

AGREEMENT BETWEEN

THE BOARDS OF EDUCATION OF
DWIGHT COMMON SCHOOL DISTRICT #232
AND
DWIGHT TOWNSHIP HIGH SCHOOL DISTRICT #230

AND

THE DWIGHT EDUCATION ASSOCIATION

SCHOOL YEAR(S)

2024-2025

2025-2026

2026-2027



Table of Contents

ARTICLE I

A. Recognition	4
B. Part-Time Teachers	4
C. Negotiation Restrictions	4
D. Right to Organize	4

ARTICLE II

A. Personnel File	4
B. Evaluation Plan	5
C. Use of Facilities	8
D. Payroll Deductions	9
E. Sick Leave	9
F. Sick Leave Bank	10
G. Jury Duty Leave	10
H. Personal Leave	11
I. Family Medical Leave	11
J. Work Year, Work Day and Holidays	12
K. Economic Terms and Conditions	13
L. Parent Conferences	17
M. Continuing Education Credit Allowance	17
N. Vacancy Posting	18

ARTICLE III

A. Grievance Definition	18
B. Grievance Time Limit	18
C. Grievance Informal Procedure	18
D. Grievance Time Bar	18
E. Step One	18
F. Step Two	19
G. Step Three	19
H. Step Four	19
I. Bypass	19
J. Class Grievance	19
K. No Reprisals Clause	19
L. Filing of Material	20
M. Grievance Withdrawal	20

ARTICLE IV

A. Association-Board Committee (Labor Management)	20
B. Association Participation, Employee Suspension, Demotion, Discharge	20
C. Complaints	20
D. Inclement Weather	20

ARTICLE V

A. Complete Agreement	20
B. Conformity to Law	21
C. Bargaining Procedure - Team Construction	21
D. Bargaining Procedure - Good Faith	21
E. Bargaining Procedure - Authority to Bargain	21
F. Impasse	21
G. Bargaining Procedure - Tentative Agreement	21
H. Bargaining Procedure - Final Agreement	21
I. Bargaining Procedure - Successor Agreements	21
J. Duration of Contract	21

SALARY MATRICES

A. Teacher Salaries	14
B. Event Workers	22
C. Grade School: Co-Curriculars & Athletics	23
D. High School: Co-Curriculars & Athletics	27

ARTICLE I

A. Recognition

The Boards of Education of Districts No. 230 and 232 recognize the Dwight Education Association, an affiliate of the Illinois Education Association and the National Education Association, as the sole negotiating agent for all full-time, regularly employed, certified teaching personnel including counselors, speech pathologists, social workers, and librarians except for the Superintendent, Principals, Assistant Principals, Dean of Students, Technology Coordinators, and any other administrator who has authority on behalf of the Boards to hire, fire, discipline or substantially recommend the same.

B. Part-Time Teachers

Regularly employed part-time teachers may be included in the bargaining unit depending on other areas of employment in the District(s).

C. Negotiation Restrictions

The Boards agree not to negotiate with any teachers' organization other than the Association for the duration of this Agreement. The Boards shall not negotiate with any teacher individually with regard to items specifically stipulated in this Agreement.

D. Right to Organize

The Boards agree that teachers shall have the right to organize, join or not join the Association, and to participate in professional negotiations for the purpose of establishing, maintaining, protecting or improving conditions for professional service and of the education program. Neither the Boards nor the Association shall discriminate against any teacher for the reason of membership or non-membership in the Association, participation in negotiation with the Boards, or the institution of any grievance, complaint or proceeding under this agreement.

ARTICLE II

A. Personnel File

Each teacher shall have the right, upon request and during regular business hours, to review the contents of said teacher's personnel file. Such review shall not occur at a time when it might interrupt the regular school program. At the teacher's request, a representative of the Association may accompany the teacher in this review. An administrator or his/her designee shall be present at such a review.

If the teacher feels that any formal evaluation or statement in the file is incomplete, inaccurate, or unjust, said teacher may put any objections in writing and have them attached to the evaluation report or statement to be placed in the teacher's personnel file. A copy, signed by both parties, shall be given to the teacher indicating that the original evaluator has knowledge of the rebuttal statement.

Complaints against a teacher must be in writing with a copy given to the affected member prior to placement in the personnel file. Complaints not reduced to writing shall be considered withdrawn and shall not be used for evaluation, discipline, or reassignment by the administration or the Boards of Education.

However, any material that has not been reduced to writing, submitted to and discussed with the Employee, and an opportunity to be signed by the employee within forty-five (45) calendar days following the event or occurrence may not be added to the file. An individual Employee has the right to add awards, commendations and similar items to their personnel file.

1. The Administration and District Boards of Education shall not divulge any of the contents of the personnel file including a disciplinary report, letter of reprimand, or other disciplinary action to any person or party other than the Employee except as follows:
 - a) A School District official in a need-to-know capacity.
 - b) The Employee has specifically waived written notice as part of a written, signed employment application with another Employer.
 - c) The disclosure made pursuant to a subpoena or other court order in a legal action or arbitration proceeding.
 - d) The information is requested by a government agency as a result of a claim or complaint or as a result of a criminal investigation.
 - e) The disclosure meets the statutory requirements of the Freedom of Information Act and the FOIA request followed procedures established by the Board of Education.
2. The Employer shall review a personnel record before releasing information to any party other than the Employee pursuant to sub-paragraph A above.

B. Evaluation Plan

Evaluations shall be conducted in conformance with 105 ILCS 5/24A, 23 Administrative Code Part 50, and each district's Certified Employee Evaluation Plan.

As required by law, the Boards agree that each district will have an Evaluation Committee comprised of three (3) teachers, selected by the Association, and three (3) administrators which shall review the evaluation plans to determine if any changes or adjustments are in order. Decisions by the committee shall be made by consensus.

Notification of Evaluation Process

No later than the first day of student attendance at the beginning of each school year, the building principal or immediate supervisor shall provide a written notice (either electronic or paper) as required in the Administrative Code that a performance evaluation will be conducted in that school term to each teacher affected or, if the affected teacher is hired after the start of the school term, then no later than 30 days after the contract is executed.

1. Individuals doing the observations and the final summative evaluation must be non-bargaining unit/administrative personnel with the appropriate certifications; as defined by ISBE.

Purpose of Evaluation

The purpose of the teacher evaluation is to determine the level of the performance of the teacher and students. The overall goal is to improve teaching and learning.

Observations - Minimum Number

Non-tenured employees will receive a summative evaluation once each year. Tenured employees will receive a summative evaluation once every 3 years unless an employee has received a rating of "Needs Improvement" or "Unsatisfactory", in which case the employee shall receive a summative evaluation the year following receipt of the rating. Teachers hired at the semester will be evaluated one time in the semester that they were hired. That rating will be added into their evaluation ratings in their first full year of employment. Teachers hired after the first day of the school year will be formally evaluated prior to the end of the school year. Teachers will not be evaluated in their last year before retirement.

1. For purposes of this plan, "formal observation" means a specific time that is scheduled with the teacher for the evaluator, to directly observe professional practices in the classroom or in the school. Formal observations will be for a minimum of 45 minutes at a time, or a complete lesson, or during an entire class period. Each formal observation will be preceded by a pre-observation conference

held no less than three (3) days before the observation. During this conference, the teacher submits in advance a written lesson or unit plan and/or other evidence of planning for instruction to be observed.

2. Initial Evaluation: No formal evaluation of a non-tenured teacher will take place prior to September 20, and September 1 for a tenured teacher of each year. There shall be at least a fifteen (15) workday period between each evaluation unless otherwise requested by the employee.
3. Within ten (10) working days following a formal observation, the evaluator shall meet with the teacher to discuss the evidence collected and provide written feedback. The teacher may provide additional information or explanation about the lesson presented.
4. For purposes of this plan, "informal observation" means observations of a teacher by the evaluator that are not announced in advance of the observation. Evidence gathered during informal observations may be considered in determining the performance evaluation rating of the teacher, provided it is documented in writing and provided to the teacher within five (5) days of the informal observation. Feedback to the teacher from informal observations may be either oral or in writing.

Summative Evaluation Conference

No more than fifteen (15) school days following the final observation, except in case of emergency or absence, such as the illness of the teacher or evaluator, the evaluator will complete a Final Evaluation Conference with the tenured teacher. The evaluator will reduce the evaluation to writing on the summative evaluation instrument and give a copy to the employee. The evaluator will discuss the strengths and weaknesses with the employee, the overall rating, and supporting reasons.

Association Representation

All employees may bring an advocate to any evaluation conference, as long as it causes no unnecessary delay.

Summative Rating

Teacher Practice Component: The scoring of the teacher practice portion of the evaluation shall be in accordance with the Dwight Public Schools' District Evaluation Instrument Domain/Component Weightiness spreadsheet included in the Districts' Evaluation Plan document.

Growth Component: The Growth Component shall be calculated in accordance with each District's Evaluation Plan(s) document.

Summative Evaluation: The Summative Evaluation shall be calculated in accordance with the Districts' Evaluation Plan document.

Evaluations Done by a Qualified Evaluator

Each teacher shall be evaluated by a qualified evaluator, as defined by the Illinois State Board of Education (ISBE). All observations and information used as part of an evaluation shall have been observed or confirmed by the administration. An evaluation will include specifics as to strengths and weaknesses with supporting evidence for comments made.

Employees Right to Respond to Evaluation

If the employee feels that any formal evaluation or statement in the file is incomplete, inaccurate, or unjust, the said teacher may put any objections in writing and have them attached to the evaluation report or statement to be placed in the teacher's personnel file.

Remediation

If a tenured employee's evaluation is unsatisfactory, the District shall follow The School Code as it relates to remediation, and develop a remediation plan within thirty (30) school days of completion of

the evaluation designed to remediate the deficiencies. The plan shall require the participation by the employee deemed unsatisfactory, the building evaluator, and a mutually agreed upon consulting employee (may be a teacher or an expert from outside the district as provided by law).

The written remediation plan will contain a description of the deficiencies, a plan designed to achieve identified expectations, the type of assistance to be provided, a system of monitoring performance, and timelines for completion. Employees placed on remediation will be evaluated by procedures deemed appropriate by the evaluator as required by law.

Professional Development Plan

Within thirty (30) school days following the receipt of a rating of "needs improvement," the evaluating administrator and the employee receiving such rating will collaborate to develop a Professional Development Plan (PDP) that considers past results, contributes to professional growth, and will assist the teacher in aligning professional development and goal setting to school improvement goals. The plan will include such support from the District as may be needed to fulfill the plan and the scheduling of at least two formal and one informal observation during the plan's duration. The plan's duration shall not exceed the school year following receipt of the "needs improvement" rating. Failure to complete the plan will not affect the employee's rating, although the teacher's efforts under the plan may be taken into consideration when the employee is evaluated in the year following the rating of "needs improvement."

Extra-Curricular Evaluation Plan

A committee composed of an equal number of extra-curricular sponsors/coaches made up of bargaining and non-bargaining members and selected by the Association and Administrators of the districts shall create an evaluation tool to be reviewed as needed. Evaluations must be discussed with the coach/sponsor no more than 15 days after the end of the season.

Reduction in Force and Recall

If it is determined that a reduction in force is necessary and that reduction is not possible through attrition, the Board shall remove professional educators based on each professional educator's placement in 1 of 4 performance evaluation groups in the "sequence of honorable dismissal list." Professional educators shall be honorably dismissed in group order, with teachers in Group 1 the first to be honorably dismissed and professional educators in Group 4 the last to be honorably dismissed. From amongst those professional educators in Group 1, the district may honorably dismiss in any sequence. Within Group 2 the district shall honorably dismiss based on the average scores of the past two evaluations of said professional educators. The professional educators with the lowest average scores will be dismissed first. Within average groups, professional educators will be honorably dismissed using inverse seniority. Within Groups 3 or 4, professional educators shall be honorably dismissed using inverse seniority.

If the Board has any vacancies for the following school term, or within one calendar year from the beginning of the following school term, professional educators who are honorably dismissed from Group 3 and Group 4 shall have the right to be recalled, provided said professional educators are qualified to hold the vacant position based on legal qualifications. Such professional educators shall be recalled in inverse order of the honorable dismissal. In the event the School Code requires a longer recall period, the District shall recognize a longer recall period.

A teacher shall not acquire seniority in the District until they achieve tenure. Upon the acquisition of tenure, the teacher shall be credited with seniority from the teacher's date of hire for full-time continuous service to the District, (Date of Hire being defined as the date the Board takes official action to employ the teacher.)

Acquisition of Seniority

1. Tenured teachers shall acquire one year of seniority for each complete year of full-time employment in the District. A tenured teacher working less than a complete school year shall acquire fractional seniority calculated by dividing the number of days worked by the number of workdays in the school calendar. For purposes of this section, "days worked" shall be defined as days for which the teacher received regular salary from the District. Days for which the teacher does not receive regular salary shall not result in seniority credit for more than a full year's seniority in any given school year.
2. Teachers who are on paid leaves of absences as included in this contract or as otherwise approved by the Board, shall continue to acquire seniority. Such leaves will not constitute a break in service.
3. Teachers who are on unpaid leaves of absence as included in this contract or otherwise approved by the Board will not acquire seniority during the time they are on leave. Such leaves will constitute a break in service, but the years of experience gained prior to the leave of absence will not be removed from the employee's seniority position. A part-time teacher or a teacher who is reduced to less than full-time either at the teacher's request or by action of the Board shall acquire a fraction of the year's seniority according to the following:
 - a. If the teacher is required to teach a portion of each day, seniority is calculated by dividing the number of hours the teacher is required to be at school divided by the number of hours required of full-time teachers.
 - b. If the teacher is required to teach whole days but not whole weeks, seniority is calculated by dividing the number of days the teacher is required to work divided by the number of days required of full-time teachers. Reduction to less than full-time does not constitute a break in service.

C. Use of Facilities

In each building, telephones, email, copy machines, computers, facsimiles and any other electronic equipment normally available, shall be available to aid employees in the proper execution of their assigned duties.

In the furtherance of Association business, the Boards agree that the Local Association shall have the right to use school building for meeting and to transact official Association business on school property provided that:

1. Request is made and approval received from the building administrator in advance. All facility requests outside of the normal teaching day and classroom must be made using the Master Library Software.
2. Use shall not conflict with normal operations or other previously approved use.
3. The Association shall have the right to distribute printed materials in each bargaining unit member's mailbox for communication to Bargaining Unit Members without interference, censorship, or examination of such communications by the Employer.

D. Payroll Deductions

Payroll deductions may be initiated or adjusted for payment as follows:

1. Health, dental and vision (open enrollment and qualifying event)
2. 403(b) Plans (two (2) times per school year)
3. Association Dues
4. IEA Credit Union (two (2) times per school year)
5. Flex Spending Accounts (open enrollment period only)

All payments on behalf of individuals with any of the above deductions will be postmarked no later than the last day of each month in which a paycheck is received by such individuals.

E. Sick Leave

The Boards of Education shall grant full-time teachers sick leave in the amount of fifteen (15) days at full pay each year. If any teacher does not use the full amount of annual sick leave allowed, the unused amount shall accumulate.

Sick leave shall be interpreted to mean personal illness, mental or behavioral health complications, quarantine at home, birth adoption, placement for adoption, or serious illness or death in the immediate family or household. And/or reasons defined and stated under the Illinois School Code and the Illinois Sick Leave Act.

Family shall include parents, grandparents, parents-in-law, brothers, sisters, brothers/sisters-in-law, spouse, domestic partner, children, grandchildren, aunts, uncles, nieces, nephews, and any person living in the household and/or any other member defined pursuant to Illinois School Code and the Illinois Sick Leave Act.

If an employee fails to report to work for three (3) or more of his/her consecutive workdays, establishes a pattern of absences, or calls in sick on a day adjacent to a holiday or school vacation, then, before the employee's return to work, the District may require the employee to provide a physician's certificate regarding the date(s) the employee was absent. The cost of said certificate will be at no expense to the District. In addition, if an employee has used 8 sick days in any given year, they may be required to provide a physician's certificate for each absence that follows the 8th day used that year.

If a pattern of absences has been deemed to have been established by administration, the administration will discuss that pattern with the employee.

Paid Bereavement Days may be granted per school year by the Superintendent. Bereavement Days will be considered "Sick Days" and be deducted accordingly.

Attendance Incentive

Professional educators will be awarded compensation on the following scale each year on the 1st of September payroll of the following academic year.

- | | |
|-----------------|-------|
| 1. No sick days | \$400 |
| 2. 1 sick day | \$300 |

In order to qualify, a professional educator must return to the district the following year. Professional educators who have met the eligibility requirements to participate in this program, even though the incentive shall be given during a school year beyond the term of this agreement, whether or not this benefit is included in any successor agreement, shall be granted the incentive.

A professional educator who has submitted an intent to retire, under Article II, Section K shall be deemed ineligible to receive this incentive should these monies raise them above the 6%.

F. Sick Leave Bank

The Boards of Education shall permit the formation of a Sick Leave Bank in each District. A committee in each District shall be composed of the District Superintendent, the Association President and the

Association Vice-President. They will decide at the beginning of each school year if it is necessary to deposit additional days in the Sick Leave Bank of that District.

When the Sick Leave Bank Committee of either District deems it necessary, each teacher in that district will be given the opportunity, at the beginning of the school year, to transfer no more than one day of their entitled sick leave to the Sick Leave Bank of that District. Only those teachers who have made a contribution will be eligible to withdraw days from their Sick Leave Bank. Teachers new to the districts will automatically be given the option of contributing to the Sick Leave Bank when they begin teaching.

Any teacher who participates in their Sick Leave Bank beginning in the 1984-85 school year and thereafter may withdraw no more than ten (10) days per school year. Contributions to and withdrawals from the Sick Leave Banks will be subject to prorating for those teachers employed less than full-time.

In order for participating teachers to withdraw from their respective Sick Leave Banks, a period of three (3) teaching days must pass following the exhaustion of the teacher's accumulated sick leave.

Withdrawal of days from the Sick Leave Banks shall be for serious illness on the part of the Employee only. It does not cover illness on the part of the Employee's family or elective surgery on the part of the Employee. It does cover pregnancy related problems providing the doctor has signed a written statement that the woman is medically unable to return to work. Teachers who draw benefits from the Teacher Retirement System or who draw Worker's Compensation benefits will cease to withdraw from the Sick Leave Banks.

Application for withdrawal from the Sick Leave Banks will be made to the District Superintendent and the DEA President. Approval will be made jointly between the DEA and the Administration.

At no time can more days be withdrawn from the Sick Leave Bank(s) than have been contributed by the teachers to the District's Sick Leave Bank.

G. Jury Duty Leave

The Board shall pay the regular salary to professional educators called for jury duty but shall deduct any compensation received for such duty with the exception of compensation received for travel allowance. Professional educators shall communicate their status with the building principal once officially being notified to report for jury duty or released from jury duty. In lieu of a deduction the professional educator may directly reimburse the district for the compensation received, less travel expenses.

H. Personal Leave

Two (2) paid teaching days per year will be granted to each teacher for personal use. The granting of a Personal Leave request is contingent upon the availability of an approved substitute teacher. A written request for Personal Leave must be filed with the Principal at least five (5) working days prior to the date of the Personal Leave requested, except for emergency situations as determined by the Principal. Teachers may use no more than two (2) consecutive Personal Leave Days at any one time, unless an emergency and approved by the Administration. It is agreed that no requests for Personal Leave will be honored during the first ten (10) or last ten (10) days of student attendance in any school year except for emergency situations. The Principal has the discretion to approve or disapprove a teacher's request for Personal Leave on an institute or in-service day.

Any teacher who has unused Personal Leave remaining at the conclusion of the school year will be allowed to carry forward these Personal Leave Days into the succeeding school year. At no time can any teacher have more than five (5) paid Personal Leave Days per year. Any excess Personal Leave Days will be transferred to the employee's accumulated sick days.

I. Family Medical Leave

1. General

Per the Family Medical Leave Act of 1993, eligible teachers shall be entitled to up to twelve (12) work weeks of unpaid leave during any twelve (12) month period for one or more of the following reasons:

- a) For the birth of a child, and to care for the newborn child;
- b) For placement with the employee of a son or daughter for adoption or foster care;
- c) To care for the employee's spouse, son, daughter, or parent with a serious health condition; (not to include in-laws)
- d) Because of the serious health condition that makes the employee unable to perform the functions of the employee's job.
- e) In a planned FMLA leave, the employee will be responsible for providing ten days of daily detailed sub plans that have been approved by the administration. After the ten day period, the long-term sub will assume all teaching responsibilities. (Grading, planning, preparation, parent contacts, etc.)
- f) Should the sub need assistance with the duties listed above (grading, planning, preparation, parent contacts, etc.) a grade level or content area teacher will be paid at the agreed upon hourly rate of \$35 per hour

2. Notification

When the necessity for such leave is foreseeable, as in the case of an expected birth or adoption placement, the teacher shall provide the Board with thirty (30) days written notice before the date of the leave is to begin. In cases of emergency, the teacher shall provide such notice as practicable.

3. Health Benefits

During such leave, the Board shall maintain the teacher's coverage under the group health plan on the same basis and conditions as coverage would have been provided if the teacher had been continuously employed during the entire leave period. The teacher may continue coverage at his or her own expense if the said leave is extended beyond the twelve (12) weeks.

4. Accrual of Benefits

While on such leave, the teacher shall continue to accrue seniority and credit towards movement on the salary schedule.

5. Return from Leave

Upon return from leave under the Medical Leave Act during the same academic year in which the Leave began, the teacher is entitled to the same position they held when the leave commenced. However, if they extend the leave beyond the twelve (12) weeks or return to the school district in the following year, the teacher is entitled to an equivalent position.

J. Work Year, Work Day and Holidays

A Committee of the Administration and DEA will develop a school calendar to be presented to the Boards of Education. The Boards of Education shall have the final approval.

The school year calendar shall consist of 185 days which shall include 175 student attendance days, four (4) workshop/in-service days and five (5) emergency days. Unused emergency days shall not become workdays. The work year for Employees shall not exceed 180 days which shall include the four (4) workshop/in-service days. Teachers will be released no more than fifteen (15) minutes following the release of students for Thanksgiving, Christmas, Spring Break and Easter Break.

Length of Work Day

The length of the workday for all Employees shall not exceed 7.5 hours, including preparation periods and lunch periods. A half day will be considered 3.75 hours (from established start time). Employees may be required to work beyond the regular work day due to meetings with parents, IEP meetings, etc. and will receive compensation at the contracted hourly rate. Specific start and end times will be determined and communicated by the building administrators.

Monthly Meetings

All Employees may be required to work until 3:45 once per month for building staff meetings. This will only be for necessary meetings and staff may leave at 3:45 should the meeting last longer. These meetings will be scheduled for the year at the beginning of the year so staff are aware of the dates. If there isn't a need for a meeting, then that month will be canceled with advance notice.

Lunch Periods

All Employees shall have a duty-free lunch period equal to that of the students' lunch period, but no less than thirty (30) minutes.

Preparation Periods

All Employees shall have 180 minutes of preparation time each week (based on a 5-day, regular school week).

Limit on Employee's Responsibility

An Employee shall not be required to assume the responsibility of another Employee's students simultaneously with his/her own students for the purpose of an IEP meeting unless the employer has exhausted all other reasonable alternatives. When a teacher has to take over responsibility for supervising/teaching students for another teacher (i.e. - P.E. teacher who ends up covering two classes in the event the other teacher needs to leave for IEP or emergency) that teacher would be compensated at the rate of \$35 per hour.

Shared Employees

Any Employee who travels between the two districts shall be provided with preparation and lunch periods as would any other Employee and traveling time shall be scheduled so as not to infringe on these relief periods. If a scheduling conflict occurs, the Employee will be compensated for the loss of preparation time at the contractual hourly rate.

Additional Load Compensation

Any Employee with more than the normal teaching load set forth in this agreement shall receive additional compensation at the rate of two-thirteenths ($\frac{2}{13}$) per year, or one-thirteenth ($\frac{1}{13}$) per semester of his/her annual salary exclusive of extra duty pay for each teaching period of each day in excess of such norms. (As an example, if a person was making \$50,000, divide that number by 13 and then take that number times 2 for a full overload of both semesters. $\$50,000 \div 13 = \$3846.15 \times 2 = \$7692.30$. If it was a one semester overload, it would be $\frac{1}{13} = \$3846.15$).

K. Economic Terms and Conditions

1. Income Tax Shelter-Teacher Retirement System

The entire amount of each teacher's salary that is contributed to the Teachers' Retirement System (TRS) shall be sheltered for income tax purposes.

2. Section 125-Flexible Spending Amount

An amount equal to the maximum amount allowed by law of each teacher's salary may be used for a Section 125. Such options will include and are limited to:

- a) The dependent portion of the Health Insurance Plan provided by the Districts;
- b) Employee Group Life Insurance policies;
- c) Medical reimbursements for items not covered by our group health plan such as:
 - i. Vision examinations and purchase of prescription glasses or contact lenses for the employee and members of their families
 - ii. Dental and orthodontia care of the employee and members of their families;
 - iii. The deductible and coinsurance payments made for medical care of the employee and members of their family; and
 - iv. Prescriptions and medications purchased by the employee for themselves and members of the family and;
 - v. Other items allowed by law.
- d) Dependent care payments made by the employee may not exceed \$5000; and
- e) Long and short term Disability Insurance premiums.

Medical reimbursements will be paid as allowed by a third party administrator. All employees will be covered by Section 125, provided by a third-party, for tax sheltering purposes.

It is further understood that the employee must designate the amount they intend to shelter through each Income Tax Shelter by September 1 of each school year and that the amount they designate is unalterable after September 1 of each school year. Failure to have used all monies so designated by the next June 30th shall result in forfeiture of any remaining balance.

3. Salary Payments

Teachers will be paid twice a month on or about the 10th and 25th of each month, equaling 24 pays.

4. Salary Information

Board Paid TRS

The board pays 100% of a certified employee's contribution to TRS for the duration of this contract.

New Certified Employees

The salary for a new certified staff member employed by the School District cannot exceed any existing certified staff member's salary with the same years of experience and education level.

The beginning base salary (Year 1, step 1) must follow new Public Act 103-515 and the beginning base salary at minimum must meet the level determined by this act each year. For school year 2024-2025 that base minimum (which includes TRS contributions) must be \$41,188 (2.97%)

Dwight Public Schools Starting Salary for 2024-2025 school year will be \$39,392 plus full board paid TRS for a total of \$43,289

The base salary for the 2025-2026 school year will be \$41,362 plus full board paid TRS for a total of \$45,453

The base salary for the 2026-2027 school year will be \$43,430 plus full board paid TRS for a total of \$47,725

The Districts will honor up to 20 full years of prior experience from a previous district

New hires' starting salary will be determined by how closely they resemble another certified staff member in years of service and educational advancement. Final agreed upon salary will be determined by the Superintendent before a contract is offered.

Salary Increases for the duration of this contract will follow the table below:

Years exp. Act. years	24-25	25-26	26-27
1-5	5.5%	5.5%	5.5%
6-10	5%	5%	4%
11-20	5%	4.5%	3%
21+	5%	4.5%	3%

Continuing Education- Each "lane" movement is a \$1,500 increase in salary. \$1,500 is awarded for movement levels of BS+8, BS+16, BS+24, MS+0, MS+8, MS+16, MS+24, MS+32, MS+40(PHD/NBPTRS) Teachers may only advance to MS+40 lane if they take additional courses that lead to an additional licensure, and have approval of the administration to fill an anticipated teaching assignment. Lane movement is not retroactive.

5. Retirement Incentive

A certified employee who, at the date of retirement (a) has a minimum of ten (10) years of creditable service with the district; (b) is at least 55 years of age; © has sufficient creditable service with the Illinois Teachers' Retirement System (TRS) to retire; (d) can demonstrate, before participation that the district will incur no TRS penalties or one-time non-refundable contributions; and (e) meets the participation deadlines set for the below, will be eligible to participate in the District Retirement Incentive as set forth below:

In order to participate, a certified employee that will have a minimum of fifteen (15) years with the district, submit an irrevocable letter of resignation to the Board of Education by June 1st, one (1) to four (4) years prior to retirement. The certified employee shall then be removed from the negotiated salary increases and receive a six percent (6%) increase over his/her certified staff salary for each of the one (1) to four (4) years until retirement. The 6% increase in creditable earnings set forth in each option above will be applied to the participants base salary only, including a teaching overload. Co-curricular duties, internal substituting, curriculum work, and other stipends will be compensated at the negotiated rates set forth in this agreement provided that he/she performs these duties and that these do not cause an increase of more than 6% in total TRS creditable earnings over the previous year's total TRS creditable earnings. A certified staff member will not be removed from a stipend position without just cause, which may include elimination of the position. If a certified staff member chooses to perform additional duties that

cause an increase of more than 6% in total TRS creditable earnings over the previous year's total TRS creditable earnings, that certified staff member will only be compensated for a 6% increase. At the start of the year, certified staff members participating in the District Retirement Program will be informed of the amount of extra duties that can be performed. It is the responsibility of the certified staff member to stay within this amount.

Any employee who is already part of the District Retirement Plan at the expiration of the current collective bargaining agreement may elect to retire under either collective bargaining agreement.

6. Longevity Bonus:

A certified teacher shall receive a one-time longevity bonus of \$2,000 upon entering their 11th year with either district. A teacher shall receive a one time longevity bonus of \$4,000 upon entering their 21st year with either district. This clause is in agreement for the terms of this contract and is not retroactive.

7. Extra Duty Schedules - See pages 22-32

Base pay for co-curricular will match the base pay increases for each year of the contract for the High School and Grade School. The Board of Education agrees to pay TRS on all stipend positions. There will be a separate matrix for bargaining members and non-bargaining members.

The Boards of Education reserve the right to pay for the duties assigned to be performed by staff members. The amounts shall be in addition to the regular teaching salary. Extra Duty pay shall conform to the following extra duty pay schedules within this document. Credit for experience in a specific extra-duty assignment may be assigned as follows:

- a) Experience as a head coach within the districts (high school or grade school) must be experience in that specific position.
- b) Experience as a head cheerleading coach will count as head coaching experience whether basketball, football, or wrestling.
- c) Experience as a softball or baseball coach will be considered the same experience.
- d) Experience in a specific extra duty assignment from outside the district will count as a full year.
- e) Experience as an assistant coach at the high school level, in district only, will count as one-half year for each full year towards a high school head coaching position.
- f) Experience as a head/8th Grade coach is equal to the experience as an assistant 6th, 7th or B-Team coach in that same sport.
- g) If the index is the same from one level to another in a specific sport, then all experience is counted one for one.
- h) Experience as a head or assistant coach at the high school level, in district only, will count as a full year for each full year towards a grade school head or assistant coaching position.

The Board of Education will allow a stipend totaling \$1,500 for Class Basketball at the Grade School. Should there be more than one person fulfilling the stipend, they will split the \$1,500.

The Boards reserve the right to fill or not fill positions listed on the extra-curricular/co-curricular schedules. Prior to Board action of any reductions or not filling a position (s), consultation will take place with the administration/athletic director and coach/advisor.

8. Mentoring Program

Statement of Purpose: The purpose of the Mentoring Program is to provide new teachers in the District the assistance necessary to begin a successful teaching career through a mentoring relationship. This program will assist new teachers in a further understanding of teaching techniques, procedures, requirements, and expectations of their specific grade level or subject assignment.

The Districts will provide a mentor to all first year teachers to the profession and all veteran teachers who are new to the Districts for one (1) year. A second year can be added if the Mentor and Administrator agree that a second year is necessary.

Each mentor will receive a stipend of \$1,000

Consideration for selection mentor teachers shall be the following:

- Tenure status
- Proficient or excellent evaluation ratings in all past performance reviews
- Administrative discretion

Each time a mentor is needed, the job will be posted for those interested to send an email of intent.

9. Health Insurance

- a) The Boards of Education shall provide individual health benefits for Employees of the Districts. Unused insurance benefits will not be reimbursed to the employee. The monthly allowances for the contract are as follows:
 - i. September 2024-November 2024: \$920.00
 - ii. December 2024-November 2025: \$994.00
 - iii. December 2025-November 2026: \$1,074.00
 - iv. December 2026-August 2027: \$1,160.00
- b) The Insurance Committee shall meet annually to review insurance renewals.
- c) For those Employees employed prior to September 1, 1993 who do not wish to enroll as part of the health plan group, the Boards will provide an equivalent amount of money to the Board approved monthly health benefit allotment for that specific year, which may be used to purchase a hospital indemnity policy, life insurance policy or a 403 (b) plan.
- d) On or before October 15th each year, an Insurance Committee composed of four DEA members, at least one from each building, a support staff employee from each building, and Administration shall meet to discuss insurance options. The DEA shall provide a recommendation to the Board of Education no less than 30 days prior to the expiration date of the current insurance contract. The Boards of Education shall approve that recommendation at the next scheduled meeting.
- e) During each of the four years of this contract, the Boards shall provide an HRA reimbursement for employees insured under the Districts' insurance plan as follows: Reimburse from \$1,501 to \$2,500 for those who elect a \$2,500 deductible and reimburse from \$2,501 to \$3,500 for those who elect a \$3,500 deductible.

10. Teacher Bonus

Any teacher whose child attends Dwight Public Schools will have their general registration fee waived. Additional course fees, etc will not be waived.

11. Others

Internal Substitute Rates - Teachers will be paid for lost planning time prorated at a rate of \$35 per hour.

Each Special Education Teacher will receive a \$300 stipend.

Teachers shall be paid at the agreed upon rate per hour for workshops or other staff development activities that extend beyond the normal work day, and attendance is requested by the Building Principal.

ACT/SAT Coaches will be paid \$400 each.

L. Parent Conferences

It is agreed that there will be six (6) hours of scheduled parent conferences during the school year. The Calendar Committee will recommend the dates and times for parent conferences. All teachers will be expected to be at school during the established conference times. These scheduled conference days/institutes are subject to approval of the Boards of Education. These conference dates will be part of the 180 required calendar days noted in Article If, Section J; Work Year, Work Day and Holidays.

M. Continuing Education Credit Allowance (see page 14, continuing education for more information)

When a teacher earns credit qualifying the employee for horizontal movement on the salary schedule, the teacher may only move two "lanes" (up to 16 credit hours per year) Each 8 hour "lane" is a \$1,500 increase. Lane movement on the salary schedule will take place in September and January only. Official or unofficial transcripts and/or grade reports are due to the District office on or before September 1 and January 1.

Horizontal movement on the Salary Schedule will be based upon the satisfactory completion of traditional or online graduate course(s) from a college or university approved by the North Central Association (NCA), National Council for Accreditation of Teachers Education (NCATE) or a reciprocal accrediting agency. Graduate credit earned will not be recognized unless the course(s) for which the credit is earned have received prior approval by the Superintendent. Such course work shall be in the subject area of the teacher's assignment, the District's School Improvement Plan, National Board Certification, Teacher Certification, Teacher Certification/Endorsement or the field of Education.

Upon the Superintendent's request and/or approval, a teacher may apply non-graduate course credit (s) to move horizontally on the Salary Schedule. The non-graduate course (s) must lead to an additional teacher certification that will benefit the Districts. All courses that will affect lane change must be approved by the Superintendent, prior to the first day of the class.

N. Vacancy Posting

1. Definition

Positions that are newly created or become open due to the reassignment, resignation, death or retirement of an employee shall be posted by the Administration.

2. Posting of Notice

If the Boards of Education elect to fill a vacant position, the administration shall provide staff, via district email, a notice of all vacancies, including teaching, paraprofessional, coaching, or sponsoring, within the scope of the bargaining unit within two working days from the Board's decision to fill the position.

Positions described shall be posted for at least five (5) school days prior to being filled.

3. Applications Procedures

Any Employee is eligible to apply for a vacancy or newly created position, and any interested Employee shall have the right to meet with the Principal and/or Athletic Director or in the absence thereof, the Superintendent to discuss his/her qualifications and interest in that position.

4. Board Notice of Internal Applicants

Prior to recommending an applicant for a vacant or newly created teaching, paraprofessional, coaching or sponsoring position, the administration will inform in writing, the Board of Education and the DEA President of all internal candidates for such position.

ARTICLE III

A. Grievance Definition

A grievance shall be any claim by an Association member or the Association that there is an alleged violation, misinterpretation, or misapplication of the terms of this agreement.

B. Grievance Time Limit

All time limits consist of school days, except that when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall double and consist of weekdays, except holidays, in order that the matters may be resolved before the close of the school term or as soon thereafter as possible. School days for purposes of the grievance procedure shall mean teacher employment days.

C. Grievance Informal Procedure

The parties hereto acknowledge that it is usually most desirable for a teacher and his/her immediately involved supervisor to resolve problems through free and informal communication. If, however, such informal processes fail to satisfy the teacher or the Association, a grievance may be processed as follows.

D. Grievance Time Bar

A grievance shall be filed at the formal level no later than forty-five (45) days from the event which gives rise to the grievance or when the party knew or should have known of such event, whichever is later, or the grievance shall be barred for lack of timeliness.

E. Step One

The Teacher or the Association may present the grievance in writing to the supervisor immediately involved who will arrange for a meeting to take place within ten (10) days after receipt of the grievance, unless both parties agree to a different date. The aggrieved teacher and the immediately involved supervisor shall be present for the meeting. The supervisor shall provide a written answer to the grievance to the aggrieved teacher and the Association within ten (10) days after receipt of the grievance.

F. Step Two

If the grievance is not resolved at Step One, then the grievant may appeal the grievance to the Superintendent or his/her official designee within five (5) days after receipt of the Step One answer or within five (5) days after the Step One meeting, whichever is later. The Superintendent shall arrange for a meeting to take place within five (5) days of his/her receipt of appeal unless the parties agree to a different date. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing, the Superintendent shall have five (5) days in which to provide a written decision.

G. Step Three

If the Association is not satisfied with the disposition of the grievance at Step Two or the time limits expire without the issuance of the Superintendent's written reply, the Association may submit the grievance to the full Board of Education involved for determination. The Board shall schedule the grievance for hearing at its next regularly scheduled Board meeting. Each party shall have the right to have witnesses and counselors, as it deems necessary to develop facts pertinent to the grievance. The Board shall issue its written decision within five (5) days of the hearing.

H. Step Four

If the Association is not satisfied with the disposition of the grievance at Step Three, the Association may submit the grievance to final binding arbitration through the Federal Mediation Conciliation Service (FMCS), which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date of Step Three response, then the grievance shall be deemed withdrawn.

Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator, which was not previously disclosed to the other party.

The cost of the arbitrator shall be shared equally by the parties. Should either party request the creation of a transcript, that party shall pay the costs of the transcript, except that when both parties make such a request, the costs shall be shared equally. Each party shall be responsible for the cost of their representation.

I. Bypass

If the Association and the Superintendent agree, Step One of the grievance procedure may be bypassed and the grievance brought directly to Step Two.

J. Class Grievance

Class grievances involving one or more teachers or one or more supervisors, and grievances involving an administrator about the building level may be initially filed by the Association at Step Two.

K. No Reprisals Clause

No reprisals of any kind shall be taken by the Board or the Administration against any teacher because of his/her participation in this grievance procedure.

L. Filing of Material

All documents, communications and records dealing with the processing of a grievance shall be filed separate from the personnel files of the participants.

M. Grievance Withdrawal

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

ARTICLE IV

A. Association-Board Committee (Labor Management)

The Association and the Board recognize the importance of communications in maintaining good relationships and agree to meet when needed for the purpose of discussing problems. Monthly meetings, if needed, shall be held with reasonable written notice stating the item or items to be discussed at such meetings.

The committee shall consist of two (2) members from each of the Boards of Education and four (4) members of the Association along with the Superintendent and the Association President or a designee.

This committee will not make grievance or negotiation decisions.

B. Association Participation, Employee Suspension, Demotion, Discharge

Any employee charged with misconduct, neglect, or other violation that may lead to his/her reprimand, suspension, demotion or discharge shall have the right to be represented by the Association in any meeting conducted by the Board or Administration with such employee regarding such charge. The Board agrees that its rules and regulations governing employee conduct shall be reasonable and that enforcement of employee discipline shall be fair and for cause.

C. Complaints

Any complaint regarding an employee, which, in the opinion of the administrator or School Board member receiving it, would be useful to the employee in improving performance or understanding parental or community concerns, shall be reported to the employee by the Building Principal.

A complaint shall not result in disciplinary action unless it is first investigated and found to have merit. No employee shall be reprimanded or disciplined in the sight or hearing of students, parents, or district employees (other than Associate representatives), other than in emergency situations which could adversely affect health or safety.

D. Inclement Weather

Employees who are unable to report to work as scheduled because of inclement weather shall be charged with the use of a sick leave day.

ARTICLE V

A. Complete Agreement

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto and conclude collective bargaining for the term hereof except as specifically provided in this Agreement. The terms and conditions of this Agreement may be modified by alteration, change, addition to, or deletion during the term hereof only through the voluntary, mutual consent of the parties in a written amendment executed in accordance with the provisions of this agreement.

B. Conformity to Law

No provision or clause of this Agreement may supersede State or Federal Law. In the event that any provision of this Agreement or application of any such provisions is or shall at any time be held by a court or final and competent jurisdiction to be contrary to law, such provision, or such provision to the extent of such illegal application, as the case may be, shall be deemed to have been deleted from this Agreement and all other provisions declared illegal shall be subject to renegotiation at the time the contract in which such provision is included expires.

C. Bargaining Procedure - Team Construction

Each team shall name its own members. Only seven members from each team may sit at the bargaining table during bargaining sessions.

D. Bargaining Procedure - Good Faith

The parties agree to bargain in good faith. Good faith shall be interpreted in accordance with the rules of the Illinois Educational Labor Relations Act.

E. Bargaining Procedure - Authority to Bargain

The parties agree that it is their mutual responsibility to confer upon their representatives the necessary power and authority to make proposals, consider proposals, make counter proposals in the course of negotiations, and to reach final agreements which shall be presented respectively to the Boards and to the Association for ratification.

F. Impasse

Should either party declare Impasse, the parties shall jointly request the Federal Mediation and Conciliation Service (FMCS) to provide the services of a mediator. Should FMCS be unavailable, the parties shall immediately commence discussions as to a replacement.

G. Bargaining Procedure - Tentative Agreement

During negotiations, agreed-upon material shall be prepared for the Boards and the Associations and initiated prior to the adjournment of the meeting at which such agreement was reached.

H. Bargaining Procedure - Final Agreement

When tentative agreements reached on all matters have been negotiated, a written memorandum of understanding embodying final agreement shall be submitted to the full Boards of Education and the Association for ratification. When ratified by the Association and the Boards of Education, the Agreement shall become part of the official minutes of the Boards of Education and the teachers' contracts. The Agreement shall not discriminate against any member of the professional teacher personnel, regardless of membership or non-membership in the Association.

I. Bargaining Procedure - Successor Agreements

The Association shall inform the District in writing of its desire to negotiate a successor agreement no later than March 1 of the year in which this Agreement expires unless another date is mutually agreed upon.

J. Duration of Contract

This agreement shall be in full force and effect with the first day of the school year 2024-2025 and shall remain in full force and effect up to and through the last day preceding the first day of school in the 2027-2028 school year.

HIGH SCHOOL & GRADE SCHOOL: EVENT WORKERS/EXTRA PAY 2024-2027

ATHLETIC EVENTS: When teachers are assigned to work athletic events the following rates per event shall prevail:(Scorers for the away contests will be paid the same rate as below.)

Grade School Activities	
Job	Amount per Game
Ticket Taker	\$20.00

Clock/Stats	\$25.00
Book	\$25.00
Scholastic Bowl	\$25.00
For the purpose of this table a game is defined as: 6th grade A event, 6th grade B event, 7th grade event, or 8th grade event	
Extended play for basketball, baseball, or softball (5th quarter or additional innings): additional \$5.00	
Track: <ul style="list-style-type: none"> Meets Consisting of 2-4 teams - \$35.00 Meets consisting of 5 or more teams - \$60.00 	
Piano Accompanist per Concert: \$55.00	

High School Activities	
Job	Amount per Game
Ticket Taker	\$20.00
Football Gate Worker	\$40.00
Clock/Stats	\$30.00
Football Press Box	\$45.00
Book	\$30.00
Scholastic Bowl	\$30.00
For the purpose of this table a game is defined as: Freshman, Junior Varsity, or Varsity	
Extended play for basketball, baseball, or softball (5th quarter or additional innings): additional \$5.00	
Track: <ul style="list-style-type: none"> Meets Consisting of 2-4 teams - \$40.00 Meets consisting of 5 or more teams - \$70.00 	
Piano Accompanist per Concert: \$55.00	

GRADE SCHOOL: CO-CURRICULAR/EXTRA DUTIES 2024-2027

*Additional assistant coaches will be determined by the Superintendent after discussion between the Athletic Director and Head Coach when necessary

** It is expected that the grade school coaches work with the high school head coaches on necessary skills, practice plans and game strategies.

2024-2025						
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DCS						
Base Salary						
\$39,392	1-2 Yrs.	3-4 Yrs.	5-6 Yrs.	7-8 Yrs.	9-10 Yrs.	11-12 Yrs
Category 0	1.50%	1.75%	2.00%	2.25%	2.50%	2.75%
	\$591	\$689	\$788	\$886	\$985	\$1,083
AimsWeb Coordinator (1) Spelling Bee Sponsor (1)						
Additional Clubs						
Category 1	2.50%	2.75%	3.00%	3.25%	3.50%	3.75%
	\$985	\$1,083	\$1,182	\$1,280	\$1,379	\$1,477
Math Team(2),						
Yearbook Sponsor						
Speech						
Cheer Competition						
Category 2	4.00%	4.50%	5.00%	5.50%	6.00%	6.50%
	\$1,576	\$1,773	\$1,970	\$2,167	\$2,364	\$2,560
Scho Bo Coach (2)						
Summer Band, Drama						
Asst. Boys track, Asst. Girls Track						
Category 3	6.00%	7.00%	8.00%	9.00%	10.00%	11.00%
	\$2,364	\$2,757	\$3,151	\$3,545	\$3,939	\$4,333
Cheer Sponsor						
Head Boys Track, Head Girls Track, Head Cross Country						
6th grade volleyball, boys basketball, girls basketball						
Softball (2) Baseball (2)						
Category 4	8.00%	9.00%	10.00%	11.00%	12.00%	13.00%
Choir Director (1), Band Director (1)	\$3,151	\$3,545	\$3,939	\$4,333	\$4,727	\$5,121
Student Council Sponsor						
7th and 8th grade volleyball						
Assistant Wrestling						
Category 5	10.00%	11.00%	12.00%	13.00%	14.00%	15.00%
Noon Duty (3)	\$3,939	\$4,333	\$4,727	\$5,121	\$5,515	\$5,909

7th grade girls basketball (1), 8th grade girls basketball (1)						
Head Wrestling (1)						
7th grade boys basketball (1), 8th grade boys basketball (1)						

2025-2026						
DCS						
Base Salary						
\$41,362	1-2 Yrs.	3-4 Yrs.	5-6 Yrs.	7-8 Yrs.	9-10 Yrs.	11-12 Yrs
Category 0	1.50%	1.75%	2.00%	2.25%	2.50%	2.75%
	\$620	\$724	\$827	\$931	\$1,034	\$1,137
AimsWeb Coordinator (1) Spelling Bee Sponsor (1)						
Additional Clubs						
Category 1	2.50%	2.75%	3.00%	3.25%	3.50%	3.75%
	\$1,034	\$1,137	\$1,241	\$1,344	\$1,448	\$1,551
Math Team(2),						
Year Book Sponsor						
Speech						
Cheer Competition						
Category 2	4.00%	4.50%	5.00%	5.50%	6.00%	6.50%
	\$1,654	\$1,861	\$2,068	\$2,275	\$2,482	\$2,689
Scho Bo Coach (2)						
Summer Band, Drama						
Asst. Boys track, Asst. Girls Track						
Category 3	6.00%	7.00%	8.00%	9.00%	10.00%	11.00%
	\$2,482	\$2,895	\$3,309	\$3,723	\$4,136	\$4,550
Cheer Sponsor						
Head Boys Track, Head Girls Track, Head Cross Country						
6th grade volleyball, boys basketball, girls basketball						
Softball (2) Baseball (2)						

Category 4	8.00%	9.00%	10.00%	11.00%	12.00%	13.00%
Choir Director (1), Band Director (1)	\$3,309	\$3,723	\$4,136	\$4,550	\$4,963	\$5,377
Student Council Sponsor						
7th and 8th grade volleyball						
Assistant Wrestling						
Category 5	10.00%	11.00%	12.00%	13.00%	14.00%	15.00%
Noon Duty (3)	\$4,136	\$4,550	\$4,963	\$5,377	\$5,791	\$6,204
7th grade girls basketball (1), 8th grade girls basketball (1)						
Head Wrestling (1)						
7th grade boys basketball (1), 8th grade boys basketball (1)						

2026-2027						
DCS						
Base Salary						
\$43,430	1-2 Yrs.	3-4 Yrs.	5-6 Yrs.	7-8 Yrs.	9-10 Yrs.	11-12 Yrs
Category 0	1.50%	1.75%	2.00%	2.25%	2.50%	2.75%
	\$651	\$760	\$869	\$977	\$1,086	\$1,194
AimsWeb Coordinator (1) Spelling Bee Sponsor (1)						
Additional Clubs						
Category 1	2.50%	2.75%	3.00%	3.25%	3.50%	3.75%
	\$1,086	\$1,194	\$1,303	\$1,411	\$1,520	\$1,629
Math Team(2),						
Yearbook Sponsor						
Speech						
Cheer Competition						
Category 2	4.00%	4.50%	5.00%	5.50%	6.00%	6.50%
	\$1,737	\$1,954	\$2,172	\$2,389	\$2,606	\$2,823

Scho Bo Coach (2)						
Summer Band, Drama						
Asst. Boys track, Asst. Girls Track						
Category 3	6.00%	7.00%	8.00%	9.00%	10.00%	11.00%
	\$2,606	\$3,040	\$3,474	\$3,909	\$4,343	\$4,777
Cheer Sponsor						
Head Boys Track, Head Girls Track, Head Cross Country						
6th grade volleyball, boys basketball, girls basketball						
Softball (2) Baseball (2)						
Category 4	8.00%	9.00%	10.00%	11.00%	12.00%	13.00%
Choir Director (1), Band Director (1)	\$3,474	\$3,909	\$4,343	\$4,777	\$5,212	\$5,646
Student Council Sponsor						
7th and 8th grade volleyball						
Assistant Wrestling						
Category 5	10.00%	11.00%	12.00%	13.00%	14.00%	15.00%
Noon Duty (3)	\$4,343	\$4,777	\$5,212	\$5,646	\$6,080	\$6,515
7th grade girls basketball (1), 8th grade girls basketball (1)						
Head Wrestling (1)						
7th grade boys basketball (1), 8th grade boys basketball (1)						

HIGH SCHOOL: CO-CURRICULAR/EXTRA DUTIES 2023-2027

*Additional assistant coaches will be determined by the Superintendent after discussion between the Athletic Director and Head Coach when necessary

** It is expected that the high school head coaches work with the grade school and youth coaches to provide insight on their necessary skills, practice plans, game strategies, etc as well as hosting camps and fulfilling off season responsibilities.

2024-2025						
DTHS						
Base Salary						
\$39,392	1-2 Yrs.	3-4 Yrs.	5-6 Yrs.	7-8 Yrs.	9-10 Yrs.	11-12 Yrs
Category 0	2.50%	2.75%	3.00%	3.25%	3.50%	3.75%
Business Club Sponsor (1), Spanish Club (1)	\$985	\$1,083	\$1,182	\$1,280	\$1,379	\$1,477
Math Team (2), Drama/Tech Production (1)						
NHS (1), Flags (1), Peer Advisor Sponsor (1)						
Best Buddies Sponsor (1), Art Club Sponsor (1)						
Category 1	4.00%	4.50%	5.00%	5.50%	6.00%	6.50%
Bass Fishing (2), Football Cheer (1)	\$1,576	\$1,773	\$1,970	\$2,167	\$2,364	\$2,560
Basketball Cheer(1), Chorus Director (1)						
JV Scho Bo Coach (1), Musical Vocal Director (1)						
Assistant Weight Trainer Summer (1), Summer Band (1)						
Fr/Soph/Sr Class Sponsors (1 per class)						
Supplementary Coaches as needed/determined						
Category 2	5.00%	6.00%	7.00%	8.00%	9.00%	10.00%
Varsity Scho Bo Coach (1), Jr. Class Sponsor(1)	\$1,970	\$2,364	\$2,757	\$3,151	\$3,545	\$3,939
Fall Play Director(1), Musical/Pit Director (1)						
Assistant Golf B/G (1),						
Yearbook Sponsor (2)						

Category 3	8.00%	9.00%	10.00%	11.00%	12.00%	13.00%
FCCLA(1), Band Director (1)	\$3,151	\$3,545	\$3,939	\$4,333	\$4,727	\$5,121
Head Boys Golf (1), Head Girls Golf (1)						
Assistant Volleyball (2), Head Cross Country (1)						
Competitive Cheer (1), Softball Asst. (1)						
Baseball Asst. (3), Boys & Girls Track Asst. (2)						
Spring Musical Director (1)						
Category 4	10.00%	11.00%	12.00%	13.00%	14.00%	15.00%
Student Council (1), Noon Duty (5)	\$3,939	\$4,333	\$4,727	\$5,121	\$5,515	\$5,909
Weight Training School Year (1)						
Weight Training Summer (1), Assistant Wrestling (1)						
Boys Basketball Asst (2)						
Football Asst (3)						
Category 5	13.00%	14.00%	15.00%	16.00%	17.00%	18.00%
Head Boys Track (1), Wrestling Head (1)	\$5,121	\$5,515	\$5,909	\$6,303	\$6,697	\$7,091
Head Girls Track (1), Head Volleyball (1)						
Head Baseball (1), Head Softball (1)						
FFA (1), Greenhouse Sponsor (1)						
Category 6	15.00%	16.00%	17.00%	18.00%	19.00%	20.00%
Football Head (1), Boys Basketball Head (1)	\$5,909	\$6,303	\$6,697	\$7,091	\$7,484	\$7,878
Girls Basketball Head (1)						
Head Wrestling (1)						
Concession Stand Coordinator (1 split GS/HS)						

2025-2026						
DTHS						
Base Salary						
\$41,362	1-2 Yrs.	3-4 Yrs.	5-6 Yrs.	7-8 Yrs.	9-10 Yrs.	11-12 Yrs
Category 0	2.50%	2.75%	3.00%	3.25%	3.50%	3.75%
Business Club Sponsor (1), Spanish Club(1)	\$1,034	\$1,137	\$1,241	\$1,344	\$1,448	\$1,551
Math Team (2), Drama/Tech Production (1)						
NHS (1), Flags (1), Peer Advisor Sponsor(1)						
Best Buddies Sponsor(1), Art Club Sponsor(1)						
Category 1	4.00%	4.50%	5.00%	5.50%	6.00%	6.50%
Bass Fishing (2), Football Cheer (1)	\$1,654	\$1,861	\$2,068	\$2,275	\$2,482	\$2,689
Basketball Cheer(1), Chorus Director (1)						
JV Scho Bo Coach (1), Musical Vocal Director (1)						
Assistant Weight Trainer Summer (1), Summer Band (1)						
Fr/Soph/Sr Class Sponsors (1 per class)						
Supplementary Coaches as needed/determined						
Category 2	5.00%	6.00%	7.00%	8.00%	9.00%	10.00%
Varsity Scho Bo Coach (1), Jr. Class Sponsor(1)	\$2,068	\$2,482	\$2,895	\$3,309	\$3,723	\$4,136
Fall Play Director(1), Musical/Pit Director (1)						
Assistant Golf B/G (1),						
Yearbook Sponsor (2)						
Category 3	8.00%	9.00%	10.00%	11.00%	12.00%	13.00%
FCCLA(1), Band Director (1)	\$3,309	\$3,723	\$4,136	\$4,550	\$4,963	\$5,377
Head Boys Golf (1), Head Girls Golf (1)						
Assistant Volleyball (2), Head Cross Country (1)						
Competitive Cheer (1), Softball Asst. (1)						
Baseball Asst. (3), Boys & Girls Track Asst. (2)						
Spring Musical Director (1)						

Category 4	10.00%	11.00%	12.00%	13.00%	14.00%	15.00%
Student Council (1), Noon Duty (5)	\$4,136	\$4,550	\$4,963	\$5,377	\$5,791	\$6,204
Weight Training School Year (1)						
Weight Training Summer (1), Assistant Wrestling (1)						
Boys Basketball Asst (2)						
Football Asst (3)						
Category 5	13.00%	14.00%	15.00%	16.00%	17.00%	18.00%
Head Boys Track (1), Wrestling Head (1)	\$5,377	\$5,791	\$6,204	\$6,618	\$7,032	\$7,445
Head Girls Track (1), Head Volleyball (1)						
Head Baseball (1), Head Softball (1)						
FFA (1), Greenhouse Sponsor (1)						
Category 6	15.00%	16.00%	17.00%	18.00%	19.00%	20.00%
Football Head (1), Boys Basketball Head (1)	\$6,204	\$6,618	\$7,032	\$7,445	\$7,859	\$8,272
Girls Basketball Head (1)						
Head Wrestling (1)						
Concession Stand Coordinator (1 split GS/HS)						


2026-2027						
DTHS						
Base Salary						
\$43,430	1-2 Yrs.	3-4 Yrs.	5-6 Yrs.	7-8 Yrs.	9-10 Yrs.	11-12 Yrs
Category 0	2.50%	2.75%	3.00%	3.25%	3.50%	3.75%
Business Club Sponsor (1), Spanish Club(1)	\$1,086	\$1,194	\$1,303	\$1,411	\$1,520	\$1,629
Math Team (2),Drama/Tech Production (1)						
NHS (1), Flags (1), Peer Advisor Sponsor(1)						
Best Buddies Sponsor (1), Art Club Sponsor(1)						

Category 1	4.00%	4.50%	5.00%	5.50%	6.00%	6.50%
Bass Fishing (2), Football Cheer (1)	\$1,737	\$1,954	\$2,172	\$2,389	\$2,606	\$2,823
Basketball Cheer(1), Chorus Director (1)						
JV Scho Bo Coach (1), Musical Vocal Director (1)						
Assistant Weight Trainer Summer (1), Summer Band (1)						
Fr/Soph/Sr Class Sponsors (1 per class)						
Supplementary Coaches as needed/determined						
Category 2	5.00%	6.00%	7.00%	8.00%	9.00%	10.00%
Varsity Scho Bo Coach (1), Jr. Class Sponsor(1)	\$2,172	\$2,606	\$3,040	\$3,474	\$3,909	\$4,343
Fall Play Director(1), Musical/Pit Director (1)						
Assistant Golf B/G (1),						
Yearbook Sponsor (2)						
Category 3	8.00%	9.00%	10.00%	11.00%	12.00%	13.00%
FCCLA(1), Band Director (1)	\$3,474	\$3,909	\$4,343	\$4,777	\$5,212	\$5,646
Head Boys Golf (1), Head Girls Golf (1)						
Assistant Volleyball (2), Head Cross Country (1)						
Competitive Cheer (1), Softball Asst. (1)						
Baseball Asst. (3), Boys & Girls Track Asst. (2)						
Spring Musical Director (1)						
Category 4	10.00%	11.00%	12.00%	13.00%	14.00%	15.00%
Student Council (1), Noon Duty (5)	\$4,343	\$4,777	\$5,212	\$5,646	\$6,080	\$6,515
Weight Training School Year (1)						
Weight Training Summer (1), Assistant Wrestling (1)						
Boys Basketball Asst (2)						
Football Asst (3)						
Category 5	13.00%	14.00%	15.00%	16.00%	17.00%	18.00%
Head Boys Track (1), Wrestling Head (1)	\$5,646	\$6,080	\$6,515	\$6,949	\$7,383	\$7,817
Head Girls Track (1), Head Volleyball (1)						
Head Baseball (1), Head Softball (1)						
FFA (1), Greenhouse Sponsor (1)						

Category 6	15.00%	16.00%	17.00%	18.00%	19.00%	20.00%
Football Head (1), Boys Basketball Head (1)	\$6,515	\$6,949	\$7,383	\$7,817	\$8,252	\$8,686
Girls Basketball Head (1)						
Head Wrestling (1)						
Concession Stand Coordinator (1 split GS/HS)						

IN WITNESS WHEREOF this Agreement is entered into the

FOR THE DWIGHT EDUCATION ASSOCIATION


DEA President

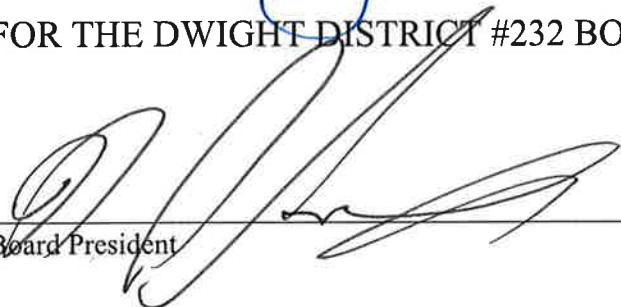

DEA Secretary

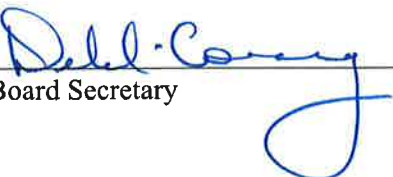
FOR THE DWIGHT DISTRICT #230 BOARD OF EDUCATION


Board President


Board Secretary

FOR THE DWIGHT DISTRICT #232 BOARD OF EDUCATION


Board President


Board Secretary

