.00	\$49,661.00
<b>17</b>	18	\$38,850.00	\$40,741.00	\$41,687.00	\$42,632.00	\$43,577.00	\$42,559.00	\$44,495.00	\$49,628.00	\$50,690.00
<b>18</b>	19	\$39,609.00	\$41,543.00	\$42,509.00	\$43,476.00	\$44,442.00	\$43,402.00	\$45,381.00	\$50,628.00	\$51,713.00
<b>19</b>	20	\$40,373.00	\$42,348.00	\$43,335.00	\$44,323.00	\$45,311.00	\$44,247.00	\$46,270.00	\$51,632.00	\$52,740.00
<b>20</b>	21	\$41,134.00	\$43,152.00	\$44,161.00	\$45,170.00	\$46,179.00	\$45,093.00	\$47,158.00	\$52,635.00	\$53,768.00
<b>21</b>		\$41,589.00	\$43,632.00	\$44,653.00	\$45,674.00	\$46,696.00	\$45,596.00	\$47,687.00	\$53,233.00	\$54,380.00
<b>22</b>		\$42,324.00	\$44,407.00	\$45,450.00	\$46,492.00	\$47,534.00	\$46,412.00	\$48,545.00	\$54,202.00	\$55,371.00
<b>23</b>		\$43,074.00	\$45,200.00	\$46,263.00	\$47,326.00	\$48,388.00	\$47,244.00	\$49,419.00	\$55,190.00	\$56,382.00

These figures reflect only wages, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (5%).

## 2026 – 2027

Secretary/LRC	26-27									
Years	STEP	L5180-0	L5190-0	L5195-0	L5200-0	L5205-0	L6195-0	L6205-0	L5237-0	L6237-0
	1									
	2									
<b>0</b>	3	\$29,279.00	\$30,747.00	\$31,480.00	\$32,214.00	\$32,947.00	\$32,159.00	\$33,661.00	\$37,643.00	\$38,465.00
<b>1</b>	4	\$29,779.00	\$31,247.00	\$31,980.00	\$32,714.00	\$33,447.00	\$32,659.00	\$34,161.00	\$38,143.00	\$38,965.00
<b>2</b>	5	\$30,299.00	\$31,767.00	\$32,500.00	\$33,234.00	\$33,967.00	\$33,179.00	\$34,681.00	\$38,663.00	\$39,485.00
<b>3</b>	6	\$30,845.00	\$32,313.00	\$33,046.00	\$33,780.00	\$34,513.00	\$33,725.00	\$35,227.00	\$39,209.00	\$40,031.00
<b>4</b>	7	\$31,419.00	\$32,886.00	\$33,619.00	\$34,353.00	\$35,086.00	\$34,299.00	\$35,800.00	\$39,782.00	\$40,605.00
<b>5</b>	8	\$31,939.00	\$33,435.00	\$34,183.00	\$34,931.00	\$35,679.00	\$34,875.00	\$36,406.00	\$40,467.00	\$41,306.00
<b>6</b>	9	\$32,459.00	\$33,984.00	\$34,746.00	\$35,510.00	\$36,272.00	\$35,450.00	\$37,012.00	\$41,152.00	\$42,008.00
<b>7</b>	10	\$32,977.00	\$34,530.00	\$35,308.00	\$36,084.00	\$36,861.00	\$36,025.00	\$37,616.00	\$41,833.00	\$42,705.00
<b>8</b>	11	\$34,064.00	\$35,679.00	\$36,486.00	\$37,293.00	\$38,100.00	\$37,231.00	\$38,883.00	\$43,266.00	\$44,172.00
<b>9</b>	12	\$34,858.00	\$36,516.00	\$37,345.00	\$38,173.00	\$39,003.00	\$38,110.00	\$39,808.00	\$44,310.00	\$45,240.00
<b>10</b>	13	\$35,648.00	\$37,350.00	\$38,201.00	\$39,052.00	\$39,903.00	\$38,986.00	\$40,729.00	\$45,350.00	\$46,305.00
<b>11</b>	14	\$36,440.00	\$38,187.00	\$39,060.00	\$39,932.00	\$40,806.00	\$39,866.00	\$41,654.00	\$46,394.00	\$47,374.00
<b>12-14</b>	15	\$37,231.00	\$39,021.00	\$39,916.00	\$40,812.00	\$41,707.00	\$40,743.00	\$42,575.00	\$47,436.00	\$48,440.00
<b>15</b>	16	\$38,026.00	\$39,860.00	\$40,778.00	\$41,695.00	\$42,612.00	\$41,625.00	\$43,502.00	\$48,481.00	\$49,510.00
<b>16</b>	17	\$38,818.00	\$40,697.00	\$41,637.00	\$42,575.00	\$43,514.00	\$42,504.00	\$44,426.00	\$49,525.00	\$50,580.00
<b>17</b>	18	\$39,612.00	\$41,534.00	\$42,495.00	\$43,456.00	\$44,418.00	\$43,382.00	\$45,350.00	\$50,569.00	\$51,648.00
<b>18</b>	19	\$40,404.00	\$42,371.00	\$43,354.00	\$44,338.00	\$45,320.00	\$44,262.00	\$46,274.00	\$51,613.00	\$52,717.00
<b>19</b>	20	\$41,194.00	\$43,204.00	\$44,210.00	\$45,215.00	\$46,220.00	\$45,139.00	\$47,196.00	\$52,653.00	\$53,782.00
<b>20</b>	21	\$41,987.00	\$44,041.00	\$45,068.00	\$46,095.00	\$47,124.00	\$46,017.00	\$48,120.00	\$53,697.00	\$54,850.00
<b>21</b>		\$42,780.00	\$44,878.00	\$45,927.00	\$46,977.00	\$48,026.00	\$46,896.00	\$49,045.00	\$54,741.00	\$55,919.00
<b>22</b>		\$43,253.00	\$45,377.00	\$46,439.00	\$47,501.00	\$48,564.00	\$47,420.00	\$49,595.00	\$55,363.00	\$56,555.00
<b>23</b>		\$44,017.00	\$46,184.00	\$47,268.00	\$48,351.00	\$49,435.00	\$48,268.00	\$50,486.00	\$56,370.00	\$57,586.00

These figures reflect only wages, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (4%).

## **Appendix A-4 Flat Salaried Staff**

Flat Salaried Employees (Non-Certified Coordinators)

Year 1: 5.5%

Year 2: 5%

Year 3: 5%

Year 4: 4%

Information Technologist

Year 1: 5.5%

Year 2: 5%

Year 3: 5%

Year 4: 4%

The top end of the salary range for Information Technologists will be adjusted accordingly each year

Nurses/Physical Therapy Assistant/Behavior Interventionist

Year 1: 5.5%

Year 2: 5%

Year 3: 5%

Year 4: 4%

The top end of the salary range for Nurses/Physical Therapy Assistants/ Behavior Interventionists will be adjusted accordingly each year

These figures reflect only salary, however the Board also pays employee pension contributions.

## Appendix B--Secretary/LRC Job Classification and Work Days

Days	Position	Levels
180	DHS Attendance/Discipline Secretary	5
	Secretary to Education to Careers (.50)	5
190	LRC's at Elementary & Middle Schools	5
195	Elementary Head Secretaries to Principals	6
	Elementary Secretaries	5
	Secretary to Middle School	5
	Secretary to Middle School Counselors	5
	Secretary to Athletic Director	5
	Secretary Assistant Cashier DHS (.50)	5
200	LRCs at High School	5
	Secretary to Guidance Counselors at High School	5
	Secretary to Pre-K	5
205	Secretaries to Assistant Principals High School	5
	Secretary to Food Service/Warehouse	5
	Secretary to Grants	5
	Secretary to Principal at Middle School	6
	Secretary to Principal of Alternative School	6
	Secretary to Special Education (.50)	5
237	Secretary to Special Education	6
	Secretary Accounts Payable	6
	Secretary Assistant Payroll Clerk	6
	Secretary Attendance High School	6
	Secretary Benefits Clerk (.50-1.0)	6
	Secretary Benefits Coordinator	6
	Secretary Bookkeeper	6
	Secretary Bookkeeper/Grants	6
	Secretary Cashier High School	6
	Secretary Computer Data Processing High School	6
	Secretary to Curriculum	6
	Secretary of Records	5
	Secretary Finance/HR EIS Support	6
	Secretary Human Resources Communication	6
	Secretary Purchasing Clerk (.50-.75)	5
	Secretary Registrar High School	6
	Secretary to Business Office	6
	Secretary to Director of Student Services	6
	Secretary Technology Department	6
	Secretary to Food Service	6
	Secretary to Principal of High School	6

## Appendix C--Extended Contract Positions

### Extended Contract (Mandatory) for the for the following Positions

All additional time will be calculated at 1/180 of the employee's scheduled Salary.

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Athletic Director	3 Weeks
Band Performance	4 Weeks
Cooperative Career Education Coordinator	3 Weeks
DHS Library	4 Weeks
District Grant Coordinator	2 Weeks
District Literacy Coach	2 Weeks
District Math Coach	2 Weeks
Guidance	3 Weeks
Industrial Ed Employees	3 Days
Nurse Supervisor	3 Weeks
Nurses	3 Days
S.T.E.P Coordinator	4 Weeks
WECEP Coordinator	3 Days



## Appendix D--Extracurricular Salary Differentials

Stipends are calculated as a percentage of the first cell in the BA-0 column of the certified staff salary schedule

A joint committee of equal numbers from both the District and the Union will be formed to annually reassess and adjust as mutually deemed necessary the Extracurricular Salary Differentials table.

All percentages will remain unchanged with the following exceptions which will change as indicated beginning July 1, 2024

Position	Old Rate	New Rate of pay
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### **DISTRICT WIDE**

AVID -All levels	5.5%	8.0%
Instructional Unit/Division Leader- Elementary	5.5%	6.0%
Instructional Unit/Division Leader- Middle School	5.5%	7.0%
Instructional Unit/Division Leader- High School	5.5%	8.0%
Nurse Supervisor	5.5%	6.0%

### **PBIS**

Enrollment up to 350 (1 position per school)	\$750	6.0%
Enrollment over 350 (2 positions per school)	\$1,000	6.0%
SWIS	\$750	3.0%
Computer Resource Person	5.0%	8.0%
Teacher Mentors		8.0%
ELA Coach	6.0%	8.0%
Math Coach	6.0%	8.0%
AAC Implementation Coach		8.0%

### **High School**

Athletic Director	29%	32%
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Pompettes Coach	9.0%	10%
Musical Assistant	5.0	9.0%

### **Middle School**

Athletic Director	10%	15%
Head Baseball Coach	5.0%	7.0%
Head Softball Coach	5.0%	7.0%
Assistant Baseball Coach	2.5%	5.0%
Assistant Softball Coach	2.5%	5.0%

### **UPPER ELEMENTARY**

IESA Basketball Coach	5%	10.0%
Volleyball IESA Coach	5.0%	8.0%

<b>POSITION</b>	<b>School</b>	<b>PAY</b>
DHS - Advocates 1 of 1	DHS	5%
DHS - Archery 1 of 1	DHS	8%
DHS - Athletic Director 1 of 1	DHS	32%
DHS - AVID 1 of 1	DHS	8%
DHS - Band Performance 1 of 1	DHS	12%
DHS - Computer Club 1 of 1	DHS	5%
DHS - Computer Resource Persons 1 of 3	DHS	8%
DHS - Computer Resource Persons 2 of 3	DHS	8%
DHS - Computer Resource Persons 3 of 3	DHS	8%
DHS - Division Leader Ace House/ SP Ed1 of 1	DHS	8%
DHS - Division Leader Freshman House 1 of 1	DHS	8%
DHS - Division Leader Global /Applied TechHouse 1 of 1	DHS	8%
DHS - Division Leader Humanities 1 of 1	DHS	8%
DHS - Division Leader Language Arts 1 of 1	DHS	8%
DHS - Division Leader Math 1 of 1	DHS	8%
DHS - Division Leader New Tech 1 of 1	DHS	8%
DHS - Division Leader PE 1 of 1	DHS	8%
DHS - Division Leader School Counselor 1 of 1	DHS	8%
DHS - Division Leader Science 1 of 1	DHS	8%
DHS - Division Leader Soc Studies 1 of 1	DHS	8%
DHS - Division Leader Special Ed 1 of 1	DHS	8%
DHS - Drama Asst 1 of 1	DHS	5%
DHS - Drama Director 1 of 1	DHS	9%
DHS - Drill Team (ROTC) 1 of 1	DHS	8%
DHS - E - Sports Asst Coach 1 of 1	DHS	3%
DHS - Fine Arts Club 1 of 1	DHS	5%
DHS - Future Tchrs of America 1 of 1	DHS	5%
DHS - Gaming Club 1 of 1	DHS	5%
DHS - Gender and Sexuality Acceptance Club (GSA) 1 of 1	DHS	5%
DHS - Hispanic Club 1 of 1	DHS	5%
DHS - Honor Society 1 of 1	DHS	5%
DHS - Innovative Program Stipend 1 of 1	DHS	3%
DHS - Jazz Band 1 of 1	DHS	7%
DHS - Junior Class Adv 1 of 1	DHS	5%
DHS - Library Club 1 of 1	DHS	5%
DHS - Local History Club 1 of 1	DHS	5%
DHS - Marching Band Director 1 of 1	DHS	15%
DHS - Marching Band Director Asst 1 of 1	DHS	12%
DHS - Marching Band Percussion Instructor 1 of 2	DHS	8%
DHS - Marching Band Percussion Instructor 2 of 2	DHS	8%

DHS - Maroon & White Adv 1 of 1	DHS	9%
DHS - Maroon & White Bus Adv 1 of 1	DHS	5
DHS - Math Instructional Leader 1 of 1	DHS	8%
DHS - Medley Advisor 1 of 1	DHS	9%
DHS - Medley Bus Staff Adv 1 of 1	DHS	5%
DHS - Model United Nations 1 of 1	DHS	3%
DHS - Musical Asst 1 of 1	DHS	9%
DHS - Musical Director 1 of 1	DHS	9%
DHS - New Teacher Mentor	DHS	8%
DHS - New Teacher Mentor	DHS	8%
DHS - New Teacher Mentor	DHS	8%
DHS - New Teacher Mentor	DHS	8%
DHS - New Teacher Mentor	DHS	8%
DHS - New Teacher Mentor	DHS	8%
DHS - Orchestra Perf 1 of 1	DHS	12%
DHS - PBIS 1 of 2	DHS	6%
DHS - PBIS 2 of 2	DHS	6%
DHS - Pep Band 1 of 1	DHS	5%
DHS - Problem Solving Club 1 of 1	DHS	5%
DHS - Radio/TV Staff Adv 1 of 1	DHS	5%
DHS - Reading Instructional Leader 1 of 2	DHS	8%
DHS - Reading Instructional Leader 2 of 2	DHS	8%
DHS - Scholastic Bowl Asst 1 of 1	DHS	3%
DHS - Scholastic Bowl Coach 1 of 1	DHS	5%
DHS - Science Club 1 of 1	DHS	5%
DHS - Senior Class Adv 1 of 1	DHS	5%
DHS - Show Choir Combo Director 1 of 1	DHS	12%
DHS - SLO Resource	DHS	5%
DHS - SLO Resource	DHS	5%
DHS - Sophomore Class Adv 1 of 1	DHS	3%
DHS - Spanish/French Club 1 of 1	DHS	5%
DHS - Speech Club Adv 1 of 1	DHS	5%
DHS - Speech Club Asst 1 of 1	DHS	3%
DHS - Student Council Adv 1 of 1	DHS	5%
DHS - SWIS 1 of 2	DHS	3%
DHS - SWIS 2 of 2	DHS	3%
DHS - Vocal Contemporaires 1 of 1	DHS	12%
DHS - Vocal Delegation 1 of 1	DHS	12%
DHS - Vocal Executives 1 of 1	DHS	12%
DHS - Vocal Performance 1 of 1	DHS	12%
DHS - We Can Do Anything Club 1 of 1	DHS	5%

DHS - Webmaster 1 of 1	DHS	5%
DHS - WYSE 1 of 1	DHS	5%
DHS - Young Men Empowerment 1 of 1	DHS	5%
DHS - Young Women Empowerment 1 of 1	DHS	5%
DHS - Freshman Class Adv 1 of 1	DHS	3%
DHS - Color Guard Asst Coach 1 of 1	DHS -	8%
DHS - Athletic Equipment Manager 1 of 1	DHS - Athletics	12%
DHS - Athletic Trainer Boys 1 of 1	DHS - Athletics	10%
DHS - Athletic Trainer Girls 1 of 1	DHS - Athletics	10%
DHS - Baseball Asst 1 of 2	DHS - Athletics	8%
DHS - Baseball Asst. 2 of 2	DHS - Athletics	8%
DHS - Baseball Coach	DHS - Athletics	12%
DHS - Basketball Asst Boys 1 of 3	DHS - Athletics	12%
DHS - Basketball Asst Boys 2 of 3	DHS - Athletics	12%
DHS - Basketball Asst Boys 3 of 3	DHS - Athletics	12%
DHS - Basketball Asst Girls 1 of 3	DHS - Athletics	12%
DHS - Basketball Asst Girls 2 of 3	DHS - Athletics	12%
DHS - Basketball Asst Girls 3 of 3	DHS - Athletics	12%
DHS - Basketball Coach Boys 1 of 1	DHS - Athletics	19%
DHS - Basketball Coach Girls 1 of 1	DHS - Athletics	19%
DHS - Bowling Head Coach Boys 1 of 1	DHS - Athletics	12%
DHS - Bowling Head Coach Girls 1 of 1	DHS - Athletics	12%
DHS - Cheerleading Assistant 1 of 1	DHS - Athletics	5%
DHS - Cheerleading Assistant 1 of 1	DHS - Athletics	5%
DHS - Cheerleading Varsity 1 of 1	DHS - Athletics	10%
DHS - Cheerleading Varsity 1 of 1	DHS - Athletics	10%
DHS - Color Guard Head Coach 1 of 1	DHS - Athletics	9%
DHS - Cross Country Head Coach Boys 1 of 1	DHS - Athletics	12%
DHS - Cross Country Head Coach Girls 1 of 1	DHS - Athletics	12%
DHS - E - Sports Head Coach 1 of 1	DHS - Athletics	5%
DHS - Football Asst Coach 1 of 8	DHS - Athletics	12%
DHS - Football Asst Coach 2 of 8	DHS - Athletics	12%
DHS - Football Asst Coach 3 of 8	DHS - Athletics	12%
DHS - Football Asst Coach 4 of 8	DHS - Athletics	12%
DHS - Football Asst Coach 5 of 8	DHS - Athletics	12%
DHS - Football Asst Coach 6 of 8	DHS - Athletics	12%
DHS - Football Asst Coach 7 of 8	DHS - Athletics	12%
DHS - Football Asst Coach 8 of 8	DHS - Athletics	12%
DHS - Football Coach 1 of 1	DHS - Athletics	19%
DHS - Golf Coach 1 of 1	DHS - Athletics	12%
DHS - Marching Band Technician 1 of 1	DHS - Athletics	8%

DHS - Pompettes Coach 1 of 1	DHS - Athletics	10%
DHS - Soccer Asst Boys 1 of 1	DHS - Athletics	8%
DHS - Soccer Asst Girls 1 of 1	DHS - Athletics	8%
DHS - Soccer Coach Boys 1 of 1	DHS - Athletics	12%
DHS - Soccer Coach Girls 1 of 1	DHS - Athletics	12%
DHS - Softball Asst Coach 1 of 2	DHS - Athletics	8%
DHS - Softball Asst Coach 2 of 2	DHS - Athletics	8%
DHS - Softball Coach 1 of 1	DHS - Athletics	12%
DHS - Swim Asst Boys 1 of 1	DHS - Athletics	8%
DHS - Swim Asst Girls 1 of 1	DHS - Athletics	8%
DHS - Swim Coach Boys 1 of 1	DHS - Athletics	12%
DHS - Swim Coach Girls 1 of 1	DHS - Athletics	12%
DHS - Tennis Asst Boys 1 of 1	DHS - Athletics	8%
DHS - Tennis Asst Girls 1 of 1	DHS - Athletics	8%
DHS - Tennis Coach Boys 1 of 1	DHS - Athletics	12%
DHS - Tennis Coach Girls 1 of 1	DHS - Athletics	12%
DHS - Track Asst Boys 1 of 2	DHS - Athletics	10%
DHS - Track Asst Boys 2 of 2	DHS - Athletics	10%
DHS - Track Asst Girls 1 of 2	DHS - Athletics	10%
DHS - Track Asst Girls 2 of 2	DHS - Athletics	10%
DHS - Track Coach Boys 1 of 1	DHS - Athletics	15%
DHS - Track Coach Girls 1 of 1	DHS - Athletics	15%
DHS - Volleyball Asst 1 of 1	DHS - Athletics	8%
DHS - Volleyball Coach 1 of 1	DHS - Athletics	12%
DHS - Weight Room 1st Semester 1 of 1	DHS - Athletics	10%
DHS - Weight Room 2nd Semester 1 of 1	DHS - Athletics	10%
DHS - Wrestling Asst 1 of 1	DHS - Athletics	8%
DHS - Wrestling Coach 1 of 1	DHS - Athletics	12%
DW - Spanish Translator 1 of 1	District Wide	6%
EDIS - AVID Coach 1 of 1	Edison	8%
EDIS - Basketball Coach 1 of 1	Edison	3%
EDIS - Computer Resource Persons 1 of 1	Edison	8%
EDIS - Innovative Program Stipend 1 of 1	Edison	3%
EDIS - Lead Parent Educator	Edison	5%
EDIS - Math Instructional Leader (Temp) 1 of 1	Edison	6%
EDIS - New Teacher Mentor	Edison	8%
EDIS - New Teacher Mentor	Edison	8%
EDIS - Patrol Supervisor 1 of 1	Edison	3%
EDIS - PBIS 1 of 1	Edison	6%
EDIS - Problem Solving Club 1 of 1	Edison	3%
EDIS - Reading Instructional Leader	Edison	6%

EDIS - Scholastic Bowl Coach 1 of 1	Edison	3%
EDIS - SWIS 1 of 1	Edison	3%
EDIS - Track Coach 1 of 1	Edison	3%
EDIS - Unit Leader 1 of 2	Edison	6%
EDIS - Unit Leader 2 of 2	Edison	6%
EDIS - Volleyball Coach 1 of 1	Edison	3%
EDIS - Webmaster 1 of 1	Edison	5%
EDIS - Yearbook Adv 1 of 1	Edison	3%
DHS/KDBA - Spec Ed Instruct Leader 1 of 1	JB - Special Ed	8%
Elem - Spec Ed Instruct Leader 1 of 2	JB - Special Ed	6%
Elem - Spec Ed Instruct Leader 2 of 2	JB - Special Ed	6%
JB - Math Instructional Leader 1 of 3	JB - Special Ed	8%
JB - Math Instructional Leader 2 of 3	JB - Special Ed	8%
JB - Math Instructional Leader 3 of 3	JB - Special Ed	8%
JB - Reading Instructional Leader 1 of 5	JB - Special Ed	8%
JB - Reading Instructional Leader 2 of 5	JB - Special Ed	8%
JB - Reading Instructional Leader 3 of 5	JB - Special Ed	8%
JB - Reading Instructional Leader 4 of 5	JB - Special Ed	8%
JB - Reading Instructional Leader 5 of 5	JB - Special Ed	8%
MDE - Spec Ed Instruct Leader 1 of 1	JB - Special Ed	6%
NR - Spec Ed Instruct Leader 1 of 1	JB - Special Ed	7%
SV - Spec Ed Instruct Leader 1 of 1	JB - Special Ed	6%
JB- Computer Resource Persons 1 of 1	JB/Fields	8%
KDBA - AVID Coach 1 of 1	KDBA	8%
KDBA - Computer Club HS 1 of 1	KDBA	5%
KDBA - Computer Club MS 1 of 1	KDBA	5%
KDBA - Computer Resource Persons 1 of 1	KDBA	8%
KDBA - Division Leader 1 of 2	KDBA	8%
KDBA - Division Leader 2 of 2	KDBA	8%
KDBA - Math Instructional Leader (Temp) 1 of 1	KDBA	8%
KDBA - New Teacher Mentor	KDBA	8%
KDBA - PBIS 1 of 1	KDBA	6%
KDBA - Reading Instructional Leader	KDBA	8%
KDBA - Student Council Adv	KDBA	5%
KDBA - SWIS 1 of 1	KDBA	3%
KDBA - Webmaster 1 of 1	KDBA	5%
LIB - AVID Coach	Liberty	8%
LIB - Basketball Coach 1 of 1	Liberty	3%
LIB - Computer Resource Persons 1 of 1	Liberty	8%
LIB - Innovative Program Stipend 1 of 1	Liberty	3%
LIB - Math Instructional Leader (Temp) 1 of 1	Liberty	6%

LIB - New Teacher Mentor	Liberty	8%
LIB - New Teacher Mentor	Liberty	8%
LIB - New Teacher Mentor	Liberty	8%
LIB - Patrol Supervisor 1 of 1	Liberty	3%
LIB - PBIS 1 of 1	Liberty	1000.
Lib - Reading Instructional Leader	Liberty	6%
LIB - Scholastic Bowl Coach 1 of 1	Liberty	3%
LIB - SWIS 1 of 1	Liberty	3%
LIB - Track Coach 1 of 1	Liberty	3%
LIB - Unit Leader 1 of 2	Liberty	6%
LIB - Unit Leader 2 of 2	Liberty	6%
LIB - Volleyball Coach 1 of 1	Liberty	3%
LIB - Webmaster 1 of 1	Liberty	5%
LIB - Yearbook Adv 1 of 1	Liberty	3%
MDE - AVID Coach	Mark Denman	8%
MDE - Basketball Coach 1 of 2	Mark Denman	3%
MDE - Basketball Coach 2 of 2	Mark Denman	3%
MDE - Computer Resource 1 of 3	Mark Denman	8%
MDE - Computer Resource 2 of 3	Mark Denman	8%
MDE - Computer Resource 3 of 3	Mark Denman	8%
MDE - EC Lead Parent Educator 1 of 1	Mark Denman	5%
MDE - Math Instructional Leader (Temp) 1 of 1	Mark Denman	6%
MDE - New Teacher Mentor	Mark Denman	8%
MDE - New Teacher Mentor	Mark Denman	8%
MDE - New Teacher Mentor	Mark Denman	8%
MDE - New Teacher Mentor	Mark Denman	8%
MDE - New Teacher Mentor	Mark Denman	8%
MDE - New Teacher Mentor	Mark Denman	8%
MDE - New Teacher Mentor	Mark Denman	8%
MDE - New Teacher Mentor	Mark Denman	8%
MDE - New Teacher Mentor	Mark Denman	8%
MDE - New Teacher Mentor	Mark Denman	8%
MDE - Patrol Supervisor 1 of 1	Mark Denman	3%
MDE - PBIS 1 of 2	Mark Denman	6%
MDE - PBIS 2 of 2	Mark Denman	6%
MDE - Problem Solving Club 1 of 1	Mark Denman	3%
MDE - Reading Instructional Leader	Mark Denman	6%
MDE - Scholastic Bowl Coach 1 of 2	Mark Denman	3%
MDE - Scholastic Bowl Coach 2 of 2	Mark Denman	3%
MDE - SWIS 1 of 1	Mark Denman	3%



MDE - Track Coach 1 of 2	Mark Denman	3%
MDE - Track Coach 2 of 2	Mark Denman	3%
MDE - Unit Leader 1 of 8	Mark Denman	6%
MDE - Unit Leader 2 of 8	Mark Denman	6%
MDE - Unit Leader 3 of 8	Mark Denman	6%
MDE - Unit Leader 4 of 8	Mark Denman	6%
MDE - Unit Leader 5 of 8	Mark Denman	6%
MDE - Unit Leader 6 of 8	Mark Denman	6%
MDE - Unit Leader 7 of 8	Mark Denman	6%
MDE - Unit Leader 8 of 8	Mark Denman	6%
MDE - Volleyball Coach 1 of 2	Mark Denman	3%
MDE - Volleyball Coach 2 of 2	Mark Denman	3%
MDE - Webmaster 1 of 1	Mark Denman	5%
MDE - Yearbook Adv 1 of 1	Mark Denman	3%
MP - AVID Coach 1 of 1	Meade Park	8%
MP - Basketball Coach 1 of 1	Meade Park	3%
MP - Computer Resource Persons 1 of 1	Meade Park	8%
MP - Innovative Program Stipend 1 of 1	Meade Park	3%
MP - Math Instructional Leader (Temp) 1 of 1	Meade Park	6%
MP - New Teacher Mentor	Meade Park	8%
MP - New Teacher Mentor	Meade Park	8%
MP - New Teacher Mentor	Meade Park	8%
MP - New Teacher Mentor	Meade Park	8%
MP - Patrol Supervisor 1 of 1	Meade Park	3%
MP - PBIS 1 of 1	Meade Park	1000.
MP - Problem Solving Club 1 of 1	Meade Park	3%
MP - Reading Instructional Leader	Meade Park	6%
MP - Scholastic Bowl Coach 1 of 1	Meade Park	3%
MP - SWIS 1 of 1	Meade Park	3%
MP - Track Coach 1 of 1	Meade Park	3%
MP - Unit Leader 1 of 2	Meade Park	6%
MP - Unit Leader 2 of 2	Meade Park	6%
MP - Volleyball Coach 1 of 1	Meade Park	3%
MP - Webmaster 1 of 1	Meade Park	5%
MP - Yearbook Adv 1 of 1	Meade Park	3%
NR - Archery 1 of 1	North Ridge	5%
NR - Athletic Director 1 of 1	North Ridge	15%
NR - AVID 1 of 1	North Ridge	8%
NR - Band Performance 1 of 1	North Ridge	7%
NR - Baseball Asst 1 of 2	North Ridge	5%
NR - Baseball Asst 2 of 2	North Ridge	5%

NR - Baseball Coach 1 of 1	North Ridge	7%
NR - Basketball Asst Boys 7th 1 of 1	North Ridge	7%
NR - Basketball Asst Boys 8th 1 of 1	North Ridge	7%
NR - Basketball Asst Girls 7th 1 of 1	North Ridge	7%
NR - Basketball Asst Girls 8th 1 of 1	North Ridge	7%
NR - Basketball Coach Boys 7th 1 of 1	North Ridge	10%
NR - Basketball Coach Boys 8th 1 of 1	North Ridge	10%
NR - Basketball Coach Girls 7th 1 of 1	North Ridge	10%
NR - Basketball Coach Girls 8th 1 of 1	North Ridge	10%
NR - Builder's Club 1 of 1	North Ridge	3%
NR - Cheerleading 7th/8th 1 of 1	North Ridge	5%
NR - Chess Team Coach 1 of 1	North Ridge	3%
NR - College & Careers Opportunities 1 of 1	North Ridge	3%
NR - Computer Club 1 of 1	North Ridge	5%
NR - Computer Resource Persons 1 of 3	North Ridge	8%
NR - Computer Resource Persons 2 of 3	North Ridge	8%
NR - Computer Resource Persons 3 of 3	North Ridge	8%
NR - Cross Country Coach 1 of 1	North Ridge	8%
NR - Drama Club Asst	North Ridge	3%
NR - Drama Club Asst	North Ridge	3%
NR - Drama Club Director 1 of 1	North Ridge	6%
NR - Future Teachers of America 1 of 1	North Ridge	3%
NR - Honor Society Junior 1 of 1	North Ridge	3%
NR - Innovative Program Stipend 1 of 1	North Ridge	3%
NR - Jazz Band 1 of 1	North Ridge	5%
NR - Math Instructional Leader (Temp) 1 of 1	North Ridge	7%
NR - Musical Performance Director 1 of 1	North Ridge	7%
NR - New Teacher Mentor	North Ridge	8%
NR - New Teacher Mentor	North Ridge	8%
NR - New Teacher Mentor	North Ridge	8%
NR - New Teacher Mentor	North Ridge	8%
NR - New Teacher Mentor	North Ridge	8%
NR - New Teacher Mentor	North Ridge	8%
NR - Newspaper 1 of 1	North Ridge	5%
NR - Orchestra Perf 1 of 1	North Ridge	7%
NR - PBIS 1 of 2	North Ridge	6%
NR - PBIS 2 of 2	North Ridge	6%
NR - Problem Solving Club 1 of 1	North Ridge	5%
NR - Reading Instructional Leader	North Ridge	7%
NR - Scholastic Bowl Coach 1 of 1	North Ridge	5%
NR - Show Choir Asst	North Ridge	7%

NR - Softball Assist 1 of 2	North Ridge	5%
NR - Softball Assist 2 of 2	North Ridge	5%
NR - Softball Coach 1 of 1	North Ridge	7%
NR - Spelling Coach 1 of 1	North Ridge	3%
NR - Student Council Adv 7th 1 of 1	North Ridge	5%
NR - Student Council Adv 8th 1 of 1	North Ridge	5%
NR - SWIS 1 of 1	North Ridge	3%
NR - Track Asst Boys 7th 1 of 1	North Ridge	5%
NR - Track Asst Boys 8th 1 of 1	North Ridge	5%
NR - Track Asst Girls 7th 1 of 1	North Ridge	5%
NR - Track Asst Girls 8th 1 of 1	North Ridge	5%
NR - Track Coach Boys 1 of 1	North Ridge	8%
NR - Track Coach Girls 1 of 1	North Ridge	8%
NR - Unit Leader 7th 1 of 3	North Ridge	7%
NR - Unit Leader 7th 2 of 3	North Ridge	7%
NR - Unit Leader 7th 3 of 3	North Ridge	7%
NR - Unit Leader 8th 1 of 3	North Ridge	7%
NR - Unit Leader 8th 2 of 3	North Ridge	7%
NR - Unit Leader 8th 3 of 3	North Ridge	7%
NR - Unit Leader 8th 4 of 4	North Ridge	7%
NR - Unit Leader Specialist 1 of 1	North Ridge	7%
NR - Vocal Performance 1 of 1	North Ridge	7%
NR - Vocal Radiant Reds 1 of 1	North Ridge	10%
NR - Vocal Redcoats (Show Choir) 1 of 1	North Ridge	10%
NR - Volleyball Asst 1 of 1	North Ridge	5%
NR - Volleyball Coach 7th 1 of 1	North Ridge	8%
NR - Volleyball Coach 8th 1 of 1	North Ridge	8%
NR - Webmaster 1 of 1	North Ridge	5%
NR - Yearbook Adv 1 of 1	North Ridge	7%
NE - Archery 4th grade 1 of 1	Northeast	3%
NE - Archery 5th/6th grade 1 of 1	Northeast	3%
NE - AVID Coach 1 of 1	Northeast	8%
NE - Band Performance 1 of 1	Northeast	5%
NE - Basketball Coach 4th 1 of 1	Northeast	3%
NE - Basketball Coach 5th/6th 1 of 1	Northeast	3%
NE - Computer Resource Persons 1 of 1	Northeast	8%
NE - Health & Wellness Coordinator 1 of 1	Northeast	3%
NE - Innovative Program Stipend 1 of 1	Northeast	3%
NE - Math Instructional Leader (Temp) 1 of 1	Northeast	6%
NE - New Teacher Mentor	Northeast	8%
NE - New Teacher Mentor	Northeast	8%

NE - New Teacher Mentor	Northeast	8%
NE - Patrol Supervisor 1 of 1	Northeast	3%
NE - PBIS 1 of 1	Northeast	6%
NE - Problem Solving Club 1 of 1	Northeast	3%
NE - Reading Instructional Leader	Northeast	6%
NE - Scholastic Bowl Coach 4th 1 of 1	Northeast	3%
NE - Scholastic Bowl Coach 5th/6th 1 of 1	Northeast	3%
NE - SWIS 1 of 1	Northeast	3%
NE - Track Coach 4th 1 of 1	Northeast	3%
NE - Track Coach 5th/6th 1 of 1	Northeast	3%
NE - Unit Leader 1 of 2	Northeast	6%
NE - Unit Leader 2 of 2	Northeast	6%
NE - Volleyball Coach 4th 1 of 1	Northeast	3%
NE - Volleyball Coach 5th/6th 1 of 1	Northeast	3%
NE - Webmaster 1 of 1	Northeast	5%
NE - Yearbook Adv 1 of 1	Northeast	3%
SV - Archery 1 of 1	South View	3%
SV - Athletic Director 1 of 1	South View	10%
SV - AVID Coach 1 of 1	South View	8%
SV - Band Performance 1 of 1	South View	5%
SV - Basketball Asst Coach 5th Grade Boys 1 of	South View	3%
SV - Basketball Asst Coach 5th Grade Girls 1 of 1	South View	3%
SV - Basketball Asst Coach 6th Grade Boys 1 of 1	South View	3%
SV - Basketball Asst Coach 6th Grade Girls 1 of 1	South View	3%
SV - Basketball Head Coach 5th Grade Boys 1 of 1	South View	5%
SV - Basketball Head Coach 5th Grade Girls 1 of 1	South View	5%
SV - Basketball Head Coach 6th Grade Boys 1 of 1	South View	5%
SV - Basketball Head Coach 6th Grade Girls 1 of 1	South View	5%
SV - Chess Club Coach 1 of 1	South View	3%
SV - Computer Club 5th Grade 1 of 1	South View	5%
SV - Computer Club 6th Grade 1 of 1	South View	5%
SV - Computer Resource Persons 1 of 3	South View	5%
SV - Computer Resource Persons 2 of 3	South View	5%
SV - Computer Resource Persons 3 of 3	South View	5%
SV - Cross Country Asst Coach Boys 1 of 1	South View	3%
SV - Cross Country Coach Boys 1 of 1	South View	5%
SV - Drama Club Coach 1 of 1	South View	3%
SV - Innovative Program Stipend 1 of 1	South View	3%
SV - Math Instructional Leader (Temp) 1 of 1	South View	6%
SV - Musical Performance Director 1 of 1	South View	3%
SV - New Teacher Mentor	South View	8%

SV - New Teacher Mentor	South View	8%
SV - New Teacher Mentor	South View	8%
SV - New Teacher Mentor	South View	8%
SV - New Teacher Mentor	South View	8%
SV - New Teacher Mentor	South View	8%
SV - New Teacher Mentor	South View	8%
SV - New Teacher Mentor	South View	8%
SV - New Teacher Mentor	South View	8%
SV - Newspaper 1 of 1	South View	3%
SV - Orchestra Perf 1 of 1	South View	5%
SV - Patrol Supervisor 1 of 1	South View	3%
SV - PBIS 1 of 2	South View	6%
SV - PBIS 2 of 2	South View	6%
SV - Problem Solving Club 1 of 1	South View	3%
SV - Reading Instructional Leader	South View	6%
SV - Scholastic Bowl Coach 1 of 1	South View	3%
SV - Scrabble Club 1 of 1	South View	3%
SV - Service Club 1 of 1	South View	3%
SV - STEM 1 of 1	South View	3%
SV - SWIS 1 of 1	South View	3%
SV - Track Asst Coach Girls 1 of 2	South View	3%
SV - Track Asst Coach Girls 2 of 2	South View	3%
SV - Track Coach Boys 1 of 1	South View	5%
SV - Track Coach Girls 1 of 1	South View	5%
SV - Unit Leader 5th 1 of 4	South View	6%
SV - Unit Leader 5th 1 of 4	South View	6%
SV - Unit Leader 5th 2 of 4	South View	6%
SV - Unit Leader 5th 3 of 4	South View	6%
SV - Unit Leader 6th 1 of 4	South View	6%
SV - Unit Leader 6th 2 of 4	South View	6%
SV - Unit Leader 6th 3 of 4	South View	6%
SV - Unit Leader 6th 4 of 4	South View	6%
SV - Vocal Green Machine 1 of 1	South View	5%
SV - Vocal Performance 1 of 1	South View	5%
SV - Volleyball Coach 5th Grade 1 of 1	South View	3%
SV - Volleyball Coach 5th 1 of 1	South View	3%
SV - Volleyball Coach 6th 1 of 1	South View	3%
SV - Volleyball Coach 6th Grade 1 of 1	South View	3%
SV - Webmaster 1 of 1	South View	5%
SV - Yearbook Adv 1 of 1	South View	3%

SV -Track Asst Coach Boys 1 of 1	South View	3%
SV IESA Basketball Coach	South View	10%
SV IESA Volleyball Coach	South View	8%
SW - Volleyball Coach Girls 1 of 1	Southwest	3%
SW - AVID Coach 1 of 1	Southwest	8%
SW - Basketball Coach 1 of 1	Southwest	3%
SW - Computer Resource Persons 1 of 1	Southwest	8%
SW - Innovative Program Stipend 1 of 1	Southwest	3%
SW - Math Instructional Leader (Temp) 1 of 1	Southwest	6%
SW - New Teacher Mentor	Southwest	8%
SW - New Teacher Mentor	Southwest	8%
SW - New Teacher Mentor	Southwest	8%
SW - New Teacher Mentor	Southwest	8%
SW - New Teacher Mentor	Southwest	8%
SW - New Teacher Mentor	Southwest	8%
SW - New Teacher Mentor	Southwest	8%
SW - Patrol Supervisor 1 of 1	Southwest	3%
SW - PBIS 1 of 1	Southwest	6%
SW - Problem Solving Club 1 of 1	Southwest	3%
SW - Reading Instructional Leader	Southwest	6%
SW - Scholastic Bowl Coach 1 of 1	Southwest	3%
SW - SWIS 1 of 1	Southwest	3%
SW - Track Coach 1 of 1	Southwest	3%
SW - Unit Leader 1 of 5	Southwest	6%
SW - Unit Leader 2 of 5	Southwest	6%
SW - Unit Leader 3 of 5	Southwest	6%
SW - Unit Leader 4 of 5	Southwest	6%
SW - Unit Leader 5 of 5	Southwest	6%
SW - Webmaster 1 of 1	Southwest	5%
SW - Yearbook Adv 1 of 1	Southwest	3%
ELA Coach		8%
Math Coach		8%
Nurse Supervisor		6%
AAC Implementation Coach		8%

# **Memoranda of Agreement**

## **1. Early Dismissal**

Semester Early Dismissal: At least one (1) day at the end of each semester, students will be dismissed early so that elementary and middle school employees will have at least sixty (60) minutes at the end of the day to prepare student grades and complete end-of-semester forms. The employee workday will not be extended to accomplish these purposes.

## **2. District Safety Committee**

The DEA shall appoint one member to the District Safety Committee. A safety committee shall be formed at each attendance center.

## **3. Absence Reporting**

All employees must report absences by using the designated system before 6:30 a.m. on the date of the absence. This will include sick days, business leave, school business leave, funeral leave, or any other absence reason including, for those employees who are eligible, vacation leave. All employees must report absences even if a substitute is not required. If the employee is unable to return on the stated date, the employee must extend the absence in Aesop or call the switchboard by 6:00 a.m. on the stated date in order to extend the absence.

## **4. Certified Nurse**

The medical needs of students will dictate building assignments and number of nurses employed. The Board will maintain at least one certified school nurse position and at least one such position will be paid according to the certified salary schedule. The Board and Association recognize that the certified nurse may be called upon, from time to time, to perform medical reviews, attend IEP meetings, provide nursing services at other buildings in the event of an emergency involving the health or safety of a student, or in substitute situations.

## **5. Laptop Purchase Program**

Laptop Purchase Program: Building CRP's will coordinate with the IT Department to offer an employee laptop program and will track orders from their building. Building CRP's will collect completed employee promissory notes and submit them to the Business Office along with other relevant documents.

## **6. JROTC Instructors**

Notwithstanding anything in the Collective Bargaining Agreement to the contrary, Junior Reserve Officer Training Corp (JROTC) instructors are classified as flat-salaried employees. They shall receive compensation for a 12-month contract on a cost-shared basis as follows:

The JROTC instructor salary will be based on the military's Minimum Instructor Pay formula. MIP is the difference between the instructor's retired and active duty pay and allowances, with the exception of hazardous duty and proficiency pay. The rate shall be established through the accepted Congressional formula.

Annual compensation will be reviewed and adjusted, as appropriate to achieve MIP, in January of each year, or in conjunction with timelines for active duty military pay raises, as authorized and appropriated by the Congress of the United States. It is the instructor's responsibility to ensure that the District receive notices of MIP changes.

Additionally, to the extent that governmental rules and regulations concerning the JROTC or its instructors conflict with anything in the Collective Bargaining Agreement, such rules and regulations shall prevail.

## **7. Benefits Coordinator**

The Benefits Coordinator shall have \$5,000 added to his/her scheduled salary each year. Duties shall include, but not limited to, coordination of IMRF retiree insurance, tracking and determining employee eligibility for Family and Medical Leave and the Affordable Care Act. The Benefits Coordinator also offers benefits to qualifying Affordable Care Act employees, and reviews monthly and annual reporting per ACA.

## **8. Administrative Interns**

Administrative Interns will be treated as if DEA bargaining unit members for purposes of extracurricular assignments and evaluation.

## **9. H.S. Athletic Director**

The Danville High School Athletic Director will complete evaluations of all athletic extra-curricular positions.

## **10. Special Education**

### Staff Overload

All Learning Behavior Specialist I (LBS-I) assigned to special education and having a caseload in excess of the Illinois Administrative Code 226.730 maximum caseload may submit time sheets for pay for up to four (4) hours for each student exceeding the maximum limit. If additional hours are needed, they may be granted with the prior approval of the Director of Special Education or designee.

Payment for these extra case management duties (IEP, Manifestation Determination, and Three Year Re-evaluation, etc.) shall be at the supportive service rate.

If the case load exceeds the maximum by seven (7) students, a meeting with the Director of Special Education or designee will be convened to discuss a solution on overload (including but not limited to assigning to other teachers, release time, assigning a teaching assistant, reallocating students, etc.). Caseloads for this policy is based off of the following:

- a.) For students with intense services, 226.730 specifies maximum case load is 15 (teacher plus teaching assistant);
- b.) For students with less intense services, 226.730 specifies maximum case load is 19 (teacher plus teaching assistant).
- c) Case Overload: LBS-I Certified staff--if caseload exceeds the maximum allowable class size under 226.730, LBS-I certified staff may submit timesheets for payments up to four (4) hours for each student exceeding the maximum limit for the management duties including: IEP writing,



Manifestation Determination, Three Year Re-evaluations, and/or Transitional Planning Meetings. These staff members will be paid at the instructional supportive service rate.

If a caseload exceeds the maximum class size limit under 226.730 by seven (7) students, a meeting will be held with the Director of Special Education (or designee) to discuss a solution on the overload including, but not limited to, assigning additional teachers, teacher release time, assigning a teaching assistant, reallocating students

#### Special Education Licensure Incentive

Teachers not properly endorsed as Learning Behavioral Specialist I can take, at District expense, coursework and tests for endorsement on a pre-existing teacher certification to become a certified special education teacher. Teachers must receive prior District approval and enroll in a District-approved education program to participate. District payment for the special education endorsement requires a commitment from the teacher to work in the District for an additional three (3) years in a position assigned by the administration. A teacher's failure to comply with this 3-year commitment will require the teacher to reimburse the District for expenses. Each teacher shall sign a promissory note to that effect. The District can limit to five (5) the number of staff members approved for new endorsement.

#### Special Education Improvement

The DEA and District will convene a committee to update the Special Education Workload Plan, as required by 226.735. A mentoring program, administered by the District with input from the DEA, may also be formed. The District may offer new staff members up to three (3) days on rate for professional development and orientation.

#### Special Education Instructional Leaders (temporary extra-curricular positions)

The DEA and District recognize that having Special Education Coaches and technical experts are necessary to assist all staff members with carrying out their duties. Due to the shortage of LBS-I staff members, as an interim extracurricular assignment until Coaches are hired, Special Education

Instructional Leaders will be hired at Danville High School/KDBA, Mark Denman Elementary, South View Elementary, North Ridge, and two other positions combining multiple elementary schools. Special Education Instructional Leaders will assist with mentoring, policy development/implementation, professional development, and case management support. Pay will be at the Division Leader rate of 5.5% of the extracurricular base.

Salary Incentives for Social Workers and School Psychologists Because of an acute shortage of school social workers and psychologists, the parties agree that beginning School Social Workers and Psychologists will be hired at a starting salary in the appropriate lane on the salary schedule plus an additional four (4) steps on the salary schedule. Newly-hired school social workers and psychologists with previous experience will receive credit for their experience plus four (4) additional steps on the salary schedule. Also, the DEA and District agree that School Social Workers and Psychologists can be hired on a full or part-time basis (i.e. 0.50, 0.75. and 1.00 equivalent).

#### Salary Incentives for Special Education Teachers and Speech Language Pathologists (SLPs)

Because of an acute shortage of Special Education Teachers and SLPs, the parties agree that Special Education Teachers and SLPs with up to three (3) years' experience will be given credit on the salary schedule for three (3) years' experience. Newly-hired Special Education Teachers and SLPs with more than three (3) years' of experience will be

placed at the appropriate step on the salary schedule. All newly-hired Special Education Teachers and SLPs will receive a one-time stipend of \$5,000. The stipend is contingent upon the teacher working in the District for three (3) years in a position assigned to them by the administration. Failure to fulfill this three (3) year commitment will require the teacher to pay back to the District the stipend. Each teacher shall sign a promissory note to that effect.

#### **11. Joint Behavior Management Committee**

The Board and DEA agree to work together to align, re-evaluate and adapt the procedures for each level's (PreK-4, 5-8, and 9-12) behavior management system(s) through building level Behavior Management discussions between administration and the DEA. These discussions will happen monthly in the building and with building administration to analyze discipline data and disciplinary procedures. Information from these meetings will be shared with the superintendent and DEA leadership for discussion at Labor Management meetings.