

Language & Costs associated with DEA Tentative Agreement

Article	Article Title	Tentative Agreement Language	Change	Cost Year 1	Cost Year 2
Article 1	RECOGNITION		NO CHANGE		
Article 2	DURATION	2-year agreement 2019-2021			
Article 3	TEACHER RIGHTS	New Section 3-10(c) Changes in work location are not transfers. The administration may change a teacher's work location whenever it determines the change is in the best interests of the School District. If an employee's work location is changed during the school year, the employee will be given three days to prepare and plan for the new assignment and wrap up the old assignment.	language only**		
Article 4	ASSOCIATION RIGHTS		NO CHANGE		
Article 5	DUES CHECK-OFF		NO CHANGE		
Article 6	GRIEVANCE PROCEDURES		NO CHANGE		
Article 7	TEACHER DAY	<p>Amended 7-02(B) (1) To limit the number of staff, faculty, department, grade-level, team, and committee meetings that the administration requires the teacher to attend outside the timeframe described in Section 7-02(A) to an average of 3 per month, no more than 20 per year. The administration shall distribute a schedule of meeting dates at the beginning of the school year, including the topic of each meeting. With 7 days prior notice, a meeting date may be changed; and</p> <p>(3) Within the aforementioned meetings outlined in B(1), the following shall be an option: Up to four extended meetings (over one hour) may be scheduled. Extended meetings shall be more than one hour, but not more than two hours in duration. Each extended meeting shall count as two of the 20 total meetings per B(1); and</p> <p>Amend 7-06:A teacher may volunteer to substitute for an absent teacher during individual planning time, but not during team planning time.</p>	language only		

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Article 8	TEACHER YEAR		NO CHANGE		
Article 9	LEAVES OF ABSENCE	<p>Amend 9-02:.....after the teacher states the reason for the leave If the leave is for the day(s) before or following a vacation or holiday period, or</p> <p>Amend 9-07: ...In the event that a teacher requests a leave day on the day before or after a vacation or holiday, which is denied, and the teacher subsequently calls in sick on the denied leave day, the teacher may be required to provide proof that the sick day was taken due to a personal illness of the teacher or the teacher's spouse, child, parent or domestic partner.</p> <p>Add to 9-11: A teacher's misuse of leave shall be cause for the teacher to be disciplined.</p>	language only		
Article 10	BOARD RIGHTS		NO CHANGE		
Article 11	TEACHER EMPLOYMENT		NO CHANGE		
Article 12	EVALUATION OF PROFESSIONAL STAFF		NO CHANGE		
Article 13	SAVINGS CLAUSE		NO CHANGE		
Article 14	REDUCTION IN FORCE		NO CHANGE		
Article 15	TRAVEL		NO CHANGE		
Article 16	INSURANCE		NO CHANGE		
Article 17	TEACHER IMPROVEMENT		NO CHANGE		
Article 18	CO-CURRICULAR	Add new section 18-02: If a Middle School co-curricular activity listed in Appendix A is not offered, the funds for the stipend for that activity may be reallocated to a stipend for another activity as approved by the principal	language only		
Article 19	LONGEVITY		NO CHANGE		
Article 20	PLACEMENT ON APPROVED SALARY SCHEDULE		NO CHANGE		
Article 21	SALARIES		NO CHANGE		
Article 22	MIDDLE SCHOOL TEAM LEADERS AND MIDDLE SCHOOL COORDINATORS		NO CHANGE		
Article 23	EARLY RETIREMENT		NO CHANGE		
Article 24	SEVERANCE PAY		NO CHANGE		
APPENDIX A	CO-CURRICULAR	Replace Baseball S w/ Boys Lacrosse Replace Softball S w/ Girls Lacrosse	1% increase to each stipend	\$ 3,551.39	
APPENDIX B	SALARY SCHEDULE	A teacher in his/her second or subsequent year on the top step of the salary Schedule will receive \$500 of salary in addition to the salary in the 19/20 salary schedule YEAR 1 = 145.45 TEACHERS A teacher in his/her second or subsequent year on the top step of the salary Schedule will receive \$250 of salary in addition to the salary in the 19/20 salary schedule and, if any, the \$500 additional salary received in 19/20 YEAR 2 = 164.45 TEACHERS	.5% INCREASE TO STEPS 1-15 YEAR 1: YEAR 2: YR 1 total YR 2 total	\$ 568,981 \$ 72,725.00 \$ 5,563.46 \$ 12,945.05 \$ 91,233.51 \$ 41,112.50 \$ 3,145.11 \$ 7,318.03 \$ 51,575.63	\$ 450,745 \$ 91,233.51 \$ 51,575.63
				Year 1	Year 2
				\$ 663,765.90	\$ 593,554.14
				Total for 2-Year 2019-2021 Agreement	
				\$	1,257,320.04