AGREEMENT BETWEEN
DEER CREEK-MACKINAW
COMMUNITY UNIT SCHOOL DISTRICT NO. 701
AND THE
DEER CREEK-MACKINAW
EDUCATION ASSOCIATION/IEA-NEA

AUGUST 1, 2025 – JULY 31, 2028

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ARTICLE I – RECOGNITION

The Board of Education of Deer Creek-Mackinaw Community Unit School District No. 701, Tazewell County, Illinois, hereinafter referred to as the "Board" recognizes the Deer Creek-Mackinaw Educational Association/IEA-NEA, hereinafter referred to as the "Association", as the sole and exclusive negotiating agent for all full and part-time certified and all full- and part-time educational support personnel and all other certified and non-certified employees that are not administrative, supervisory, or temporary pursuant to the Illinois Educational Labor Relations Act.

ARTICLE II – NEGOTIATION PROCEDURES

1. The Board's negotiating team shall consist of four (4) members [three (3) Board members and the Superintendent]. There may be two nonparticipating observers in attendance from the Board or administration.

2. DCMEA/IEA-NEA's negotiating team shall consist of a Chief Negotiator and five members designated by the DCMEA. There may be two nonparticipating observers in attendance from the membership.

3. A quorum of the joint negotiating committee shall consist of three members of the Board team and three members of the DCMEA team.

4. Definite dates for meetings shall be agreed upon in advance.

5. Meetings shall last no longer than three (3) hours unless agreed to by both parties.

6. The Chief Negotiator of each negotiating team or designee shall be the official spokesperson for the team.

7. All proposals shall be submitted in writing, with copies furnished for each committee member.

8. Either Chief Negotiator may call for a caucus at any time during the negotiating session. A caucus shall last no more than thirty minutes unless agreed to by both parties.

9. The parties shall make every attempt to negotiate non-financial contract language before proceeding to negotiating financial issues.

10. The last item of business at each meeting shall be the establishment of a date, time, and place for the next meeting. If possible, a tentative agenda will be established.

11. All negotiation sessions will be kept confidential until such time that both sides mutually agree to publicly share information or until impasse. Only the Chief Negotiator of each party or designated agent shall give information to the press during negotiations.

12. All negotiated items upon which tentative agreement is reached shall be reduced to writing and initialed by the Chief Negotiators pending precise wording and acceptance of the final contract.

13. A tentative agreement reached during the negotiation process will be presented to the Board of Education and DCMEA membership for ratification.

14. Prudence and restraint shall govern the participants of both negotiating teams in discussing proposals and information relating to negotiations.

15. Both teams, by mutual agreement, may effect a suspension of the above rules.

ARTICLE III – EMPLOYEE AND ASSOCIATION RIGHTS

3.1 RIGHT TO ORGANIZE AND PARTICIPATE

Employees shall have the right to organize, join, and assist the Association, participate in professional negotiations with the Board, or to refrain from such activities. Employees shall have the right to exercise any of the privileges set forth in this Agreement without reprisal.

3.2 EMPLOYEE DISCIPLINE

Rules and regulations governing employee conduct shall be reasonable and the enforcement of employee discipline shall be fair and exercised for a just cause.

3.3 NONDISCRIMINATION

Provisions of the Agreement shall be applied in such a manner as not to unlawfully discriminate against any employee on the basis of race, creed, marital status, age, sex, or national origin, or disability.

3.4 RIGHT TO HAVE REPRESENTATION PRESENT

A. An employee shall be entitled, upon request, to have an Association representative present at any meeting when a formal discussion of performance or potential/pending disciplinary action is concerned or at any step of the grievance procedure. It shall be the responsibility of the employee to obtain representation within a mutually agreed time limit. This clause does not apply to evaluations conducted pursuant to Article VIII.

B. When an employee is required to appear before the Board, the employee shall be advised in writing of the reason(s) for the appearance at least five (5) calendar days before the scheduled appearance.

3.5 ACADEMIC FREEDOM

Academic freedom shall be guaranteed to all certified employees. Academic freedom shall mean that certified employees are free to present instructional materials which are pertinent to the subject and grade level taught, within the outline of appropriate course content and with the planned instructional program as determined by normal administrative procedures.

Academic freedom is not an absolute and shall not be construed as reason to disregard the use of a board approved textbook adoption and/or curriculum.

3.6 DUES DEDUCTION

Dues of the Association shall be deducted by the District Office in accordance with the following stipulations:

A. The Association shall inform the District Office of the amount to be deducted at least ten (10) days before the pay date the deduction will be implemented.

B. The dues shall be deducted in equal payments from each authorized employee's paycheck. The authorization is to continue in force unless revoked by the employee for a succeeding membership year by giving written notice to that effect to the local Association on or before September 1st.

C. All dues deducted shall be remitted to the Association within fifteen (15) calendar days after such deductions are made.

D. The Association shall indemnify and save harmless the Board and all its agents and employees from any and all claims demand, suits and costs incurred in connection with any such claim, demand, or suit resulting from any reasonable action taken or omitted by the Board or any of its agents/employees with the above provisions.

3.7 PERSONNEL FILE

A. The employee must submit a written request to inspect his/her personnel records to the Superintendent. The Superintendent will provide the employee the opportunity for inspection within two (2) working days after the request. The employee may place therein written reaction to any of the record contents provided it is done in the presence of the Superintendent or designee.

B. The employee may not remove anything from his/her personnel file. Each employee is entitled to one free copy of his/her personnel file and any additional information after the original copy. The employee will be charged the standard cost for any copies made after the original copy.

C. The Board retains the right to exclude from viewing personnel files confidential material; such as, but not limited to, placement material, personal reference letters, and reference checks from previous employers. In the event that a Freedom of Information Act request of an employee personnel file is submitted to the District, the District will inform the employee within two (2) working days.

3.8 USE OF DISTRICT FACILITIES

A. The Association may use District facilities for lawful meetings provided such meetings do not interfere with the regular school operation and proper building use procedures are followed.

B. The Association shall have designated bulletin board space in each building.

C. Employee mail boxes, e-mail, computer mail, and interschool mail may be used to circulate materials to members. Communications will be limited to official business of the Association.

3.9 SCHOOL BOARD MEETINGS

The President of the Association will be given written notice of any regular or special meetings of the Board meeting together with a copy of the agenda and as well as all publicly accessible documents relevant to items addressed in open session at the time the agenda is posted. Such notice may be delivered by email and access to documents may be provided through hyperlink or other electronic means.

ARTICLE IV – EMPLOYMENT CONDITIONS

4.1 CONDITIONS OF EMPLOYMENT

As a condition of employment, newly hired employees must provide the District Office with a Physical Exam Form signed by a physician stating the newly hired employee is in good physical condition (at employees expense), submit to a criminal background check, provide the district with a valid license registered in Tazewell County, provide the district with updated official transcripts, sign a Mandated Reporter Status Form and a Drug Free Workplace Form, complete sexual harassment training, and any required training provided by the District at no cost to the employee provided the employee receives the training offered by the District.

4.2 NOTIFICATION OF ASSIGNMENTS

A. Prior to the end of the current school term the district shall give written notification to all certified employees whose tentative assignment for the forthcoming year may change. If any change in assignment must be made, the Superintendent or designee shall notify the affected employee within five (5) calendar days after the decision has been made. Except in case of an emergency, no changes shall be made less than thirty (30) days prior to the beginning of the school year.

B. The District shall give written notification to all non-certified employees of an assignment change for the forthcoming school term no later than thirty (30) days preceding the first day of school. In case of emergency, employees will be notified immediately of any changes in assignment.

4.3 POSTING OF VACANCY

A. If the Board elects to fill a vacant position or create a new position, the District Office will have the vacancy notice immediately posted in a designated place in each building (District Office during the summer) and on the web site.

B. All job vacancies (including supplemental listed in Appendix A) shall be posted for a minimum of ten (10) calendar days prior to filling except in emergency situations or with the consent of the DCMEA President.

C. Any employee interested in a position must formally apply by submitting a letter of application to the building Principal with a copy to the Superintendent. Current employees will be given consideration for positions.

D. The Board's decision in filling vacancies shall be final.

4.4 VOLUNTARY TRANSFERS

A. Any employee may apply for a transfer to another posted vacancy for which she/he is qualified. Such application shall be in writing to the building Principal with a copy to the Superintendent.

B. A voluntary transfer will result if the Board agrees to transfer the individual to the requested assignment. After considering current employees and all other qualified applicants, the Board shall determine who is to be transferred or hired.

4.5 INVOLUNTARY TRANSFERS

A. An involuntary transfer occurs when there is relocation of personnel to another assignment or shift for which the individual does not request. When a reassignment of an employee is necessary, the administration shall consider all volunteers before any involuntary transfers.

B. If the employee, after notification of his/her reassignment, finds that the reassignment is unacceptable, a conference will be held with the Superintendent and building Principal(s) if requested by the employee.

C. The affected employee may request to be released from his/her contract if the involuntary transfer is not acceptable. The employee must present a written resignation to the Superintendent within five (5) work days of the notification of assignment change.

4.6 PROCEDURE FOR COMMUNICATION OF CONCERNS

The employee and employer shall first communicate any and all concern at the level closest to resolution of the problem. If the concern cannot be resolved at that level and upon the request of either party, an Association Management Committee (no more than four (4) association members including the President) and the Superintendent and building Principal, if appropriate, will hear the concern. Concerns handled in this manner may be grieved. Furthermore, the DCMEA and Superintendent will regularly meet to discuss general concerns and issues.

4.7 UNSAFE AND/OR HAZARDOUS CONDITIONS

Employees will notify in writing the building Principal or Superintendent of any and all unsafe, hazardous, or unhealthy working conditions. The Principal or Superintendent will take necessary corrective action in a timely manner and notify employees of such.

4.8 WORK DAY FOR NON-CERTIFIED EMPLOYEES

The actual starting time, lunch time, break times, and ending times will be established by the administration at the beginning of the work year, unless extenuating circumstances occur that prevent meeting the deadline. The length of full-time non-certified employee's

work day shall be at least 7.25 hours per day. All other employees shall be classified as part-time and the length of the work day shall be based upon need as established by the administration. Employees working a minimum of 30 hours per week shall be entitled to benefits.

4.9 BREAKS FOR NON-CERTIFIED EMPLOYEES

A. All full time employees covered by this agreement shall be allowed a fifteen (15) minute paid break before lunch and a fifteen minute paid break after lunch. Break times will be established by the building Principal.

B. All part-time employees covered by this agreement that work at least four (4) hours shall be allowed a twenty (20) minute paid break.

4.10 LUNCH FOR NON-CERTIFIED EMPLOYEES

All employees who work seven and one quarter (7.25) continuous hours or more shall be provided an unpaid meal period of thirty (30) minutes. The meal period shall be given to the employee no later than 5 hours after beginning work. It shall be uninterrupted except for emergencies. Employees who are directly related to the cafeteria/lunch program and do not normally have a thirty (30) minute duty free lunch, shall be provided a free lunch equal in value to an adult lunch on days lunch is served to students. Lunch time will be established by the building Principal.

4.11 RETURN TO WORK PROVISION FOR NON-CERTIFIED EMPLOYEES

Any employee covered by this agreement that is called by the Principal or Superintendent to return to work outside his/her regularly scheduled shift shall be paid a minimum of two (2) hours at the appropriate rate. This provision does not involve an extension of regular hours.

4.12 SHIFT / ASSIGNMENT CHANGE FOR NON-CERTIFIED EMPLOYEES

Every effort will be made by the administration to notify employees immediately of any shift/assignment change. Except in emergency situations, a ten (10) work day notice will be given before any change in shift or assignment.

4.13 ADDITIONAL TIME AND OVERTIME FOR NON-CERTIFIED EMPLOYEES

A. All additional time to the scheduled work assignment and overtime (over 40 hours per week) must be pre-approved by the building Principal or the Superintendent.

B. Working overtime shall be voluntary on the part of the employee except in emergency situations. All overtime work will be paid at one and one-half (1½) times the employee's regular pay rate as calculated for time worked beyond forty (40) hours per week. The administration will notify employees of overtime as soon as possible. Overtime shall first be offered to employees within the specific building where the overtime is needed. The Board reserves the right to employ individuals on an as-needed basis rather than pay overtime (i.e. snow removal, mowing).

4.14 TERMINATION OF EMPLOYMENT FOR EMPLOYEES

Termination of employment may be through resignation, involuntary termination, or retirement. An exit interview will be conducted when deemed appropriate by the supervisor to determine how the District may improve policies, procedures, working conditions, and reduce turnover.

4.15 SECURITY CAMERAS

The primary purpose of security cameras is to secure the buildings for the safety of staff and students. Security cameras will be used for routine surveillance. Security camera video footage will not be accessed without a reasonable basis as documentation in the employee evaluation process. Data from surveillance measures may be reviewed by the District's personnel in connection with investigations of: (1) suspected criminal conduct, (2) student or employee misconduct, or (3) security violations or incidents.

4.16 SCHOOL CALENDAR / INSTITUTE DAYS

The Board shall establish the school calendar with input from the Association. The calendar shall consist of no more than one hundred eighty (180) work days for teachers and other nine-month employees, which may include four (4) institute days.

Licensed staff shall be afforded at least one and one-half (1.5) continuous hours per day on the first two (2) institute days for the purposes of working in their classrooms to prepare for the upcoming school year.

ARTICLE V – REDUCTION IN FORCE

5.1 ACQUISITION OF SENIORITY FOR CERTIFIED EMPLOYEES

A. Seniority for certified employees shall be defined as the length of continuous full-time service within the District.

B. A non-tenure certified employee shall not acquire seniority in the District until he/she achieves tenure.

C. A tenured certified employee shall acquire one year of seniority for each year of full-time employment in the district.

D. Upon acquisition of tenure, the certified employee shall be credited with seniority dated from the certified employee's first day of continuous, uninterrupted full time service to the district which shall be measured from the first day the certified employee actually reported for work for which he/she is compensated.

E. Seniority shall not accrue nor shall it be lost during any approved leave of absence.

F. If a certified employee leaves the District's employ and returns, he/she must serve a probationary period and upon receiving tenure will accumulate seniority from the most recent date of employment.

G. A tenured certified employee who voluntarily requests placement on a part-time teaching status shall relinquish tenure and seniority rights.

H. A tenured certified employee who is involuntarily reduced to part-time certified employee status shall retain tenure and accumulate seniority in proportion to the fraction of the school day or year the certified employee is required to be on duty (i.e. a 3/8 time employee shall accrue 3/8 time seniority per year). This paragraph will not affect seniority already credited in the preceding years of service.

5.2 ORDER OF LAY OFF FOR CERTIFIED EMPLOYEES

A. Certified employees honorably dismissed or have a reduction in hours/days of employment (RIF) because of a decision to decrease the number of certified employees or discontinue some type of teaching service shall receive written notice (sent certified mail or personal delivery with receipt) by April 15.

B. The order of layoff shall be as follow:

1. Non-tenured certified employees without any evaluations are to be dismissed first.

2. All other certified employees, both tenured and non-tenured, are placed, in consultation with the union, into performance groups based upon their most recent evaluation(s). Reductions shall begin with Grouping One; the sequence of dismissal shall be at the discretion of the district, Grouping Two; the sequence of dismissal shall begin with the teacher with the lowest average performance evaluation rating being dismissed first. Certified employees with the same average performance evaluation rating shall be dismissed according to the shorter length of continuing service with the school district. In Groupings Three and Four, certified employees with the shorter length of continued service shall be dismissed first. Certified employees in Grouping Four will be dismissed last.

C. RIF lists shall be given to the exclusive bargaining representative at least 75 days before the end of each school year. Certified employees shall notify the district within 10 days of notification of placement of any inaccuracies.

D. RIF'd certified employees have the right to bump certified employees in lower performance groups and certified employees in the same performance group who have less seniority if the RIF'd certified employee is qualified to teach all the courses taught by the certified employee who will be bumped.

E. Certified employees in Grouping Three and Grouping Four shall have the right to be recalled to any position for which the certified employee is qualified if the vacancy occurs within one calendar year from the beginning of the following school term.

5.3 ACQUISITION OF SENIORITY FOR NON-CERTIFIED EMPLOYEES

A. Seniority for non-certified employees shall be defined as the length of continuous service within the District commencing with the first day of employment with the district within the job classification as custodian, maintenance, head cook, cook, supervisor (i.e. but not limited to library, cafeteria, in school suspension), monitor, paraprofessional, bus driver, bus monitor, car only driver, secretary, and clerk. Bus drivers will be considered part-time employees. Job descriptions shall be established for each position.

B. A non-certified employee may accumulate seniority in more than one category within the District starting with the 2003-04 school term. (i.e. An employee works as a paraprofessional for 3 years and then becomes a custodian for 3 years. When the District is looking at reduction in force, the employee has 3 years of seniority as a paraprofessional and custodian and would be able to "bump" within those categories.)

C. Service shall not be interrupted due to normal breaks in the contractual year for that job classification such as approved vacations. Seniority shall not accrue nor shall it be lost during any leave of absence or time laid off.

D. If an employee leaves the District's employ and returns, he/she must serve a probationary period and shall accumulate seniority from the most recent date of employment.

5.4 POSTING OF SENIORITY LIST FOR NON-CERTIFIED EMPLOYEES

A. The seniority lists shall be posted in each school and a copy sent to the Association President by November 1.

B. Any employee who disagrees with his/her placement on the seniority list must apply and show proof of length of employment, certification, and qualification by November 15. The Superintendent shall respond in writing before December 1.

C. A final seniority list will be posted on or before January 15. The seniority list will be current through the then current school term.

5.5 ORDER OF LAY OFF OR REDUCTION IN HOURS FOR NON-CERTIFIED EMPLOYEES

A. Layoffs or reduction in hours shall be in reverse seniority with least senior first in each job classification. There shall be no "bumping" into other job classifications, where no seniority has been accrued.

B. Hours worked per day may be reduced provided a thirty (30) calendar day written notice has been given.

C. If the reduction of hours is due to an unforeseen reduction in student population then the written notice must be given (5) calendar days.

5.6 RECALL PROCEDURES FOR NON-CERTIFIED EMPLOYEES

If within one (1) calendar year after any reduction in force, the Board increases the number of employees, reinstated positions, or vacancies occur, the Board shall first offer re-employment to the most senior first, so removed or dismissed from that category of position provided they are qualified or certified to hold such position under the following guidelines.

A. The District Office shall send a letter of recall by certified mail to the employee's address on file. It shall be the responsibility of each employee subject to recall to apprise the District Office in writing of said employee's mailing address at the time of layoff and of each mailing address change during the recall period.

B. An employee's failure to respond affirmatively within ten (10) calendar days after receipt of the District's letter to recall, shall result in termination of the employee's right to recall hereunder.

C. If a temporary position for which an employee is certified or qualified becomes available during an employee's recall period, such position shall be offered the employee. Acceptance or refusal of a temporary position will not affect the recall rights of the employee.

D. The Board's decision shall be final in the event it becomes necessary to choose under this Section between two or more employees who have the same seniority.

ARTICLE VI – LEAVES

6.1 GENERAL GUIDELINES

Employees shall not make arrangements of any kind which encroach upon the time they are required to be at school unless they have the advance approval of the building Principal or Superintendent. Employees must make every effort to notify the administration or designee no later than one hour and thirty minutes prior to the start of his/her scheduled work day on the day of an illness for the purpose of arranging substitutes. The administration will be responsible for arranging substitutes for all employees.

6.2 SICK LEAVE (School Code 5/24-6)

A. Sick leave shall be defined as personal illness, mental or behavioral health complications, quarantine at home, serious illness or disability or death of a member of the immediate family and birth, adoption, placement for adoption and the acceptance of a child in the need of foster care. "Immediate family" shall include the employee's spouse, domestic partner, child, parents, guardian or caregiver, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, adopted children, foster children, or other relative who lives in the house of the employee. For the purpose of this section, step relatives shall be included in the definition (e.g. "parent" includes "step-parent").

B. All certified employees will be credited with twelve (12) sick days at the beginning of each school year. At twenty (20) years of experience, certified employees will be credited with eighteen (18) sick days at the beginning of each school year. At thirty (30) years of experience, certified employees will be credited with twenty-four (24) sick days at the beginning of each school year. Unused sick days will accumulate from year to year but shall not exceed 360 days.

C. All non-certified employees will receive at the beginning of their employment year the number of sick days they are entitled according to the following:

9 month employees = 12 sick days
10 month employees = 13 sick days
11 month employees = 14 sick days
12 month employees = 15 sick days

Non-certified employees at twenty (20) years of experience will be credited with three (3) additional sick days at the beginning of each school year. Part-time employees will receive sick day(s) equivalent to their regular work day. Unused sick leave shall accumulate to a maximum of 240 days.

Individuals holding more than one non-certified position shall receive pro-rata sick leave in each position.

Example: One individual who is: 2 hours bus driver = 2 hours of sick leave
4 hours cook = 4 hours of sick leave

In order to qualify for sick leave, a non-certified employee must have been at work on the work day immediately preceding the first day of the sick leave.

D. The Superintendent shall furnish each employee with a written statement, prior to the first pay date of each school year, setting forth the total accumulated sick leave days.

E. Sick days may be used in one-half day increments. If a certified employee arrives before 9:00 a.m. or leaves after 2:00 p.m. and can find an internal substitute to cover without pay, then the certified employee shall not be charged for the leave.

F. An employee who must be absent because of illness or physical disability shall notify the building Principal or designee in advance of the absence. If it is not possible to give advance notice, the employee shall notify his/her supervisor as soon as possible.

G. In the event an absence continues for three or more consecutive workdays, the employee may be asked to present a physician's note or other reasonably satisfactory evidence of the reason for his/her absence at his or her expense.

6.3 PERSONAL LEAVE

A. Employees will be credited with two (2) personal leave days with pay per work year.

B. Personal days may be used in one-half day increments.

C. Personal leave may accumulate to a total of three (3) days. If more than one (1) personal day remains at the end of the school term, those days will be converted to the employee's sick days.

D. Requests for personal days shall be made to the building Principal and will be honored in the order of receipt. Approval of personal days is subject to availability of substitutes.

E. Personal days shall not be used to excuse an absence occurring during the last week of the school year or to extend a holiday break without express written consent of the building Principal. Each year, the Superintendent will notify all employees as to the deadline for use of personal days after the final revised calendar has been approved by the board. Every effort shall be made to meet the desires of the employees and the needs of the school district in establishing personal days.

F. An employee may not use a personal day on a School Improvement Day, Final Exams, or Teacher Institute Day, unless extenuating circumstances exist that require the use of personal leave on said days.

G. Personal leave days for the subsequent school term will be approved only after the last day of the preceding school term.

6.4 PROFESSIONAL LEAVE

A. Certified employees shall be allowed one professional leave day. The number of professional leave days may be increased if the employee is requested/required by the administration to attend. Non-certified employees may be allowed a professional leave day subject to approval of the building principal and superintendent.

B. Professional days may be used in one-half day increments.

C. A Professional Leave Request Form shall be submitted to the Building Principal at least five (5) working days prior to the requested leave. The Building Principal shall forward the request to the Superintendent for final approval. Only professional development activities which are related to the district's mission and improving student achievement shall be granted. No more than two certified personnel per building may use professional leave on the same school day without Superintendent approval.

D. The amount of reimbursement for professional leave will be determined by the Superintendent and indicated on the Professional Leave Request Form which will be returned to the teacher after approval/denial by the Superintendent. All expenses

not approved by the Superintendent will be the responsibility of the teacher. The District retains the prerogative to determine the number of vehicles or mode of transportation to be used for professional leave.

E. Completion of form ISBE 73-58 **must** be filled out when returning from all conferences explaining how the information gained will be disseminated to the appropriate staff members. Reimbursement, if any, will be granted after receipt of form 73-58.

F. A Professional Leave Reimbursement Form with receipts must be submitted to the Superintendent who will present it to the Board for approval through the regular bills approval process.

6.5 ASSOCIATION LEAVE

A. The Association President or appointed representatives may attend local, state, or national conferences without loss of salary. The Association shall reimburse the District for the cost of the substitute(s).

B. No more than six (6) Association days, district-wide, will be allowed per year.

C. Written notification to the Superintendent by the President of the Association shall be submitted at least five (5) days prior to the date of leave, except in case of emergency.

6.6 NO LEAVE DEDUCTION ON NON-SCHOOL DAYS

When the schools are officially closed by the Superintendent, no leave days previously arranged by an employee shall be deducted for such emergency days**.**

6.7 FAMILY AND MEDICAL LEAVE

The District will comply with all rules and regulations of the Family Leave Act and Board Policy (FMLA).

6.8 SABBATICAL LEAVE

A. The District may grant a sabbatical leave to full-time certified tenured employees upon request pursuant to the provisions of Section 24-6.1 of the School Code of the State of Illinois.

B. During the period of Sabbatical Leave, the certified employee shall not engage in any activity for which salary or compensation is paid, unless the activity is directly related to the purpose for which the leave is granted, and has been approved by the Board.

C. The certified employee shall apply for reinstatement not later than February 1 of the year for which the leave was granted. His/her application must provide evidence of attendance at the college or university and the subjects of study. A teacher who is reinstated following a sabbatical leave shall be placed in the salary schedule as if he/she had actually worked during the leave period and shall suffer no reduction in seniority.

6.9 MILITARY LEAVE

Military Leave shall be granted to comply with Section 5/10-20.7b of the Illinois School Code and Federal Code 29 CFR Part 825.

6.10 UNEXCUSED ABSENCES

Unexcused absences will result in a reduction in pay in proportion to the length of the absence as determined by the Superintendent.

6.11 BEREAVEMENT LEAVE

Employees will be credited with two (2) bereavement days with pay per year. These days will not accumulate.

ARTICLE VII – EMPLOYEE COMPENSATION AND FRINGE BENEFITS

7.1 FULL EXPERIENCE CREDIT

The employee shall be awarded full credit for teaching experience outside the District in determining salary position for new certified employees. Full credit shall mean all previous school experience. The Superintendent may grant credit for previous experience for non-certified new employees.

7.2 COMPENSATION -- SALARY SCHEDULE

A. Certified employees shall be paid according to the salary schedules set forth in Appendix B, based on a 180 day work year unless changed by state law or Board action, which shall reflect salary both with and without board paid member TRS. In the event of a change in the work year, either by Board action or state law, negotiations will be reopened to discuss salary compensation. In the event that an agreement is not reached, Article X, paragraph 11.1, "No Strike Clause" will be waived.

B. Except as set forth in Section 7.24 regarding Occupational Therapists, wage rates for non-certified employees shall be in accordance with the attached Wage Rate Schedule located in Appendices. Wages will be based upon an hourly wage.

7.3 SUPPLEMENTAL ASSIGNMENTS

A. A listing of supplemental assignments and supplemental pay shall be set forth in Appendix A. The listing does not require the Board to fill the position. If the position is filled, the Board shall pay the designated amount.

B. The Board shall negotiate with the Association concerning duties and stipend before adding any new extracurricular activity requiring a coach or sponsor.

C. Employees of the District shall choose to be paid in twenty-four (24) equal pays or a lump sum at the end of the activity. Individuals employed from the community shall be paid in a lump sum at the end of the activity.

D. The years of experience awarded towards the salary factor for a head coach shall be negotiated between the DCMEA President, head coach, and the Superintendent.

7.4 PAYROLL DEDUCTIONS

Authorization for payroll deductions approved by the Board, other than those required legally and by the Agreement, shall be authorized by written consent of the employee on a form supplied by the District. Credit unions of the employee's choice shall be approved for payroll deductions. The Superintendent may establish reasonable regulations as deemed necessary to administer changes in deductions.

7.5 COMPENSATION TO ILLINOIS TEACHERS' RETIREMENT SYSTEM FOR CERTIFIED EMPLOYEES

A. The Board shall pay directly to the Illinois Teachers' Retirement System (ITRS) the amount of contribution required to be paid on behalf of each employee and will shelter said amount for income tax purposes.

B. The Board shall contribute the entire employee contribution to the Teacher Health Insurance Security (THIS) Fund.

7.6 IMRF CONTRIBUTION FOR NON-CERTIFIED EMPLOYEES

The Board of Education agrees to contribute four and one-half percent of each employee's wages to the Illinois Municipal Retirement Fund (IMRF) on behalf of each employee as a tax-sheltered direct contribution.

7.7 PAY DAYS

A. Certified and 12-month Employees (Every employee) shall be paid twice monthly in twenty-four equal payments. Pay days shall be the 15th and the last day of each month. If a regular pay date falls on a weekend, employees shall receive their checks on the last working weekday. (For example: 15th falls on a Sunday, employee paid on the preceding Friday).

B. All district employees will have their paychecks deposited directly into their account via electronic submission. Employees must inform the District Office by completing the Direct Deposit Authorization forms and provide account information.

C. Pay days shall be the 15th and the last day of each month. If a regular pay date falls on a weekend, employees shall receive their checks on the last working weekday. (For example: 15th falls on a Sunday, employee paid on the preceding Friday).

7.8 HOSPITALIZATION AND MAJOR MEDICAL INSURANCE

A. The Board of Education will offer major medical and dental insurance to all district employees who work a minimum of 30 hours per week. The plan shall offer options of coverage for Employee Only, Employee and Spouse, Employee and Children, and Family; if available.

B. A committee consisting of at least three members of the Association, two members of the Board, and the Superintendent will make an annual insurance plan

recommendation to the Board. The Board of Education and the Association will develop a Memorandum of Understanding regarding the medical insurance costs, deductibles, and out-of-pocket expenses. The final decision concerning the insurance provider shall be determined by the Board.

7.9 FLEXIBLE BENEFIT PLAN

A flexible benefit plan to shelter child care, dental and medical expenses, and dental and health insurance premiums from taxes shall be provided by the Board. The employee must enroll in this program by September 1 of each school term and may not change the plan until the following September 1. This section of the Agreement is dependent upon the required enrollment participation. Interested employees must complete the appropriate forms. The insurance committee will research optional plans and present the information for recommendation.

7.10 MILEAGE

Mileage will be reimbursed for work related travel. Requests for mileage reimbursement should be submitted on the Travel Voucher Form or with the Request for Reimbursement for Professional Development. Miles are to be tabulated from the building assignment to the location and back. The district will not reimburse miles to travel to work. Mileage shall be reimbursed at the rate established by the Internal Revenue Service. Mileage must be submitted on a monthly basis.

7.11 TUITION REIMBURSEMENT FOR EMPLOYEES – REQUIRED COURSES

A. The Board shall reimburse any certified employee the tuition where the employee has been required by the Superintendent to continue his/her education in order to qualify him/her to teach a particular subject in the District. Reimbursement shall be at a rate sufficient to cover the cost of tuition and required books. The employee must provide the district with actual receipts of expense to be reimbursed.

B. The Board shall reimburse any non-certified employee the cost associated with training where the employee has been required by the Superintendent to continue his/her training in order to qualify him/her to maintain their current job classification. Reimbursement shall be at a rate sufficient to cover the cost of training and required books. The employee must provide the district with actual receipts of expense to be reimbursed.

7.12 TUITION REIMBURSEMENT FOR CERTIFIED EMPLOYEES – OTHER COURSES

A. The Board will pay current Illinois State University (ISU) per hour tuition cost or actual tuition cost if less than the ISU per hour tuition cost, up to a maximum of nine (9) hours at that rate per teacher per year. The reimbursement year is defined as June 1 through May 31 or Summer, Fall, Spring Sessions.

B. This is subject to a $22,500 district maximum per year.

C. Employees shall be reimbursed for tuition for college credit courses successfully completed as evidenced through a grade report with no less than a "B" grade or its equivalent under the following conditions:

1. The course must be directly related to the employee's assigned field, student achievement, school improvement plan, or an additional endorsement or certification. In order to gain hours related to salary advancement, the course must also be part of an Illinois approved master's degree program **or** directly approved by the superintendent. If the course is not part of an Illinois approved master's degree program and is not specifically approved for salary advancement by the superintendent, the course can still be approved for reimbursement, but will only count for professional development hours, not salary advancement.

2. For employees that hold a masters degree, the course must be directly related to the employee's assigned field, student achievement, school improvement plan, or an additional endorsement or certification. The course does not have to be part of an Illinois approved masters degree program.

3. Approval must be obtained from the Superintendent prior to enrollment. Failure to obtain prior approval may result in the denial of hours counted towards salary scale advancement and/or tuition reimbursement. All approved courses should still be submitted for salary scale advancement even if tuition reimbursement is not available.

4. Any movement on the salary scale shall be made at the beginning of the next school term.

5. An updated copy of an employee's official transcript must be submitted to the Superintendent prior to any movement on the salary schedule.

6. The tuition reimbursement form must be submitted no later than the beginning of the next session. Ex: Courses taken in the fall must be submitted prior to the start of the spring semester.

D. The employee must agree to work a minimum of two years in the district after completion of a degree program. Failure to do so will result in repayment to the district for reimbursed courses. Involuntary dismissal of employee excludes the employee from repayment of reimbursed courses.

7.13 STIPEND FOR STAFF DEVELOPMENT BY CERTIFIED EMPLOYEES

A. Certified employees will be paid $25 per hour for up to three hours of preparation when presenting for professional development.

B. Form ISBE 73-58 must be submitted and approved by the Superintendent prior to the project.

C. Requests for reimbursement shall be submitted to the Superintendent with a completed ISBE form 73-58 and the reimbursement form at the conclusion of the project.

7.14 PART-TIME CERTIFIED EMPLOYEES

A. Part-time certified employees are expected to attend all institute days and parent-teacher conference days as part of their teaching assignment.

B. Special assignment part-time certified employees will be compensated based upon the number of days or partial days worked in relationship to the school term. Example: An employee who works 86 days out of 180 days will be compensated at 47.77% of his/her placement on the salary schedule. An employee who works ½ days for 86 out of 180 days will be compensated at 23.88% of his/her placement on the salary schedule.

C. All compensations for part-time regular certified employees for grades P – 12 shall be paid in proportion to the number of periods taught. Example: An employee who teaches three (3) classes during a seven period day will be paid 3/7 of his/her placement on the salary schedule.

7.15 ADDITIONAL CERTIFIED EMPLOYEES PROFESSIONAL COMPENSATION

A. Any employee who substitutes during the school day shall be paid a percentage of the current substitute rate, based on the number of periods in the school day for the building in which the employee substitutes.

B. A full-time certified employee who teaches an extra class at the P-12 level during his/her prep time will be paid per semester in accordance to his/her placement on the salary schedule and number of periods taught. Prep time is included in this percentage.

C. A full-time high school certified employee who serves as an Independent-Study teacher at the high school level will be paid 1.0% per student per semester of his/her placement on the salary schedule up to a maximum of five (5) students when the student is assigned to the teacher during the teacher's prep period.

D. The District will provide an annual stipend for Nationally Board Certified staff in the amount of $1,500.

7.16 HOLIDAYS FOR NON-CERTIFIED EMPLOYEES

A. All twelve (12) month non-certified employees shall receive paid holidays provided the holiday falls within his/her work year and the holiday has been established by the Board.

B. A non-certified employee who works a paid holiday shall receive one and one-half (1½) times the employee’s regular pay rate.

C. It shall be to the discretion of the Superintendent if a holiday is to be observed, when said holiday falls on the weekend.

7.17 VACATION FOR NON-CERTIFIED EMPLOYEES

A. Vacation time is awarded to twelve (12) month non-certified employees each July 1 for time worked from the previous July 1.

1-9 years of service	10 Vacation days per year
10 years of service	11 Vacation days per year
11 years of service	12 Vacation days per year
12 years of service	13 Vacation days per year
13 years of service	14 Vacation days per year
14 years of service	15 Vacation days per year

B. Vacation time earned in one fiscal year shall be used during that fiscal year or by the 1st of January of the following fiscal year, or the non-certified employee shall lose it.

C. Non-certified employee terminating their employment shall be entitled to remuneration for the amount of vacation earned to the date of termination. If an employee terminates employment and has taken more vacation than the prorated amount, the employee shall have deducted from the last pay the amount entitled the Board.

D. Request for vacations shall be submitted to the administrator to whom the employee is responsible at least five work days prior to the requested vacation days and must be approved by the Superintendent. Every effort shall be made to meet the desires of the employees and the needs of the school district in establishing vacation dates. Vacations shall be taken when school is not in session and not the week before school starts, except by special arrangements with the building Principal and/or Superintendent. The Superintendent shall keep a record of vacations earned and the dates taken.

E. Years earned toward vacation credit may be carried to another classification with vacation. If transferring from a classification without vacation to one with vacation, years toward vacation will begin with the first day of employment in the new classification and full vacation privileges will commence on the anniversary date.

7.18 TIME SHEETS FOR NON-CERTIFIED EMPLOYEES

A. All full time and part time non-certified employees shall be required to keep a time sheet of hours worked. The following information must be included on the time sheet:

- Date
- Hours Worked
- Indicate Leave - Sick, Personal, Vacation, etc.
- Overtime (all overtime must be approved in advance by building Principal or Superintendent)

B. Time sheets shall be signed by the employee and building Principal and/or Superintendent.

7.19 EXTRA-CURRICULAR DRIVING

All extracurricular driving is voluntary. Extra driving needs will be determined by the transportation director or administration based on need. Coaches and sponsors who drive

a bus will be paid for the entirety of the trip. Coaches and sponsors who request to drive the bus to their activity will be given first priority. No hourly employee may drive extracurricular trips if it puts them into Over-Time status without expressed consent of the Superintendent.

7.20 RETIREMENT INCENTIVE

Teachers with twenty (20) or more years of consecutive service in the district are eligible to receive additional benefits under the terms of this Early Retirement Incentive (ERI) as they approach retirement. To be eligible for the ERI, the teacher must retire during a specified window period. Specifically, the teacher may receive this ERI if he or she retires at the end of a school year beginning with the school year that he or she is eligible to receive a retirement annuity from TRS and ending at the first of the following to occur:

(1) at the end of the school year in which he or she first becomes eligible for a non-discounted annuity from TRS (including applicable credit for military services, or alternate pension systems); or

(2) at the end of the school year (July 1 – June 30) in which the teacher reaches age 60.

In determining these dates, teachers must consider and utilize all or part of their available sick leave for creditable service purposes in TRS.

In order to receive the additional compensation available under this Early Retirement Incentive, eligible employees must deliver a non-revocable letter of resignation without contingency to the Superintendent no later than June 15th prior to the school year the incentive will begin. Notwithstanding this general deadline of June 15th, teachers electing the Early Retirement Incentive in 2021 shall be allowed to submit their non-revocable letter of retirement no later than August 15th. The letter of resignation must reference an intent to retire under this Early Retirement Incentive Policy, whether the teacher's elected ERI plan is for three years, two years or one year, and be accompanied by the TRS member requested "Personal Statement of Benefits" and a "Benefit Estimate" indicating total years of service.

Teachers who elect to receive this Early Retirement Incentive by submitting a timely resignation as provided above shall be entitled to an increase in salary during the final three years, two years or one year of employment. Such teachers will receive the salary increase set forth in this Section 7.20 rather than the general negotiated salary increase during their last three, two or one year(s) of employment dependent on their elected ERI plan and will be paid as follows: The teacher's TRS Creditable Salary for the year preceding the onset of the elected ERI Plan shall be increased by six percent (6%) and each year thereafter, if applicable, the prior year's TRS Creditable Salary shall be increased by an additional six percent for a maximum of three years.

The district shall endeavor to spread the increase throughout the school year. However, the district retains the right to make necessary adjustments to monthly pay at any time during the last three years to insure that the total received by the teacher is consistent with this Section. For purposes of this Section, a Teacher's "TRS Creditable Salary" means the

teacher's base salary together with all other amounts from all sources which are creditable earnings under TRS rules.

Notwithstanding the above, teachers who are removed for cause or who voluntarily discontinue an extra-duty assignment during any of the elected plan years of employment shall have their yearly increase for that year reduced by the amount of pay for the extra duty assignment. The term "year" shall mean "school year" and not "calendar year".

In the event that a teacher's resignation date under this policy contemplated use of sick leave benefits for creditable service purposes and the teacher subsequently uses all or a portion of his or her available sick leave days and does not have enough remaining sick leave days available upon the contemplated retirement date to retire without a discounted annuity, the teacher's resignation shall be automatically revoked and the teacher shall, subject to his or her health condition, continue employment until such time that he or she is eligible to retire at the end of a school year without a discounted annuity.

Notwithstanding the above, teachers who submit a letter of resignation to obtain the retirement incentive and subsequently experience a divorce, death of spouse, or permanent disability affecting job performance of a spouse prior to retirement shall have the right to rescind their letter of resignation prior to the contemplated retirement date. In such event, the teacher shall be obligated to reimburse the district for the amount of the incentive less what the teacher would have received had the teacher not been eligible for the retirement incentive. Under such circumstances, the district is authorized to make deductions from subsequent paychecks in the maximum amount of 5% of the amount the teacher has received in retirement incentive to be reimbursed per pay period.

In the event the Illinois Pension Code, regulations promulgated by TRS, or TRS interpretations are made, changed or modified during the effective period of this Agreement and such interpretations or modifications have the effect of requiring employer or member contributions under this ERI, the parties shall engage in mid-term bargaining to amend this ERI in such a way that no employer or member costs shall be incurred.

In the event an alternative retirement incentive for teachers is made available by statute, a retiring teacher may choose between this early retirement incentive and any available alternative.

7.21 **STIPEND FOR REQUIRED TEACHER TRAINING FOR AP CLASSES**

Teachers who attend required training to teach AP classes at the request of the District shall be paid a one-time stipend of $400.

Teachers who previously attended such training shall receive the stipend within 30 days of contract execution, but no earlier than July 1, 2021.

7.22 TEACHER PREPARATION PROGRAM

A. The Board may from time to time offer teacher aides and other non-certified employees the opportunity to obtain reimbursement for coursework required to obtain their teaching degree under the terms in this section.

B. Employees may express their interest in the Teacher Preparation Program to the administration. The administration may also discuss the program with employees it believes would be good candidates for the program. No employee shall be eligible for the Teacher Preparation Program without prior Superintendent approval.

C. Employees selected for participation in the program shall be entitled to reimbursement of tuition in an amount up to the undergraduate rate charged by Illinois State University (ISU) for up to nine (9) credit hours per year. Reimbursement shall be made for completion of courses with a grade of "B" or better. The reimbursement year is defined as June 1 through May 31 or summer, fall, and spring sessions. Employees approved for the program are expected to work diligently toward completion of their teaching degree. Failure to do so after notice are subject to removal from the program.

D. Employees who receive reimbursement through the Teacher Preparation Program commit to work full-time in the district four full school years following the last reimbursement. This commitment shall include the obligation to accept an open teaching position for which the employee is qualified after attainment of their teaching degree. If an employee separates employment for any reason prior to fulfilling this commitment, the employee shall be obligated to repay the District a portion of the tuition reimbursed by the District in this program. The amount to be reimbursed shall be based on the number of full school years completed in a full-time position following the final reimbursement:

Less than two completed school years:	100%
Two or more completed school years:	50%

Such repayment may be paid in twelve equal installments without interest if paid by the 1st of each month following his or her separation. If payments are delinquent and collection efforts become necessary, the teacher shall be obligated to pay all collection and court costs including reasonable attorney fees.

7.23 SCHOOL PSYCHOLOGISTS, SOCIAL WORKERS, SCHOOL COUNSELORS, OCCUPATIONAL THERAPISTS, AND SPEECH LANGUAGE PATHOLOGISTS

School Psychologists, Social Workers, School Counselors, Occupational Therapists, and Speech Language Pathologists will have a multiplier applied to their base salary of 1.1 to 1.2 at the discretion of the Superintendent. Employees in the same job category will have the same multiplier.

7.24 OCCUPATIONAL THERAPIST SALARIES

1. Annual salary increases for occupational therapists shall be based on the average dollar raise provided to teachers not in the retirement pipeline.

2. Occupational Therapists hired with no experience shall be paid at the MS+24/1 cell on the teacher salary schedule. The District reserves the right to increase the starting salary for occupational therapists hired with experience.

ARTICLE VIII – EMPLOYEE EVALUATION

8.1 PURPOSE

The purpose of evaluation is to improve job performance for all employees and the quality of instruction for certified staff and support staff.

8.2 GENERAL GUIDELINES

A. At the beginning of the school term or two (2) weeks after employment, if employed after the start of the school term, the District will provide written notice to all teachers subject to evaluation that year. The written notice shall include: a copy of the job description; a copy of the mutually agreed upon evaluation instrument; a summary of the manner in which measures of student growth and professional practice relate to the final performance rating; a summary of the procedures related to the creation of a professional development plan and remediation plan. The Principal or qualified administrator, for building employees, and the Superintendent, for district employees, will conduct a conference with each employee regarding job expectations prior to any evaluation of performance.

B. The evaluation form will be used to report to the Superintendent and Board of Education. The evaluation instrument and the relative importance of each portion of the framework to the final profession practice rating may be revised at any time by the mutual agreement of the Association and the Superintendent.

C. Any grievance filed relative to this Article shall be limited to violations of the specific procedures as outlined below or outlined in the evaluation documents. All other aspects of evaluation, including but not limited to criteria, instruments, or personalities shall not be grievable.

8.3 FORMAL OBSERVATION PROCESS FOR CERTIFIED EMPLOYEES

A. Each tenured certified employee shall receive at least one formal evaluation at least every two years by a qualified administrator. Each non-tenured teacher shall receive at least two observations and a formal evaluation every year by a qualified administrator.

B. All formal observations of classroom performance will be done openly with the full knowledge of the certified employee.

C. The formal observation cycle shall be defined as follows:

1. At least three (3) work days prior to the observation, unless mutually agreed otherwise, a pre-conference between evaluator and employee will be held

to include a review of the expectations of the parties and an agreement on days and times of formal observation. The employee will provide, prior to the observation, all requested information (lesson plans, assignments, tests, etc.) needed to effectively evaluate the instructional process.

2. Prior to reducing the evaluation to writing and within five (5) work days following the observation, the evaluator and the employee will have a post-observation(s) conference.

3. The observation summary will be reduced to writing within five (5) work days of the post-conference; and, the evaluator will meet with the employee and review the observation. At this meeting, which will be at least 30 calendar days prior to the end of the school year, the employee will sign the formal written evaluation and be given a copy. A copy of the formal written evaluation will be placed in the employee's District personnel file in the Unit Office.

4. If the employee disagrees with the observation summary , he/she may submit written reasons for his/her disagreement with the evaluator within five (5) work days after receiving a copy of the written evaluation. A copy of the written reasons for the employee's disagreement will be attached to the observation summary and placed in the personnel file in the Unit office.

8.4 INFORMAL OBSERVATION FOR CERTIFIED EMPLOYEES

The establishment of formal observation procedures does not limit the right of the administration to use informal observations of certified employees to determine competencies. Informal, drop-in visits are appropriate at any time without written data collection. If a written record is kept, the employee will receive a copy within five (5) working days.

A. The results of informal observations, when unsatisfactory, must be made known to the teacher at a conference within five (5) working days after the informal observation.

B. The employee shall receive a signed copy of any written documentation concerning the informal observation within five (5) work days of the conference. The written evaluation may be placed in the employee's personnel file in the District Office.

C. If the employee disagrees with the informal observation summary, he/she may submit written reasons for the disagreement with the evaluator within five (5) work days after receipt of the written informal evaluation. A copy of the written reasons for the employee's disagreement will be attached to the written observation summary and placed in the employee's personnel file in the Unit office.

8.5 UNSATISFACTORY EVALUATIONS OF CERTIFIED EMPLOYEES

Any teacher receiving an unsatisfactory rating will be placed on a remediation plan as provided by Article 5/24A of the Illinois School Code. This section does apply to unsatisfactory ratings during or at the conclusion of a remediation plan.

8.6 NON-CERTIFIED EMPLOYEE EVALUATION PROCEDURES

A. The supervisor of every employee shall have continuing informal evaluation and constructive suggestions toward improvement of performance. In addition to continuing informal evaluation there shall be an established formal evaluation procedure. Each support staff employee shall receive a formal evaluation at least every two years by a qualified administrator. Each support staff member with four years or less experience shall receive a formal evaluation every year by a qualified administrator.

B. A job description and the evaluation instrument will be established by the administration for each job classification with specifics for each building. Each employee will be formally evaluated, and a copy of the written evaluation given to and discussed with the employee and a copy placed in the employees personnel file.

C. Any concerns will be documented in writing, a copy given to the employee, and a copy placed in the employee's personnel file. Any disciplinary action shall be progressive except in situations where proof of conduct is conclusively determined to warrant more serious consequences.

ARTICLE IX – GRIEVANCE PROCEDURE

9.1 DEFINITION OF GRIEVANCE

A grievance is defined as a claim by the Association that there has been an alleged violation, misinterpretation, or misapplication by the District of any provision of this Agreement.

9.2 PROCEDURE

Any employee, group of employees, or Association may institute a grievance. Both parties will make a good faith effort to resolve grievances in an informal, verbal discussion within ten (10) work days after the occurrence giving rise to the concern. When requested by the employee, an Association representative may accompany the employee to assist in the informal resolution of the concern. When this cannot be accomplished, a grievance shall be processed as follows:

Step 1

Within ten (10) working days of the alleged violation the grievant shall present the grievance in writing to the building Principal, who will arrange for a meeting to discuss the alleged violation within ten (10) working days. The formal written grievance shall specifically state the contract article, section, and clause/paragraph alleged to have been violated and the remedy requested. A diligent effort shall be made to adjust the grievance at this step. The Principal shall have ten (10) working days to give a written response including the reasons for the decision.

Step 2

If the grievance is not resolved at Step 1, the Association's Representative shall submit the grievance to the Superintendent within ten (10) working days after receipt of the Principal's Step 1 response. The written grievance shall state the facts involved in the grievance and the contract provisions allegedly violated by the District and resolution requested. The Superintendent shall give a written response and a brief explanation of reasons within ten (10) working days after receipt of such written grievance.

Step 3

If the written grievance as submitted in Step 2 has not been satisfactorily settled, it shall be referred in writing by the Association's Representative to the President of the Board. This writing shall state in what respects the Step 2 answer is inconsistent with this Agreement. Such submission shall be made within ten (10) working days after the receipt of the response from the Superintendent. The Board or its designated representative shall submit a written response with a brief explanation of its reasons within ten (10) working days following its next regular Board meeting.

Step 4

If the grievance cannot be settled at the third step, the grievance will be submitted to an Interest Based Problem Solving process. The District and the Association with the use of facilitator shall explore settling the grievance using the principals the Interest Based Problem Solving process. There will be up to a four members allowed in each team with one member of the Board team being a Board member.

Step 5

If the written grievance has not been satisfactorily settled by the operation of the grievance procedure as outlined hereinabove, the Association shall have the right, upon notification to the District in writing within fifteen (15) working days after the answer is given in Step 3, to submit the grievance to arbitration. The parties will make a sincere effort to mutually agree upon an arbitrator within five working days after the notice is received. If the parties cannot agree upon an arbitrator, the Director of the Federal Mediation and Conciliation Service will be requested to supply a list of seven arbitrators, from which list each party alternatively shall strike one name provided; however, either party may reject the first list submitted in its entirety and request a second list. The Association shall choose first until one arbitrator remains on the list. On alternate arbitration cases when it is necessary to select an arbitrator in this manner, the District shall choose first until one arbitrator remains on the list. The arbitrator shall be designated to hear the grievance, and his decision shall be final and binding. The arbitrator shall not have the right to add to or subtract from the terms and conditions set forth in this Agreement. The fee and expenses of the arbitrator and the cost of the transcript of the proceedings for the arbitrator's use, if he desires it, shall be borne equally by the District and the Association provided; however, the fees and expenses of witnesses, the cost of documentary evidence and matters of that nature shall in all cases be borne by the parties procuring the same.

9.3 GRIEVANCE TIME LIMIT

Grievances not instituted or appealed within the time limits stipulated shall expire and be forfeited unless the time limits are extended by mutual agreement of the District and the Association in writing.

9.4 NO WRITTEN RESPONSE

If the District or any of its representatives fails to give a timely response to a grievance, the grievance may immediately be appealed to the next step of the grievance procedure.

9.5 CLASS GRIEVANCE / BYPASS

Class grievance involving more than one employee or supervisor and grievances involving an administrator at the building level, may be initially filed as Step 2. By mutual agreement in writing, any step of the grievance procedure may be bypassed**.**

9.6 FILING OF GRIEVANCE MATERIALS

All records related to a grievance shall be filed separately from the personnel files of the employees.

9.7 CLAIM IN OTHER FORM

If the Association or employee files any claim or complaint in any form other than the grievance procedure in this Agreement, the District shall not be required to process the same claim or set of facts through the grievance procedure.

9.8 COOPERATION

The administration, Association, and all employees shall cooperate in the investigation of a grievance.

9.9 GRIEVANCE WITHDRAWN OR SETTLEMENT

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

ARTICLE X – SCHOOL OPERATIONS

10.1 NO STRIKE CLAUSE

The Association agrees there shall be no strike, sympathy strike, withholding of services, slow down, mass resignations, mass absenteeism, other refusal to render full and complete service to District #701, or any unlawful interference with school operations during the term of this Agreement or any extension of it.

10.2 DISTRICT'S EXCLUSIVE RIGHT TO MANAGE

Except as specifically restricted by the express language of this Agreement, the Board retains the exclusive right to manage District #701 and direct the work force in the manner it determines to be in the best interest of the School District pursuant to its statutory authority and responsibility.

10.3 SUBCONTRACTING

District #701 retains the right to subcontract job classifications provided the Deer Creek-Mackinaw Educational Association/IEA-NEA receives 90 days prior written notification of acceptance of bids; and, is given an opportunity to work with the Board of Education to remedy the situation during that 90 day period by some other means than subcontracting.

ARTICLE XI – EFFECT OF AGREEMENT

11.1 COMPLETE UNDERSTANDING

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

11.2 INCORPORATION OF BOARD POLICIES

The policies and procedures of District #701 are hereby incorporated into this Agreement, provided that these policies and procedures may neither countermand nor be contrary to the express terms of this Agreement. The District will provide the Association with a copy of all proposed policies before the first reading. The District will engage in discussions with the Association if the Association brings forward concerns about any Board policy. Board policies will not be subject to grievance.

11.3 INCLUSION AND SAVING CLAUSE

Should any article, section, or clause of this Agreement be declared unlawful or unenforceable by a court of competent jurisdiction, the Board of Education and the Association shall agree to bargain revisions that would bring the provision into compliance with the law. The remaining articles, sections and clauses shall remain in full force and effect.

11.4 CONFORMITY TO LAW

The parties agree that applicable Illinois statutory and case law and the Constitution of the United States and the Constitution of the State of Illinois are hereby incorporated into this Agreement. No provision of this agreement shall supplant or supersede the laws of the State of Illinois or the United States.

11.5 DURATION OF AGREEMENT

This Agreement shall be effective 2025 and shall continue in effect until 2028. This Agreement may be reopened by either party if legislation regarding school funding/financing is passed that impacts the Association or the Board of Education.

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Deer Creek-Mackinaw Education Association/IEA-NEA	Deer Creek-Mackinaw CUSD No. 701 Board of Education
President	President
Secretary or Representative	Secretary
Date	Date



APPENDIX A

SUPPLEMENTAL PAY SCHEDULE

APPENDIX A - SUPPLEMENTAL PAY SCHEDULE

Following is the list of extra duty assignments which provide supplemental pay. The Board of Education may at its discretion establish extracurricular activities.

The amount of pay for each job is the stated percentage of the District's base salary (BA-Step 1). For each year of experience in a specific duty position within the District, an employee's extra duty pay will be increased according to the following experience factor schedule.

First Year	1.00
Second Year	1.15
Third Year	1.20
Fourth Year	1.50
Fifth Year	1.60
Sixth to Tenth Year	1.70
Eleventh to Fifteenth Year	1.80
Sixteenth to Twentieth Year	1.90
Twenty-one Plus Years	2.00

Example: A first assistant football coach who is entering his third year in that position would receive salary as figured; base salary times 6.5% times 1.20.

If more than one employee shares one extra duty assignment, the listed percentage shall be divided equally between the employees. This percentage will then be multiplied by each individual employee's experience factor.

High School

1.	Head Varsity Football	11.0%
2.	First Assistant Football	6.5%
3.	Second Assistant Football	6.5%
4.	Third Assistant Football	6.5%
5.	Fourth Assistant Football	6.5%
6.	Head Varsity Basketball	11.0%
7.	Assistant Basketball	6.5%
8.	Assistant Basketball	6.5%
9.	Head Boys Wrestling/ Assistant Girls Wrestling Coach	11%
10.	Head Girls Wrestling/Assistant Boys Wrestling Coach	11%
11.	Head Varsity Baseball	10.0%
12.	Assistant Baseball	6.0%
13.	Head Girls' Varsity Basketball	11.0%
14.	Assistant Girls' Basketball	6.5%
15.	Head Girls' Volleyball	11.0%
16.	Assistant Girls' Volleyball	6.5%
17.	Head Girls' Varsity Softball	10.0%
18.	Assistant Girls' Softball	6.0%

19.	Head Track (Boys and Girls)	10.0%
20.	Head Track (Boys and Girls)	10.0%
21	Assistant Track	6.0%
22.	Head Cross Country	10.0%
23	Assistant Cross Country	5.0%
24.	Head Golf Coach	10%
25.	Bass Fishing	3.0%
26.	Yearbook Sponsor	5.0%
27.	Family and Consumer Science	4.0%
28.	Sophomore Class Sponsor	2.0%
29.	Freshman Class Sponsor	2.0%
30.	Junior Class Sponsor	5.0%
31.	Senior Class Sponsor	2.0%
32.	Student Council	5.0%
33.	National Honor Society	4.0%
34.	Scholastic Bowl	3.0%
35.	High School Flags	1.0%
36.	High School Drama	3.0%
37.	High School Assistant Drama	1.5%
38.	Chorus	2.5%
39.	Band/Pep Band/Marching Band	6.0%
40.	Art Club	2.0%
41.	Future Business Leaders	4.0%
42.	Drama Club	2.0%
43.	Technology Club	3.0%
44.	ACES	1.0%
44.	Assistant Student Council	3.0%
46.	Assist. (2nd) Girls' Basketball	6.5%
47.	Spirit Team – Fall, Head	4.0%
48.	Spirit Team – Winter, Head	5.0%
49.	Spirit Team – Fall, Assistant	2.5%
50.	Spirit Team – Winter, Assistant	3.5%
51.	Book Club	3.0%
52.	Gaming Club	3.0%

Junior High

1.	Head Baseball	5.0%
2.	Assistant Baseball	2.5%
3.	Head Girls' Softball	5.0%
4.	Assistant Girls' Softball	2.5%
5.	Boys' Basketball (8^{th})	7.0%
6.	Boys' Basketball (7^{th})	7.0%
7.	Head Wrestling	8.0%
8.	Assistant Wrestling	5.0%
9.	Girls' Basketball (8^{th})	7.0%
10.	Girls' Basketball (7^{th})	7.0%
11.	Head Girls' Volleyball	9.5%
12.	Asst. Girls' Volleyball	4.5%

13.	Head Track (Boys)	6.0%
14.	Head Track (Girls)	6.0%
15.	Assistant Track (boys and girls)	3.0%
16.	Cheerleader Coach	3.5%
17.	Dance Sponsor	2.0%
18.	Band	3.0%
19.	Chorus	2.5%
20.	Student Council	3.0%
21.	Literary	2.0%
22.	Yearbook Sponsor	1.5%
23.	Scholastic Bowl	2.0%
24.	Drama	2.0%
25.	Head Cross Country	6.0%
26.	Assistant Cross Country	3.5%

Intermediate School

1.	Band and Chorus	2.5%
2.	Yearbook	1.5%
3.	Student Council	1.5%

Other

1.	Score Keepers	Minimum of $25.00 per event
2.	Time Keepers	Minimum of $25.00 per event
3.	Bus Chaperone	Minimum of $25.00 per event
4.	Detention	
	Monday-Friday (1 hour)	Minimum of $15.00 A.M./P.M.
5.	Saturday Morning Detention	4 hours = current sub rate
		2 hours = half current sub rate



APPENDIX B

SALARY AND WAGE SCHEDULES

2025-2026 TEACHER SALARY SCHEDULE WITH TRS

STEP	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32	MS+40
1	$43,728	$44,821	$45,914	$47,008	$47,445	$48,101	$49,194	$50,287	$51,380	$52,474	$53,567
2	$44,658	$45,751	$46,844	$47,938	$48,375	$49,031	$50,124	$51,217	$52,310	$53,404	$54,497
3	$45,588	$46,681	$47,774	$48,868	$49,305	$49,961	$51,054	$52,147	$53,240	$54,334	$55,427
4	$46,518	$47,611	$48,704	$49,798	$50,235	$50,891	$51,984	$53,077	$54,170	$55,264	$56,357
5	$47,448	$48,541	$49,634	$50,728	$51,165	$51,821	$52,914	$54,007	$55,100	$56,194	$57,287
6	$48,378	$49,471	$50,564	$51,658	$52,095	$52,751	$53,844	$54,937	$56,030	$57,124	$58,217
7	$49,308	$50,401	$51,494	$52,588	$53,025	$53,681	$54,774	$55,867	$56,960	$58,054	$59,147
8	$50,238	$51,331	$52,424	$53,518	$53,955	$54,611	$55,704	$56,797	$57,890	$58,984	$60,077
9	$51,168	$52,261	$53,354	$54,448	$54,885	$55,541	$56,634	$57,727	$58,820	$59,914	$61,007
10	$52,098	$53,191	$54,284	$55,378	$55,815	$56,471	$57,564	$58,657	$59,750	$60,844	$61,937
11	$53,028	$54,121	$55,214	$56,308	$56,745	$57,401	$58,494	$59,587	$60,680	$61,774	$62,867
12	$53,958	$55,051	$56,144	$57,238	$57,675	$58,331	$59,424	$60,517	$61,610	$62,704	$63,797
13	$54,888	$55,981	$57,074	$58,168	$58,605	$59,261	$60,354	$61,447	$62,540	$63,634	$64,727
14	$55,818	$56,911	$58,004	$59,098	$59,535	$60,191	$61,284	$62,377	$63,470	$64,564	$65,657
15	$56,748	$57,841	$58,934	$60,028	$60,465	$61,121	$62,214	$63,307	$64,400	$65,494	$66,587
16	$57,678	$58,771	$59,864	$60,958	$61,395	$62,051	$63,144	$64,237	$65,330	$66,424	$67,517
17	$58,608	$59,701	$60,794	$61,888	$62,325	$62,981	$64,074	$65,167	$66,260	$67,354	$68,447
18	$59,538	$60,631	$61,724	$62,818	$63,255	$63,911	$65,004	$66,097	$67,190	$68,284	$69,377
19	$60,468	$61,561	$62,654	$63,748	$64,185	$64,841	$65,934	$67,027	$68,120	$69,214	$70,307
20	$61,398	$62,491	$63,584	$64,678	$65,115	$65,771	$66,864	$67,957	$69,050	$70,144	$71,237
21	$62,328	$63,421	$64,514	$65,608	$66,045	$66,701	$67,794	$68,887	$69,980	$71,074	$72,167
22	$63,258	$64,351	$65,444	$66,538	$66,975	$67,631	$68,724	$69,817	$70,910	$72,004	$73,097
23	$64,188	$65,281	$66,374	$67,468	$67,905	$68,561	$69,654	$70,747	$71,840	$72,934	$74,027
24	$65,118	$66,211	$67,304	$68,398	$68,835	$69,491	$70,584	$71,677	$72,770	$73,864	$74,957
25	$66,048	$67,141	$68,234	$69,328	$69,765	$70,421	$71,514	$72,607	$73,700	$74,794	$75,887
26		$68,071	$69,164	$70,258	$70,695	$71,351	$72,444	$73,537	$74,630	$75,724	$76,817
27		$69,001	$70,094	$71,188	$71,625	$72,281	$73,374	$74,467	$75,560	$76,654	$77,747
28			$71,024	$72,118	$72,555	$73,211	$74,304	$75,397	$76,490	$77,584	$78,677
29			$71,954	$73,048	$73,485	$74,141	$75,234	$76,327	$77,420	$78,514	$79,607
30				$73,978	$74,415	$75,071	$76,164	$77,257	$78,350	$79,444	$80,537
31				$74,908	$75,345	$76,001	$77,094	$78,187	$79,280	$80,374	$81,467
32					$76,275	$76,931	$78,024	$79,117	$80,210	$81,304	$82,397
33					$77,205	$77,861	$78,954	$80,047	$81,140	$82,234	$83,327
34						$78,791	$79,884	$80,977	$82,070	$83,164	$84,257
35						$79,721	$80,814	$81,907	$83,000	$84,094	$85,187

2025-2026 TEACHER SALARY SCHEDULE WITHOUT TRS

STEP	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32	MS+40
1	$39,792	$40,787	$41,782	$42,777	$43,175	$43,772	$44,767	$45,761	$46,756	$47,751	$48,746
2	$40,639	$41,634	$42,628	$43,623	$44,021	$44,618	$45,613	$46,608	$47,602	$48,597	$49,592
3	$41,485	$42,480	$43,475	$44,470	$44,867	$45,464	$46,459	$47,454	$48,449	$49,444	$50,438
4	$42,331	$43,326	$44,321	$45,316	$45,714	$46,311	$47,305	$48,300	$49,295	$50,290	$51,285
5	$43,178	$44,172	$45,167	$46,162	$46,560	$47,157	$48,152	$49,147	$50,141	$51,136	$52,131
6	$44,024	$45,019	$46,014	$47,008	$47,406	$48,003	$48,998	$49,993	$50,988	$51,982	$52,977
7	$44,870	$45,865	$46,860	$47,855	$48,253	$48,850	$49,844	$50,839	$51,834	$52,829	$53,824
8	$45,717	$46,711	$47,706	$48,701	$49,099	$49,696	$50,691	$51,685	$52,680	$53,675	$54,670
9	$46,563	$47,558	$48,553	$49,547	$49,945	$50,542	$51,537	$52,532	$53,527	$54,521	$55,516
10	$47,409	$48,404	$49,399	$50,394	$50,792	$51,388	$52,383	$53,378	$54,373	$55,368	$56,362
11	$48,255	$49,250	$50,245	$51,240	$51,638	$52,235	$53,230	$54,224	$55,219	$56,214	$57,209
12	$49,102	$50,097	$51,091	$52,086	$52,484	$53,081	$54,076	$55,071	$56,065	$57,060	$58,055
13	$49,948	$50,943	$51,938	$52,933	$53,330	$53,927	$54,922	$55,917	$56,912	$57,907	$58,901
14	$50,794	$51,789	$52,784	$53,779	$54,177	$54,774	$55,768	$56,763	$57,758	$58,753	$59,748
15	$51,641	$52,635	$53,630	$54,625	$55,023	$55,620	$56,615	$57,610	$58,604	$59,599	$60,594
16	$52,487	$53,482	$54,477	$55,471	$55,869	$56,466	$57,461	$58,456	$59,451	$60,445	$61,440
17	$53,333	$54,328	$55,323	$56,318	$56,716	$57,313	$58,307	$59,302	$60,297	$61,292	$62,287
18	$54,180	$55,174	$56,169	$57,164	$57,562	$58,159	$59,154	$60,148	$61,143	$62,138	$63,133
19	$55,026	$56,021	$57,016	$58,010	$58,408	$59,005	$60,000	$60,995	$61,990	$62,984	$63,979
20	$55,872	$56,867	$57,862	$58,857	$59,255	$59,851	$60,846	$61,841	$62,836	$63,831	$64,825
21	$56,718	$57,713	$58,708	$59,703	$60,101	$60,698	$61,693	$62,687	$63,682	$64,677	$65,672
22	$57,565	$58,560	$59,554	$60,549	$60,947	$61,544	$62,539	$63,534	$64,528	$65,523	$66,518
23	$58,411	$59,406	$60,401	$61,396	$61,793	$62,390	$63,385	$64,380	$65,375	$66,370	$67,364
24	$59,257	$60,252	$61,247	$62,242	$62,640	$63,237	$64,231	$65,226	$66,221	$67,216	$68,211
25	$60,104	$61,098	$62,093	$63,088	$63,486	$64,083	$65,078	$66,073	$67,067	$68,062	$69,057
26		$61,945	$62,940	$63,934	$64,332	$64,929	$65,924	$66,919	$67,914	$68,908	$69,903
27		$62,791	$63,786	$64,781	$65,179	$65,776	$66,770	$67,765	$68,760	$69,755	$70,750
28			$64,632	$65,627	$66,025	$66,622	$67,617	$68,611	$69,606	$70,601	$71,596
29			$65,479	$66,473	$66,871	$67,468	$68,463	$69,458	$70,453	$71,447	$72,442
30				$67,320	$67,718	$68,314	$69,309	$70,304	$71,299	$72,294	$73,288
31				$68,166	$68,564	$69,161	$70,156	$71,150	$72,145	$73,140	$74,135
32					$69,410	$70,007	$71,002	$71,997	$72,991	$73,986	$74,981
33					$70,256	$70,853	$71,848	$72,843	$73,838	$74,833	$75,827
34						$71,700	$72,694	$73,689	$74,684	$75,679	$76,674
35						$72,546	$73,541	$74,536	$75,530	$76,525	$77,520

2026-2027 TEACHER SALARY SCHEDULE WITH TRS

STEP	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32	MS+40
1	$46,063	$47,215	$48,366	$49,518	$49,978	$50,669	$51,821	$52,972	$54,124	$55,276	$56,427
2	$46,993	$48,145	$49,296	$50,448	$50,908	$51,599	$52,751	$53,902	$55,054	$56,206	$57,357
3	$47,923	$49,075	$50,226	$51,378	$51,838	$52,529	$53,681	$54,832	$55,984	$57,136	$58,287
4	$48,853	$50,005	$51,156	$52,308	$52,768	$53,459	$54,611	$55,762	$56,914	$58,066	$59,217
5	$49,783	$50,935	$52,086	$53,238	$53,698	$54,389	$55,541	$56,692	$57,844	$58,996	$60,147
6	$50,713	$51,865	$53,016	$54,168	$54,628	$55,319	$56,471	$57,622	$58,774	$59,926	$61,077
7	$51,643	$52,795	$53,946	$55,098	$55,558	$56,249	$57,401	$58,552	$59,704	$60,856	$62,007
8	$52,573	$53,725	$54,876	$56,028	$56,488	$57,179	$58,331	$59,482	$60,634	$61,786	$62,937
9	$53,503	$54,655	$55,806	$56,958	$57,418	$58,109	$59,261	$60,412	$61,564	$62,716	$63,867
10	$54,433	$55,585	$56,736	$57,888	$58,348	$59,039	$60,191	$61,342	$62,494	$63,646	$64,797
11	$55,363	$56,515	$57,666	$58,818	$59,278	$59,969	$61,121	$62,272	$63,424	$64,576	$65,727
12	$56,293	$57,445	$58,596	$59,748	$60,208	$60,899	$62,051	$63,202	$64,354	$65,506	$66,657
13	$57,223	$58,375	$59,526	$60,678	$61,138	$61,829	$62,981	$64,132	$65,284	$66,436	$67,587
14	$58,153	$59,305	$60,456	$61,608	$62,068	$62,759	$63,911	$65,062	$66,214	$67,366	$68,517
15	$59,083	$60,235	$61,386	$62,538	$62,998	$63,689	$64,841	$65,992	$67,144	$68,296	$69,447
16	$60,013	$61,165	$62,316	$63,468	$63,928	$64,619	$65,771	$66,922	$68,074	$69,226	$70,377
17	$60,943	$62,095	$63,246	$64,398	$64,858	$65,549	$66,701	$67,852	$69,004	$70,156	$71,307
18	$61,873	$63,025	$64,176	$65,328	$65,788	$66,479	$67,631	$68,782	$69,934	$71,086	$72,237
19	$62,803	$63,955	$65,106	$66,258	$66,718	$67,409	$68,561	$69,712	$70,864	$72,016	$73,167
20	$63,733	$64,885	$66,036	$67,188	$67,648	$68,339	$69,491	$70,642	$71,794	$72,946	$74,097
21	$64,663	$65,815	$66,966	$68,118	$68,578	$69,269	$70,421	$71,572	$72,724	$73,876	$75,027
22	$65,593	$66,745	$67,896	$69,048	$69,508	$70,199	$71,351	$72,502	$73,654	$74,806	$75,957
23	$66,523	$67,675	$68,826	$69,978	$70,438	$71,129	$72,281	$73,432	$74,584	$75,736	$76,887
24	$67,453	$68,605	$69,756	$70,908	$71,368	$72,059	$73,211	$74,362	$75,514	$76,666	$77,817
25	$68,383	$69,535	$70,686	$71,838	$72,298	$72,989	$74,141	$75,292	$76,444	$77,596	$78,747
26		$70,465	$71,616	$72,768	$73,228	$73,919	$75,071	$76,222	$77,374	$78,526	$79,677
27		$71,395	$72,546	$73,698	$74,158	$74,849	$76,001	$77,152	$78,304	$79,456	$80,607
28			$73,476	$74,628	$75,088	$75,779	$76,931	$78,082	$79,234	$80,386	$81,537
29			$74,406	$75,558	$76,018	$76,709	$77,861	$79,012	$80,164	$81,316	$82,467
30				$76,488	$76,948	$77,639	$78,791	$79,942	$81,094	$82,246	$83,397
31				$77,418	$77,878	$78,569	$79,721	$80,872	$82,024	$83,176	$84,327
32					$78,808	$79,499	$80,651	$81,802	$82,954	$84,106	$85,257
33					$79,738	$80,429	$81,581	$82,732	$83,884	$85,036	$86,187
34						$81,359	$82,511	$83,662	$84,814	$85,966	$87,117
35						$82,289	$83,441	$84,592	$85,744	$86,896	$88,047

2026-2027 TEACHER SALARY SCHEDULE WITHOUT TRS

STEP	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32	MS+40
1	$41,917	$42,965	$44,013	$45,061	$45,480	$46,109	$47,157	$48,205	$49,253	$50,301	$51,349
2	$42,764	$43,812	$44,859	$45,907	$46,327	$46,955	$48,003	$49,051	$50,099	$51,147	$52,195
3	$43,610	$44,658	$45,706	$46,754	$47,173	$47,802	$48,850	$49,898	$50,945	$51,993	$53,041
4	$44,456	$45,504	$46,552	$47,600	$48,019	$48,648	$49,696	$50,744	$51,792	$52,840	$53,888
5	$45,303	$46,350	$47,398	$48,446	$48,866	$49,494	$50,542	$51,590	$52,638	$53,686	$54,734
6	$46,149	$47,197	$48,245	$49,293	$49,712	$50,341	$51,388	$52,436	$53,484	$54,532	$55,580
7	$46,995	$48,043	$49,091	$50,139	$50,558	$51,187	$52,235	$53,283	$54,331	$55,379	$56,427
8	$47,841	$48,889	$49,937	$50,985	$51,404	$52,033	$53,081	$54,129	$55,177	$56,225	$57,273
9	$48,688	$49,736	$50,784	$51,832	$52,251	$52,879	$53,927	$54,975	$56,023	$57,071	$58,119
10	$49,534	$50,582	$51,630	$52,678	$53,097	$53,726	$54,774	$55,822	$56,870	$57,917	$58,965
11	$50,380	$51,428	$52,476	$53,524	$53,943	$54,572	$55,620	$56,668	$57,716	$58,764	$59,812
12	$51,227	$52,275	$53,322	$54,370	$54,790	$55,418	$56,466	$57,514	$58,562	$59,610	$60,658
13	$52,073	$53,121	$54,169	$55,217	$55,636	$56,265	$57,313	$58,361	$59,408	$60,456	$61,504
14	$52,919	$53,967	$55,015	$56,063	$56,482	$57,111	$58,159	$59,207	$60,255	$61,303	$62,351
15	$53,766	$54,813	$55,861	$56,909	$57,329	$57,957	$59,005	$60,053	$61,101	$62,149	$63,197
16	$54,612	$55,660	$56,708	$57,756	$58,175	$58,804	$59,851	$60,899	$61,947	$62,995	$64,043
17	$55,458	$56,506	$57,554	$58,602	$59,021	$59,650	$60,698	$61,746	$62,794	$63,842	$64,890
18	$56,304	$57,352	$58,400	$59,448	$59,867	$60,496	$61,544	$62,592	$63,640	$64,688	$65,736
19	$57,151	$58,199	$59,247	$60,295	$60,714	$61,342	$62,390	$63,438	$64,486	$65,534	$66,582
20	$57,997	$59,045	$60,093	$61,141	$61,560	$62,189	$63,237	$64,285	$65,333	$66,380	$67,428
21	$58,843	$59,891	$60,939	$61,987	$62,406	$63,035	$64,083	$65,131	$66,179	$67,227	$68,275
22	$59,690	$60,738	$61,785	$62,833	$63,253	$63,881	$64,929	$65,977	$67,025	$68,073	$69,121
23	$60,536	$61,584	$62,632	$63,680	$64,099	$64,728	$65,776	$66,824	$67,871	$68,919	$69,967
24	$61,382	$62,430	$63,478	$64,526	$64,945	$65,574	$66,622	$67,670	$68,718	$69,766	$70,814
25	$62,229	$63,276	$64,324	$65,372	$65,792	$66,420	$67,468	$68,516	$69,564	$70,612	$71,660
26		$64,123	$65,171	$66,219	$66,638	$67,267	$68,314	$69,362	$70,410	$71,458	$72,506
27		$64,969	$66,017	$67,065	$67,484	$68,113	$69,161	$70,209	$71,257	$72,305	$73,353
28			$66,863	$67,911	$68,330	$68,959	$70,007	$71,055	$72,103	$73,151	$74,199
29			$67,710	$68,758	$69,177	$69,805	$70,853	$71,901	$72,949	$73,997	$75,045
30				$69,604	$70,023	$70,652	$71,700	$72,748	$73,796	$74,843	$75,891
31				$70,450	$70,869	$71,498	$72,546	$73,594	$74,642	$75,690	$76,738
32					$71,716	$72,344	$73,392	$74,440	$75,488	$76,536	$77,584
33					$72,562	$73,191	$74,239	$75,287	$76,334	$77,382	$78,430
34						$74,037	$75,085	$76,133	$77,181	$78,229	$79,277
35						$74,883	$75,931	$76,979	$78,027	$79,075	$80,123

2027-2028 TEACHER SALARY SCHEDULE WITH TRS

STEP	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32	MS+40
1	$48,238	$49,444	$50,650	$51,856	$52,338	$53,062	$54,268	$55,474	$56,680	$57,886	$59,092
2	$49,168	$50,374	$51,580	$52,786	$53,268	$53,992	$55,198	$56,404	$57,610	$58,816	$60,022
3	$50,098	$51,304	$52,510	$53,716	$54,198	$54,922	$56,128	$57,334	$58,540	$59,746	$60,952
4	$51,028	$52,234	$53,440	$54,646	$55,128	$55,852	$57,058	$58,264	$59,470	$60,676	$61,882
5	$51,958	$53,164	$54,370	$55,576	$56,058	$56,782	$57,988	$59,194	$60,400	$61,606	$62,812
6	$52,888	$54,094	$55,300	$56,506	$56,988	$57,712	$58,918	$60,124	$61,330	$62,536	$63,742
7	$53,818	$55,024	$56,230	$57,436	$57,918	$58,642	$59,848	$61,054	$62,260	$63,466	$64,672
8	$54,748	$55,954	$57,160	$58,366	$58,848	$59,572	$60,778	$61,984	$63,190	$64,396	$65,602
9	$55,678	$56,884	$58,090	$59,296	$59,778	$60,502	$61,708	$62,914	$64,120	$65,326	$66,532
10	$56,608	$57,814	$59,020	$60,226	$60,708	$61,432	$62,638	$63,844	$65,050	$66,256	$67,462
11	$57,538	$58,744	$59,950	$61,156	$61,638	$62,362	$63,568	$64,774	$65,980	$67,186	$68,392
12	$58,468	$59,674	$60,880	$62,086	$62,568	$63,292	$64,498	$65,704	$66,910	$68,116	$69,322
13	$59,398	$60,604	$61,810	$63,016	$63,498	$64,222	$65,428	$66,634	$67,840	$69,046	$70,252
14	$60,328	$61,534	$62,740	$63,946	$64,428	$65,152	$66,358	$67,564	$68,770	$69,976	$71,182
15	$61,258	$62,464	$63,670	$64,876	$65,358	$66,082	$67,288	$68,494	$69,700	$70,906	$72,112
16	$62,188	$63,394	$64,600	$65,806	$66,288	$67,012	$68,218	$69,424	$70,630	$71,836	$73,042
17	$63,118	$64,324	$65,530	$66,736	$67,218	$67,942	$69,148	$70,354	$71,560	$72,766	$73,972
18	$64,048	$65,254	$66,460	$67,666	$68,148	$68,872	$70,078	$71,284	$72,490	$73,696	$74,902
19	$64,978	$66,184	$67,390	$68,596	$69,078	$69,802	$71,008	$72,214	$73,420	$74,626	$75,832
20	$65,908	$67,114	$68,320	$69,526	$70,008	$70,732	$71,938	$73,144	$74,350	$75,556	$76,762
21	$66,838	$68,044	$69,250	$70,456	$70,938	$71,662	$72,868	$74,074	$75,280	$76,486	$77,692
22	$67,768	$68,974	$70,180	$71,386	$71,868	$72,592	$73,798	$75,004	$76,210	$77,416	$78,622
23	$68,698	$69,904	$71,110	$72,316	$72,798	$73,522	$74,728	$75,934	$77,140	$78,346	$79,552
24	$69,628	$70,834	$72,040	$73,246	$73,728	$74,452	$75,658	$76,864	$78,070	$79,276	$80,482
25	$70,558	$71,764	$72,970	$74,176	$74,658	$75,382	$76,588	$77,794	$79,000	$80,206	$81,412
26		$72,694	$73,900	$75,106	$75,588	$76,312	$77,518	$78,724	$79,930	$81,136	$82,342
27		$73,624	$74,830	$76,036	$76,518	$77,242	$78,448	$79,654	$80,860	$82,066	$83,272
28			$75,760	$76,966	$77,448	$78,172	$79,378	$80,584	$81,790	$82,996	$84,202
29			$76,690	$77,896	$78,378	$79,102	$80,308	$81,514	$82,720	$83,926	$85,132
30				$78,826	$79,308	$80,032	$81,238	$82,444	$83,650	$84,856	$86,062
31				$79,756	$80,238	$80,962	$82,168	$83,374	$84,580	$85,786	$86,992
32					$81,168	$81,892	$83,098	$84,304	$85,510	$86,716	$87,922
33					$82,098	$82,822	$84,028	$85,234	$86,440	$87,646	$88,852
34						$83,752	$84,958	$86,164	$87,370	$88,576	$89,782
35						$84,682	$85,888	$87,094	$88,300	$89,506	$90,712

2027-2028 TEACHER SALARY SCHEDULE WITHOUT TRS

STEP	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32	MS+40
1	$43,897	$44,994	$46,091	$47,189	$47,628	$48,286	$49,384	$50,481	$51,578	$52,676	$53,773
2	$44,743	$45,840	$46,938	$48,035	$48,474	$49,133	$50,230	$51,327	$52,425	$53,522	$54,620
3	$45,589	$46,687	$47,784	$48,881	$49,320	$49,979	$51,076	$52,174	$53,271	$54,368	$55,466
4	$46,435	$47,533	$48,630	$49,728	$50,167	$50,825	$51,923	$53,020	$54,117	$55,215	$56,312
5	$47,282	$48,379	$49,477	$50,574	$51,013	$51,671	$52,769	$53,866	$54,964	$56,061	$57,159
6	$48,128	$49,225	$50,323	$51,420	$51,859	$52,518	$53,615	$54,713	$55,810	$56,907	$58,005
7	$48,974	$50,072	$51,169	$52,267	$52,706	$53,364	$54,461	$55,559	$56,656	$57,754	$58,851
8	$49,821	$50,918	$52,016	$53,113	$53,552	$54,210	$55,308	$56,405	$57,503	$58,600	$59,697
9	$50,667	$51,764	$52,862	$53,959	$54,398	$55,057	$56,154	$57,251	$58,349	$59,446	$60,544
10	$51,513	$52,611	$53,708	$54,806	$55,244	$55,903	$57,000	$58,098	$59,195	$60,293	$61,390
11	$52,360	$53,457	$54,554	$55,652	$56,091	$56,749	$57,847	$58,944	$60,041	$61,139	$62,236
12	$53,206	$54,303	$55,401	$56,498	$56,937	$57,596	$58,693	$59,790	$60,888	$61,985	$63,083
13	$54,052	$55,150	$56,247	$57,344	$57,783	$58,442	$59,539	$60,637	$61,734	$62,831	$63,929
14	$54,898	$55,996	$57,093	$58,191	$58,630	$59,288	$60,386	$61,483	$62,580	$63,678	$64,775
15	$55,745	$56,842	$57,940	$59,037	$59,476	$60,134	$61,232	$62,329	$63,427	$64,524	$65,622
16	$56,591	$57,688	$58,786	$59,883	$60,322	$60,981	$62,078	$63,176	$64,273	$65,370	$66,468
17	$57,437	$58,535	$59,632	$60,730	$61,169	$61,827	$62,924	$64,022	$65,119	$66,217	$67,314
18	$58,284	$59,381	$60,479	$61,576	$62,015	$62,673	$63,771	$64,868	$65,966	$67,063	$68,160
19	$59,130	$60,227	$61,325	$62,422	$62,861	$63,520	$64,617	$65,714	$66,812	$67,909	$69,007
20	$59,976	$61,074	$62,171	$63,269	$63,707	$64,366	$65,463	$66,561	$67,658	$68,756	$69,853
21	$60,823	$61,920	$63,017	$64,115	$64,554	$65,212	$66,310	$67,407	$68,504	$69,602	$70,699
22	$61,669	$62,766	$63,864	$64,961	$65,400	$66,059	$67,156	$68,253	$69,351	$70,448	$71,546
23	$62,515	$63,613	$64,710	$65,807	$66,246	$66,905	$68,002	$69,100	$70,197	$71,294	$72,392
24	$63,361	$64,459	$65,556	$66,654	$67,093	$67,751	$68,849	$69,946	$71,043	$72,141	$73,238
25	$64,208	$65,305	$66,403	$67,500	$67,939	$68,597	$69,695	$70,792	$71,890	$72,987	$74,085
26		$66,151	$67,249	$68,346	$68,785	$69,444	$70,541	$71,639	$72,736	$73,833	$74,931
27		$66,998	$68,095	$69,193	$69,632	$70,290	$71,387	$72,485	$73,582	$74,680	$75,777
28			$68,942	$70,039	$70,478	$71,136	$72,234	$73,331	$74,429	$75,526	$76,623
29			$69,788	$70,885	$71,324	$71,983	$73,080	$74,177	$75,275	$76,372	$77,470
30				$71,732	$72,170	$72,829	$73,926	$75,024	$76,121	$77,219	$78,316
31				$72,578	$73,017	$73,675	$74,773	$75,870	$76,967	$78,065	$79,162
32					$73,863	$74,522	$75,619	$76,716	$77,814	$78,911	$80,009
33					$74,709	$75,368	$76,465	$77,563	$78,660	$79,757	$80,855
34						$76,214	$77,312	$78,409	$79,506	$80,604	$81,701
35						$77,060	$78,158	$79,255	$80,353	$81,450	$82,548

Non-Certified Wage Schedules (hourly wage)				
Paraprofessionals				
	H.S. Diploma	Year 1	Year 2	Year 3
	YRS	2025-2026	2026-2027	2027-2028
	1	$16.08	$16.75	$17.45
	2	$16.33	$17.00	$17.70
	3	$16.58	$17.25	$17.95
	4	$16.83	$17.50	$18.20
	5	$17.08	$17.75	$18.45
	6	$17.33	$18.00	$18.70
	7	$17.58	$18.25	$18.95
	8	$17.83	$18.50	$19.20
	9	$18.08	$18.75	$19.45
	10	$18.33	$19.00	$19.70
	11	$18.58	$19.25	$19.95
	12	$18.83	$19.50	$20.20
	13	$19.08	$19.75	$20.45
	14	$19.33	$20.00	$20.70
	15	$19.58	$20.25	$20.95
	16	$19.83	$20.50	$21.20
	17	$20.08	$20.75	$21.45
	18	$20.33	$21.00	$21.70
	19	$20.58	$21.25	$21.95
	20	$20.83	$21.50	$22.20
	21	$21.08	$21.75	$22.45
	22	$21.33	$22.00	$22.70
	23	$21.58	$22.25	$22.95
	24	$21.83	$22.50	$23.20
	25	$22.08	$22.75	$23.45

Paraprofessionals				
	Associates	Year 1	Year 2	Year 3
	YRS	2025-2026	2026-2027	2027-2028
	1	$16.28	$16.95	$17.65
	2	$16.53	$17.20	$17.90
	3	$16.78	$17.45	$18.15
	4	$17.03	$17.70	$18.40
	5	$17.28	$17.95	$18.65
	6	$17.53	$18.20	$18.90
	7	$17.78	$18.45	$19.15
	8	$18.03	$18.70	$19.40
	9	$18.28	$18.95	$19.65
	10	$18.53	$19.20	$19.90
	11	$18.78	$19.45	$20.15
	12	$19.03	$19.70	$20.40
	13	$19.28	$19.95	$20.65
	14	$19.53	$20.20	$20.90
	15	$19.78	$20.45	$21.15
	16	$20.03	$20.70	$21.40
	17	$20.28	$20.95	$21.65
	18	$20.53	$21.20	$21.90
	19	$20.78	$21.45	$22.15
	20	$21.03	$21.70	$22.40
	21	$21.28	$21.95	$22.65
	22	$21.53	$22.20	$22.90
	23	$21.78	$22.45	$23.15
	24	$22.03	$22.70	$23.40
	25	$22.28	$22.95	$23.65

Paraprofessionals				
	Bachelors	Year 1	Year 2	Year 3
	YRS	2025-2026	2026-2027	2027-2028
	1	$16.48	$17.15	$17.85
	2	$16.73	$17.40	$18.10
	3	$16.98	$17.65	$18.35
	4	$17.23	$17.90	$18.60
	5	$17.48	$18.15	$18.85
	6	$17.73	$18.40	$19.10
	7	$17.98	$18.65	$19.35
	8	$18.23	$18.90	$19.60
	9	$18.48	$19.15	$19.85
	10	$18.73	$19.40	$20.10
	11	$18.98	$19.65	$20.35
	12	$19.23	$19.90	$20.60
	13	$19.48	$20.15	$20.85
	14	$19.73	$20.40	$21.10
	15	$19.98	$20.65	$21.35
	16	$20.23	$20.90	$21.60
	17	$20.48	$21.15	$21.85
	18	$20.73	$21.40	$22.10
	19	$20.98	$21.65	$22.35
	20	$21.23	$21.90	$22.60
	21	$21.48	$22.15	$22.85
	22	$21.73	$22.40	$23.10
	23	$21.98	$22.65	$23.35
	24	$22.23	$22.90	$23.60
	25	$22.48	$23.15	$23.85

Cooks				
	Cook	Year 1	Year 2	Year 3
	YRS	2025-2026	2026-2027	2027-2028
	1	$15.40	$16.16	$16.64
	2	$15.57	$16.33	$16.81
	3	$15.74	$16.50	$16.98
	4	$15.91	$16.67	$17.15
	5	$16.08	$16.84	$17.32
	6	$16.25	$17.01	$17.49
	7	$16.42	$17.18	$17.66
	8	$16.59	$17.35	$17.83
	9	$16.76	$17.52	$18.00
	10	$16.93	$17.69	$18.17
	11	$17.10	$17.86	$18.34
	12	$17.27	$18.03	$18.51
	13	$17.44	$18.20	$18.68
	14	$17.61	$18.37	$18.85
	15	$17.78	$18.54	$19.02
	16	$17.95	$18.71	$19.19
	17	$18.12	$18.88	$19.36
	18	$18.29	$19.05	$19.53
	19	$18.46	$19.22	$19.70
	20	$18.63	$19.39	$19.87
	21	$18.80	$19.56	$20.04
	22	$18.97	$19.73	$20.21
	23	$19.14	$19.90	$20.38
	24	$19.31	$20.07	$20.55
	25	$19.48	$20.24	$20.72

Cooks				
	Head Cook	Year 1	Year 2	Year 3
	YRS	2025-2026	2026-2027	2027-2028
	1	$16.60	$17.36	$17.84
	2	$16.77	$17.53	$18.01
	3	$16.94	$17.70	$18.18
	4	$17.11	$17.87	$18.35
	5	$17.28	$18.04	$18.52
	6	$17.45	$18.21	$18.69
	7	$17.62	$18.38	$18.86
	8	$17.79	$18.55	$19.03
	9	$17.96	$18.72	$19.20
	10	$18.13	$18.89	$19.37
	11	$18.30	$19.06	$19.54
	12	$18.47	$19.23	$19.71
	13	$18.64	$19.40	$19.88
	14	$18.81	$19.57	$20.05
	15	$18.98	$19.74	$20.22
	16	$19.15	$19.91	$20.39
	17	$19.32	$20.08	$20.56
	18	$19.49	$20.25	$20.73
	19	$19.66	$20.42	$20.90
	20	$19.83	$20.59	$21.07
	21	$20.00	$20.76	$21.24
	22	$20.17	$20.93	$21.41
	23	$20.34	$21.10	$21.58
	24	$20.51	$21.27	$21.75
	25	$20.68	$21.44	$21.92

Custodians				
	Custodian	Year 1	Year 2	Year 3
	YRS	2025-2026	2026-2027	2027-2028
	1	$16.06	$16.71	$17.39
	2	$16.34	$16.99	$17.67
	3	$16.62	$17.27	$17.95
	4	$16.90	$17.55	$18.23
	5	$17.18	$17.83	$18.51
	6	$17.46	$18.11	$18.79
	7	$17.74	$18.39	$19.07
	8	$18.02	$18.67	$19.35
	9	$18.30	$18.95	$19.63
	10	$18.58	$19.23	$19.91
	11	$18.86	$19.51	$20.19
	12	$19.14	$19.79	$20.47
	13	$19.42	$20.07	$20.75
	14	$19.70	$20.35	$21.03
	15	$19.98	$20.63	$21.31
	16	$20.26	$20.91	$21.59
	17	$20.54	$21.19	$21.87
	18	$20.82	$21.47	$22.15
	19	$21.10	$21.75	$22.43
	20	$21.38	$22.03	$22.71
	21	$21.66	$22.31	$22.99
	22	$21.94	$22.59	$23.27
	23	$22.22	$22.87	$23.55
	24	$22.50	$23.15	$23.83
	25	$22.78	$23.43	$24.11

Custodians working shifts that begin after 1:00 pm will be given a $0.25 per hour shift premium.

Monitors and Crossing Guard				
		Year 1	Year 2	Year 3
	YRS	2025-2026	2026-2027	2027-2028
	1	$15.38	$15.78	$16.20
	2	$15.50	$15.90	$16.32
	3	$15.62	$16.02	$16.44
	4	$15.74	$16.14	$16.56
	5	$15.86	$16.26	$16.68
	6	$15.98	$16.38	$16.80
	7	$16.10	$16.50	$16.92
	8	$16.22	$16.62	$17.04
	9	$16.34	$16.74	$17.16
	10	$16.46	$16.86	$17.28
	11	$16.58	$16.98	$17.40
	12	$16.70	$17.10	$17.52
	13	$16.82	$17.22	$17.64
	14	$16.94	$17.34	$17.76
	15	$17.06	$17.46	$17.88

Secretaries				
		Year 1	Year 2	Year 3
	YRS	2025-2026	2026-2027	2027-2028
	1	$16.40	$16.83	$17.27
	2	$16.65	$17.08	$17.52
	3	$16.90	$17.33	$17.77
	4	$17.15	$17.58	$18.02
	5	$17.40	$17.83	$18.27
	6	$17.65	$18.08	$18.52
	7	$17.90	$18.33	$18.77
	8	$18.15	$18.58	$19.02
	9	$18.40	$18.83	$19.27
	10	$18.65	$19.08	$19.52
	11	$18.90	$19.33	$19.77
	12	$19.15	$19.58	$20.02
	13	$19.40	$19.83	$20.27
	14	$19.65	$20.08	$20.52
	15	$19.90	$20.33	$20.77
	16	$20.15	$20.58	$21.02
	17	$20.40	$20.83	$21.27
	18	$20.65	$21.08	$21.52
	19	$20.90	$21.33	$21.77
	20	$21.15	$21.58	$22.02
	21	$21.40	$21.83	$22.27
	22	$21.65	$22.08	$22.52
	23	$21.90	$22.33	$22.77
	24	$22.15	$22.58	$23.02
	25	$22.40	$22.83	$23.27
Employee #11028		$22.97	$23.65	$24.34

Bus Monitors				
	Bus Monitor	Year 1	Year 2	Year 3
	YRS	2025-2026	2026-2027	2027-2028
	1	$17.78	$18.26	$18.76
	2	$17.86	$18.34	$18.84
	3	$17.94	$18.42	$18.92
	4	$18.02	$18.50	$19.00
	5	$18.10	$18.58	$19.08
	6+	$18.18	$18.66	$19.16
Bus Drivers				
	Bus Driver	Year 1	Year 2	Year 3
	YRS	2025-2026	2026-2027	2027-2028
	1	$24.73	$25.29	$25.87
	2	$24.98	$25.54	$26.12
	3	$25.23	$25.79	$26.37
	4	$25.48	$26.04	$26.62
	5	$25.73	$26.29	$26.87
	6-10	$25.98	$26.54	$27.12
	11-15	$26.23	$26.79	$27.37
	16-20	$26.48	$27.04	$27.62
	21+	$26.73	$27.29	$27.87
	Extra trips	$16.00	$16.50	$17.00

MEMORANDUM OF UNDERSTANDING

DISCIPLINE / BEHAVIOR COMMITTEE

For the duration of the 2025-2028 contract, the Board and the Association will form a committee to examine and address issues related to student behavior including: a consistent district policy for student discipline, a consistent protocol for documenting student behavior and a consistent procedure to ensure follow up by Administration. The eight-member committee will be comprised of equal representatives of the Board and the Association.

Deer Creek-Mackinaw Education Association/IEA-NEA	Deer Creek-Mackinaw CUSD No. 701 Board of Education
President	President
Secretary or Representative	Secretary
Date	Date