

**Dixon Community Unit
School District
No. 170
Board of Education
Last Offer as of
February 5, 2013**

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INTRODUCTION

Since April 2012, the Board of Education of Dixon Community Unit School District No. 170 (“Board”) and the Dixon Education Association, IEA-NEA, (“DEA”) have engaged in collective bargaining negotiations in an effort to reach an agreement on the terms for the parties’ successor contract. The parties agreed to participate in mediation in September 2012, and while we have reached a tentative agreement on several contract terms, we remain apart on numerous items, including: salaries and benefits; a teacher evaluation plan; special education; and the teacher work day. On January 17, 2013, the DEA provided the Board with a set of demands that were identical to their initial demands on many key components and then on January 22, 2013, served the Board with its intent to strike. Accordingly, on January 29, 2013, the Board declared an impasse initiating a process that requires both sides to reveal their proposals to the public.

This document constitutes the Board’s offer, as required by Section 12(a-5)(2) of the *Illinois Educational Labor Relations Act* (115 ILCS 5/12(a-5)(2)). The Board’s offer is set forth in full below, but for the most part, does not include matters upon which the parties have previously tentatively agreed.

The Board’s two primary goals for a new contract are:

- Providing a fair salary and benefits package that is financially responsible; and
- Maintaining the highest quality instruction by recruiting, retaining, and motivating staff.

A brief explanation of the most significant matters that the Board and DEA are negotiating is included in following Summary. Following the Summary is the Board’s last offer in full.

SUMMARY

COMPENSATION

In order to retain and attract the best teachers, while preserving the financial viability of the District, the Board intends to maintain competitive salaries while reforming an increasingly unsustainable and out-of-control benefits package. The compensation items include:

- Salary
- Health Insurance
- Pension and Retirement
- Professional Growth and Tuition Reimbursement
- Stipends

Salary

The Board's salary proposal maintains the current the salary structure and salaries for all teachers. The Board rejects the DEA's demand to give teachers salary increases averaging around 6% for each of the five (5) years of the proposed agreement. An individual teacher's salary would increase from 20% to over 40% by the end of the five (5) year period. Accepting the DEA's salary proposal would require the Board to make drastic cuts in the educational programs of the District as well as reduce the number of teachers and increase class sizes.

For the Board's proposal, see pages 24 and 30.

Health Insurance

The Board intends to provide affordable health insurance coverage to its teachers in line with health insurance plans provided by comparable school districts in the surrounding area. However, insurance costs under the District's current plan are becoming increasingly unsustainable. The current plan provides no incentive for teachers to help control costs as the contract limits the amount teachers contribute to the plan regardless of any insurance premium increases. Currently, teachers pay \$50 per month for single coverage and \$150 per month for family coverage, while the Board pays over \$500 per month for single coverage and over \$1,300 per month for family coverage. The Board is currently required to pay for any increases in insurance premiums.

The Board proposed that teachers pay a percentage of the premium costs for both single and family insurance. The DEA rejected any proposal that will increase their contribution toward insurance coverage. Additionally, the DEA sought to continue to allow reimbursement of up to \$5,000 of medical expenses even though the federal *Affordable Care Act* limits such reimbursement to \$2,500.

For the Board's proposal, see pages 25-26.

Pension and Retirement

The current District Early Retirement Plan provides for higher than normal raises to teachers in their last four (4) years of employment, artificially increasing the teachers' pension and placing an additional burden on an already overburdened state pension system. The Board proposed to end this retirement plan. The DEA rejected any change to the plan. Additionally, the DEA wants the Board and taxpayers to pick up any future increases in the teachers' required contributions to fund their own pensions. The Board rejected the DEA demands.

For the Board's proposal, see page 28.

Professional Growth / Tuition Reimbursement

The Board intends to continue to provide tuition reimbursement for teachers pursuing a master's degree that is relevant to the teacher's current instructional area. Additionally, the Board proposed that any course used to receive a salary increase also must be relevant to the teacher's current instructional program. The DEA has demanded an increase in tuition reimbursement, reimbursement for courses beyond a master's degree, and no restrictions on courses used for salary advancements—demands that have been rejected by the Board.

For the Board's proposal, see pages 8-9.

Stipends

The Board has proposed that stipends remain at their present levels.

For the Board's proposal, see pages 24 and 31-33.

LEAVES

In addition to the 15 days of sick leave that each teacher receives each year (which can accumulate to 360 days per year) and two (2) personal days per year, the DEA has demanded:

- Use of up to 6 personal days per year;
- Up to 100 more days of sick leave per year provided by the Board, if the teacher exhausts his/her personal sick leave;
- Virtually unlimited use of sick leave for bereavement allowing teachers to shut down the school district due to anyone's death; and
- An unlimited amount of paid days off to work for the union if the union reimburses the District for the cost of a substitute and 12 paid days off per year to attend to union business.

The Board has rejected these DEA demands.

For the Board's proposal, see pages 18-20.

TEACHER WORK DAY

The Board has proposed to add 40 minutes onto the teachers' day. The time will be devoted to curriculum planning and collaboration time among teachers, parent conferences, IEP meetings, professional learning communities, or other faculty meetings—all designed to improve the quality of education in the District.

In addition, the Board has proposed to schedule parent-teacher conferences in the evenings so that more parents may attend these essential meetings.

The DEA has rejected the Board's proposal to lengthen the teacher day and, in fact, demanded that teachers teach *fewer* classes and *fewer* students while doubling the time teachers have to themselves during the student day—thus, decreasing the time students could be in the classroom.

The DEA also demanded if parent-teacher conferences and IEP meetings are scheduled after school, teachers receive additional time off or additional pay.

The Board has rejected these DEA demands.

For the Board's proposal, see pages 13-17.

SCHOOL CALENDAR

The Board rejected a DEA demand that the school calendar be set by the DEA without parent or community input as to when school starts or ends, or when winter or spring vacations are scheduled. The Board has proposed to increase the number of emergency days included in the calendar and rejected a DEA demand to return the length of the school year to the absolute legal minimum.

For the Board's proposal, see pages 14-15.

TEACHING ASSIGNMENTS

The DEA has demanded changes that would prevent the Board from making teaching assignments during the school year. For example, under the DEA's proposal, if a teacher resigns in the middle of the year, the Administration could not fill the position immediately. Rather, the Administration would be required to interview every teacher interested in the position, even if the teacher is not qualified. Worse yet, if filling the position requires a teacher transferring from one building to another, the DEA could veto the assignment for any reason. This proposal violates State law on assignments and the Board has rejected this proposal.

The Board has proposed to remove the DEA's apparent veto power over adding, modifying, or deleting extracurricular activities and athletic activities. Instead, the Board has proposed that teachers have input in the process of adding or deleting extracurricular activities, including athletics.

For the Board's proposal, see pages 11-12.

EVALUATION

The Board intends to evaluate its teachers utilizing a State-approved evaluation plan that is universally recognized as allowing for fair and accurate evaluations and as providing a means for *all* teachers (from the best performing to the worst performing) to improve their teaching. The Administration, along with the District's teachers, has developed such a plan, but the DEA is proposing to retain the District's current plan which does not meet State standards. The Board has proposed to delete current contractual restrictions and rejected DEA proposals that would prevent the Board from implementing a teacher evaluation plan that meets State standards.

Additionally, State law requires that by the 2016-2017 school year, teachers also be evaluated based on student performance. Accordingly, the Board proposed that the Board and the DEA jointly revise the evaluation plan to meet this new State mandate. The Board's proposal calls for a new evaluation plan that:

- Contains a component that evaluates teachers based on student performance;
- Is developed jointly by a Board-teacher committee;
- Is in place for the 2014-2015 school year and is piloted for two (2) years; and
- Is subject to modification prior to the start of the 2016-2017 school year.

If the joint committee cannot agree upon a teacher evaluation plan by March 1, 2014, the District would utilize the student performance component of the State model evaluation plan.

For the Board's proposal, see page 15.

SPECIAL EDUCATION

The Board intends to provide a special education program that not only meets or exceeds State and federal mandates but also provides a continuum of services that meets the needs of every special education student in the District. The Board values the opinions of teachers in this regard and intends for them to be active participants in the process of improving the District's special education programs and services. To accomplish this goal, the Board is adamant that it is the needs of the students, not the working conditions of the teachers, that drive the District's special education programs and services. When the needs of our students conflict with the working conditions of our teachers, the teachers' working conditions must yield to our students' needs.

Accordingly, the Board believes that the Board's current joint Board-DEA committees have the power to address significant special education issues. The committee's responsibilities may include:

- Developing procedures by which individual teachers may have their concerns addressed;
- Studying and reviewing more systemic issues as it may choose;
- Addressing the specific issues raised by the DEA during negotiations; and

- Making recommendations to the Board as to how to resolve these issues.

The DEA has proposed numerous changes to teachers' working conditions relative to the delivery of special education services. However, the Board continues to reject DEA working condition proposals that impair the ability of the District to provide necessary services to special education students, interfere with the parents' right to seek a free and appropriate education for their child, and are only designed to benefit the teacher, not the students.

For the Board's proposal, see page 17.

REDUCTION IN FORCE

Current State law requires a school board to dismiss teachers based upon their evaluations. However, within certain categories, the better teachers may be dismissed in order of seniority. In certain situations, the DEA has demanded that teachers' out-of-district teaching service shall count more than in-district teaching. The Board has rejected the DEA demand.

For the Board's proposal, see pages 21-22.

DRESS CODE

The Board has proposed that a reasonable dress code be established. The DEA has rejected this proposal.

For the Board's proposal, see page 17.

ESTIMATION OF COSTS

The cost of the Board's salary proposal is estimated at approximately \$100,000 in the first year which includes salary increases to teachers retiring in the next four (4) years and salary increases to teachers who gained additional education. The Board estimates the cost of the DEA salary proposal as over \$660,000. See page 34.

The Board has estimated the first year costs of the DEA proposals, not including salary and benefit increases, to be \$6,320,318 and the DEA estimates such costs at \$1,978,500. See page 37.

BOARD'S LAST OFFER

ARTICLE III

ASSOCIATION RIGHTS AND RESPONSIBILITIES

3.2 Association Leave. Retain existing language.

The Association will be allowed a total of nine (9) days per year for Association business and representation. These days may be used to send representatives without loss of salary to state and national Association related meetings. If the Association deems it necessary to use an additional three (3) days, the Association will reimburse the District the cost of the substitute for those days.

3.6 Information Access. Retain existing language.

The Association shall be furnished on request all regularly and routinely prepared information concerning the financial condition of the District, including the annual financial statement audit and adopted budget. In addition, the Board and administration will grant reasonable requests for any other readily available and pertinent information which may be relevant to negotiations and/or grievances and which does not constitute the Board's or its representatives' work product in handling such negotiations and/or grievances. Nothing herein shall require the central administrative staff to research and assemble information. The Association is not covered and nor does it have to comply with the *Open Meetings Act* or *Freedom of Information Act*. The Association is not a public employer.

3.12 DEA Member DEA/IEA/NEA Duties. REJECT DEA proposal 6/21/12.

ARTICLE VI

TUITION REIMBURSEMENT

6.1 Tuition Reimbursement. Any teacher is eligible for reimbursement for approved college credit to a maximum of six (6) semester hours per year. Teachers with *less* than a Master's degree will be eligible for reimbursement up to \$1,250 per school year. ~~Teachers with a Master's degree will be eligible for up to \$850 per school year.~~ The following criteria must be met:

~~A. All courses, graduate or undergraduate, must have prior written approval from the Superintendent or his designee. All teachers who expect college reimbursement must submit two copies of the Request for Approval of College Courses form (see Appendix C) to the Superintendent at least one week before requesting for the course. The original copy will be returned to the teacher following action by the Superintendent who will retain a copy. This form should also be submitted for workshops for which college credit is granted.~~

B. ~~Teachers with less than a Master's degree:~~ Courses must be part of a Master's Degree program (1) which is relevant to the teacher's current instructional area and must be taken from a college or university with an undergraduate teacher preparation program which leads to state teacher certification upon graduation or from a community college whose courses are transferable to such a college or university. ~~and (2) which receives prior written approval from the Superintendent or his designee. All teachers who expect college reimbursement must submit two copies of the Request for Approval of College Courses form (see Appendix C) to the Superintendent at least thirty days' prior to the start of the master's degree program. The original copy will be returned to the teacher following action by the Superintendent who will retain a copy. This form should also be submitted for workshops for which college credit is granted.~~

~~Teachers with a Master's degree: Courses must be taken which are relevant to the teacher's current instructional area from a college or university with an undergraduate teacher preparation program which leads to state teacher certification upon graduation or from a community college whose courses are transferable to such a college or university.~~

C. No reimbursement will be provided when grade equals "C", "D", or "F".

D. An employee must be in active pay status, at least a half-time regularly employed teacher, and not on any type of leave including temporary disability. Eligible part-time employees will be reimbursed proportionally to their percentage of full-time equivalency.

E. No reimbursement shall be given for a course taken with the use of a tuition waiver unless the waiver was granted to that individual for supervising a student teacher.

F. Credits earned after earning a Bachelor's degree or Master's degree, but prior to earning state teacher certification, do not count toward movement on the salary schedule.

6.2 **Tuition Lottery.** Retain existing language.

6.3 **CPDU Reimbursement.** Reject DEA proposal 10/30/12.

ARTICLE VII

SUMMER SCHOOL

7.1 Assignments and Hourly Rate. Teaching positions in the summer school program shall be filled by current District 170 teachers. In the event that a summer school teaching position cannot be filled by a District 170 teacher, the position may be filled by a certified person other than a District 170 teacher. The Association agrees that no other provision of this Agreement shall be construed to apply or pertain to any summer school program, and provided that this shall not imply any obligation or responsibility of the Board to conduct summer school. The hourly rate for the duration of this contract will be ~~\$32.50~~25.00.

7.2 No Denial of Fringe Benefits. DELETE.

ARTICLE VIII

ASSIGNMENTS

8.1 Notice of Assignments. Notice of new assignments for the next school year shall be given to teachers by June 15. If the teacher's assignment is changed after such date, notice shall be given to the teacher as soon as possible prior to the beginning of the school year. Teachers so affected shall be given the opportunity to consult with the principal to whom he or she is assigned concerning his/her new assignment. If the Board is to vote on any assignments, the teacher shall be notified of the proposed assignment prior to Board action. Every reasonable effort shall be made to ensure that the new or changed assignment be kept confidential until the teacher is notified of the new or changed assignment.

8.2 (new) Vacancies. Except in the case of an emergency, the Board shall notify all teachers by email of any vacancies in the bargaining unit. Except in the case of an emergency, the Board shall notify all teachers by email of any vacancies in the bargaining unit. A vacancy shall mean any permanent opening in any bargaining unit position which exists because a position has been newly created, or because the individual formerly holding the position has retired, resigned, dismissed, or accepted a position outside of the bargaining unit. A vacancy shall not include a mere redeployment of staff due to a reduction-in-force. Any qualified teacher applying for a vacancy in a timely manner shall be considered for such vacancy.

8.2 Special Services Personnel/Traveling Specialists. The assignments of special services personnel are made by the building principals and/or Special Education Director. The schedule of services shall be posted or available in the principal's office in each building. Special services personnel and other traveling specialists shall be responsible for checking their mailbox daily at the school(s) served on that day. Courier service is provided daily and important materials and information will be sent to teachers via this service.

Paychecks will be distributed in the building in which they are teaching unless other arrangements are made with the payroll clerk.

8.3 Adding/Deleting/Modifying Differential Positions. When a request is made to add, DELETE, or modify a sport or extra-curricular activity and/or stipend, the following procedures will be used:

- a. The request will be made in writing to the Superintendent.
- b. The request will be in writing, will specify the sport or extra-curricular activity to be added/deleted/modified, and will include a detailed rationale for the request.
- c. The Superintendent will evaluate the request and determine if such request should be forwarded to the "Sport and Extra-Curricular Review Committee."
- d. The Sport and Extra-Curricular Review Committee, composed of two DEA representatives and two DPS administrators, will evaluate each forwarded request within ten (10) school days of receipt and will make a recommendation within

such time. When evaluating a request, the Stipend Review Committee will consider criteria, agreed to by the committee.

- e. The Committee's recommendation will be sent to the Superintendent. Within thirty (30) days of receipt of the Committee's recommendation, the Superintendent will place the addition/deletion/modification on a Board agenda as an action item for the next Board meeting with his/her recommendation. The Board's action will be final.

8.4 Differential Vacancies. DELETE.

ARTICLE IX

EMPLOYEE RIGHTS AND WORKING CONDITIONS

9.1 Teacher-Administrator Relations. The teacher has the right to meet with the principal to discuss classroom supplies and/or resources when a request is denied. Such a request is not grievable.

9.1(new) Qualifications. REJECT DEA proposal 10/15/2012.

9.2 Personnel File Access. Each teacher shall have the right, upon request, to review the contents of his/her own personnel file, except for any credentials from any placement office or any other employment recommendations and any other document prohibited from disclosure by law. A representative of the Association may, at the teacher's request, accompany the teacher in this review. Such review shall be conducted in the presence of a designated District employee during normal business hours. No part of such file may be removed, destroyed, or copied without permission of the Superintendent.

Copies of any derogatory material placed in the teacher's personnel file will promptly be provided to the teacher within two school attendance days. The teacher shall acknowledge that he/she has received any such material by affixing his/her signature and the date of the signature on the copy to be filed. Each teacher shall have the right to place in his/her personnel file letters or statements of rebuttal in response to derogatory material. Teachers also shall have the right to place unsolicited positive or complimentary documents (letters or notes from parents, administrators, Board members, etc.) in this personnel file.

9.2 (new) Ethical and/or Legal Concerns. REJECT DEA proposal 10/15/12.

9.3 Length of Workday. The length of the workday for all ~~Elementary Teacher~~teachers shall not exceed ~~six and one half~~eight consecutive hours including preparation periods, common plan and common conference, professional learning communities, faculty meetings, lunch periods, and passing periods. Teachers are expected to arrive at least ten (10) minutes before the start of student day, spend an additional fifty (50) minutes contiguous to regular school hours before or after school. ~~The length of the workday for all Middle School Teachers shall not exceed six and one half consecutive hours including preparation periods, lunch periods, and passing periods. Teachers are expected to spend an additional fifty (50) minutes contiguous to regular school hours before or after school. The length of the workday for all Senior High Teachers shall not exceed six and one half consecutive hours including preparation periods, lunch periods, and passing periods. Teachers are expected to spend an additional fifty (50) minutes contiguous to regular school hours before or after school.~~

~~In regard to the above stated fifty (50) minutes, teachers and administrators will mutually determine when these fifty (50) additional minutes will be served: before school, after school, or split before and after school. These minutes are to be used for duties including, but not limited to, the following: record keeping, student conferences, grading, bus duties and playground duties.~~

~~Teachers must notify their building principal or his designee in the school office in advance of leaving the school building during regular school hours, except in emergencies.~~

~~Teachers will be required to attend faculty meetings and staffings, provided those meetings and staffings are conducted in a fifty (50) minute period immediately prior to or immediately following school hours, but not both, and provided the time spent fulfills the fifty (50) minute requirement. The portion of the workdays to be used for common plan and conference, professional learning communities or other faculty meetings, shall be determined by the administration.~~ Meeting times may be extended based on mutual agreement between teachers and administrators.

Teachers may be required to attend one back-to-school night or one P.T.O. meeting per year. Attendance at additional after-school-hours activities will be voluntary.

Elementary and middle school teachers may be assigned up to twenty (20) morning (playground) and/or afternoon (bus) duties per year, five (5) duties per quarter, without compensation. Additional morning or afternoon duties assigned to and performed by teachers beyond twenty (20) in a given school year will be compensated at a rate of fifteen dollars (\$15) per hour or five dollars (\$5.00) per duty (duty length twenty minutes).

9.4 Student Discipline. Each school in the District shall have a written pupil discipline policy. The administration will provide to the teacher documented administrative action in compliance with the Illinois School Code in regards to written student discipline referrals within two school days of the action taken by administration. The teacher will be subject to disciplinary action if it is not kept confidential.

9.5 Number of Assignments. Retain existing language. For the duration of this contract high school teachers shall be scheduled for six (6) assignments per semester and middle school teachers shall be scheduled for six (6) assignments per day per semester plus homeroom. Guidance counselors are exempt from the previously stated conditions. Half-time teachers shall be scheduled for three assignments each semester. The Board shall determine the length of a class period.

9.6 Parent-Teacher Conferences. Parent-teacher conferences shall be held on two evenings after school for 3 ½ hours each evening. Teachers who are unable to attend due to illness will be docked 1 ½ sick days or will be required to attend on the non-attendance day in November. The two (2) days authorized in the Illinois School Code for teacher in-service days shall be used for four (4) half day parent teacher conferences in grades kindergarten through twelve provided these days are approved by the Illinois State Board of Education.

9.7 District Calendar. The maximum number of scheduled school days may be ~~185~~190. The Board reserves the right to adjust the calendar and the number of student attendance days and the number of teacher work days. In no event shall there be more than 185 teacher work days. The school calendar shall be determined by the Board after the Superintendent has consulted with the Association and surveyed teachers concerning any matters on which the Association and Superintendent wish to obtain the teachers' view. Teachers shall not be required

by DPS administration to attend staff development activities on days not included in the annual school calendar, which the District submits to ISBE.

9.8 Preparation Time. The Board of Education shall provide ~~a contiguous~~ one period of at least 40-45 minutes for preparation time daily within a school day for all teachers except for early release days.

9.9 Parent-Teacher Conference Early Dismissal. Accept DEA proposal 10/15/12 (to delete). ~~The Board will provide a one hour early dismissal on the day prior to parent teacher conferences in grades K-12, to work on records and reports for conferences.~~

9.10 Evaluations. Teacher Evaluation Plan Implementation:

a. District Teacher Evaluation Plan

For the 2013-14 school year, the Board and Association agree that the Teacher Evaluation Plan, agreed to by the Evaluation Plan Committee, will be used to evaluate all teachers.

b. Adoption of Successor Teacher Evaluation Plan

For the 2014-15 school year, an Evaluation Plan Committee, which shall be composed of an equal number of Board and Association representatives, shall develop a Successor Teacher Evaluation Plan (STEP) to be used to evaluate all teachers. The STEP shall conform to the State's statutory mandates for teacher evaluation plans including the student growth model.

In the event that the Committee cannot reach agreement by July 1, 2014, the Board shall adopt the State Model Teacher Evaluation Plan including the student growth component.

c. The Successor Teacher Evaluation Plan

The STEP shall be used for the 2014-2015 school year, and for any remaining years of this Agreement. However, the student growth component shall not be used to determine the official teacher ratings until required by law unless the parties mutually agree otherwise.

d. Final Adoption of a Teacher Evaluation Plan

The Committee shall annually review the District's STEP and shall constitute the District's PERA evaluation committee in order to finally develop, approve, and implement the student growth component for the 2016-2017 school year.

9.11 Mentor Teachers. The building principal or immediate supervisor ~~will may make a concerted attempt to~~ assign a mentor teacher to every probationary teacher for one year after entrance of the probationary teacher into the school system. Participation by mentors will be voluntary; assignment will be based on availability of mentors. The mentor teacher, insofar as

possible, shall be a tenured teacher, engaged in teaching within the same grade, building or subject area as the probationary teacher. The mentor teacher shall assist the probationary teacher in becoming acquainted with the teaching profession and the school system. The mentor teacher shall not be involved in the evaluation of the probationary teacher.

The mentor teacher's duties are as follows:

- Explain to the new teacher the climate and culture (communication, norms, cultures, and expectations) of the building.
- Review the "To-Do-List" for new teachers with the new teacher.
- Encourage at least two team-teaching experiences during the year.
- Encourage the probationary teacher to observe mentor or other experienced teacher.
- Check to see that new teacher has the necessary instructional resources or the means to get them, including classroom furniture, texts/teacher editions, curriculum guides, student supplies, etc.
- Meet with the new teacher, formally or informally, at least once a week for the first quarter to reduce social/emotional isolation and fear of being perceived as less than competent and to create professional support.
- Answer questions for new teacher, including those related to curriculum guides for courses taught by the new teacher.
- Observe the new teacher teaching at least three times during the first semester and meet before or after school to discuss strengths and areas for improvement.

Mentor teachers will be paid \$1,000 for their service for the mentoring year, and building committee membership will be optional for mentors during this year. The first-year probationary teacher will be paid \$250 for participating in this mentor program. The District may require a probationary teacher to participate in the mentor program for a second year. Mentor teachers will be paid \$500 for their services during the second mentor year and building committee membership will be optional during this year. The second-year probationary teacher will be paid \$100 for participating for a second year in this mentoring program. If a second year probationary teacher enters the mentor program for the first time, the mentor teacher shall be paid \$1,000 and the probationary teacher will be paid \$250.

9.13 Involuntary Classroom Transfer. REJECT DEA proposal 10/15/12. Retain existing language.

Teachers who have been involuntarily transferred from one room to another shall be paid \$100 for packing the room, unpacking the room, and setting up the new classroom if the transfer is made after June 1st of any year, and if the administration requests that the teacher pack and unpack the room. The “physical” moving of materials and equipment will be the responsibility of the district.

9.14 Special Education Teacher Duties. DELETE.

9.15 (new) Employee Rights REJECT DEA proposal 10/15/12.

9.17 (new) Emergency Communications. REJECT DEA proposal 10/15/12.

9.18 (new) Special Education Teacher Duties. REJECT DEA proposal 10/15/12.

9.19 (new) Dress Code. The Administration may establish a teacher dress code after consultation with the Association.

ARTICLE X

LEAVES OF ABSENCE

10.1 Sick Leave. Each teacher shall be granted fifteen (15) sick leave days with full pay for the school year. Unused Sick Leave shall accumulate to 360 days. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household or birth, adoption, or placement for adoption. Members of the “immediate family or household” shall include: parents; spouse; brothers; sisters; children; grandparents; grandchildren; parents-in-law; brothers-in-law; sisters-in-law; and legal guardians. The Board may require a certificate from a physician licensed in Illinois to practice medicine and surgery in all its branches, an advanced practice nurse who has a written collaborative agreement with a collaborating physician that authorizes the advanced practice nurse to perform health examinations, or a physician assistant who has been delegated the authority to perform health examinations by his or her supervising physician, or if the treatment is by prayer or spiritual means, that of a spiritual adviser or practitioner of ~~such person's~~ the teacher's faith, as a basis for pay during leave after an absence of three (3) days for personal illness, ~~or~~ 30 days for birth or as ~~the school board~~ may deem necessary in other cases. If the Board does require a certificate as a basis for pay during leave of less than three (3) days for personal illness, the school board shall pay, from school funds, the expenses incurred by the teacher in obtaining the certificate. For paid leave for adoption or placement for adoption, the school board may require that the teacher provide evidence that the formal adoption process is underway, and such leave is limited to 30 days.

Sick leave shall include maternity directly related to birth and medical reasons associated with birth. Unused personal days shall accumulate as sick leave days at the end of each school year. Sick leave may be used only in half-day or full-day increments.

10.3 Sick Leave Bank. DELETE.

10.3 Situational Leave (new). REJECT DEA proposal 9/11/12.

10.4 Unpaid Extended Sick Leave or Personal Leave. Retain existing language.

If a leave is desired, the teacher shall arrange for a meeting with the building principal, the Superintendent or his/her designee, and a representative of the Association if said representative is requested by the teacher. The purpose of the conference will be to determine a reasonable period of leave, and said leave must then be submitted to the Board for its approval. Written notification of intent to return to the system, accompanied with a physician's written statement in case of extended sick leave, shall be made to the Superintendent by the teacher at least thirty (30) calendar days before the end of the first semester and sixty-five (65) calendar days before the end of the second semester in which the leave terminates. No fringe benefits shall accrue to such teacher during the leave of absence; however, any teacher granted leave who has completed one (1) semester of the school year of the leave shall be considered to have completed a full year for purposes of advancement on the salary schedule. Teachers granted such leave may make arrangements during the leave to continue at their own expense the hospital-surgical, optical and dental, and life insurance coverage provided in this Agreement.

10.6 National Guard/Military Reserve Leave. DELETE.

10.6 Maternity/Paternity Leave (new). REJECT DEA proposal 9/11/12.

10.7 Professional Leave. REJECT DEA proposal 9/11/12. Retain existing language.

A leave of absence of up to four (4) consecutive semesters within two (2) school years shall be granted any teacher, upon application, for the purpose of serving as an officer of the Association, or as a staff member of the Illinois Education Association or the National Education Association. The affected teacher and Superintendent will meet to establish a reasonable time for the commencement and termination of the leave. The leave will then be submitted to the Board for its approval not later than March 1st of that school year. At least thirty (30) calendar days before the end of the semester in which the leave terminates, the teacher shall inform the Superintendent of his intent to return to the system. The teacher will receive no salary or fringe benefits while on such leave, and the leave time will not be counted for purposes of advancement on the salary schedule. The Board shall not allow more than two staff members to utilize this leave.

10.8 Advanced Study Leave. Accept DEA proposal 9/11/12.

A leave of absence for the purpose of advance study of up to four (4) consecutive semesters within two (2) school years shall be granted, upon application, to any teacher, provided the teacher states his/her intention to return to the school system. The teacher will meet with the Superintendent for the purpose of determining the period of the leave and to discuss the proposed course of study. ~~The~~ All proposed plans will then be submitted to the Board for its approval not later than March 1st of that school year. The teacher will receive no salary or fringe benefits while on such leave, but upon return from such leave the teacher shall be placed at the same position on the salary schedule as he would have been had he/she taught in the District during such leave. Written notification of intent to return to the system shall be made to the Superintendent by the teacher at least thirty (30) calendar days before the end of the semester in which the leave terminates. There shall not be more than three (3) leaves every four (4) semesters to no more than three (3) teachers unless the Board chooses to grant more.

10.9 Insurance - Leaves of Absence. DELETE.

10.10 Reinstatement. DELETE. Reinstatement shall be effective on the first teacher work day following the end of the leave approved by the Board of Education.

10.11 Personal Leave.

REJECT DEA proposal 9/11/12. Retain existing language.

A full-time teacher will receive two (2) days of personal leave per year. A half-time teacher is eligible for one (1) day of personal leave per year. Such personal leave days shall be used only for business or family matters that require the teacher's presence during the school day and are of such nature that they cannot be transacted at another time, such as on the weekend, after school hours or during vacation periods. Notification of such leaves shall be submitted to the Superintendent at least two (2) calendar days in advance of the absence, except in cases of emergency when the explanation may be submitted after the absence. The day immediately preceding or immediately following a legal holiday and a school vacation period, or the first and last day of each semester, shall not be recognized as a personal leave day, except in cases of emergency or extenuating circumstances of a personal nature which the Superintendent determines to be legitimate and require such absence. Unused personal days shall accumulate as unused sick days at the end of each school year.

10.12 Bereavement Leave.

REJECT DEA proposal 9/11/12. Retain existing language.

Absences due to the death of a person who does not fit into the definition of allowable categories of immediate family shall be considered on a case by case basis upon presentation to the Superintendent. No one case shall be precedent setting and said decision shall be excluded from the grievance and arbitration procedure.

ARTICLE XI

REDUCTION IN TEACHERS

11.1 Reduction-in-Force. If the Board determines to reduce the number of teachers employed by the Board or to discontinue some particular type of teaching service, the School Code, as modified by this Article, shall govern such reductions in force and recall of teachers. Any teacher who has been released through a reduction in force or honorably dismissed shall have his/her health and life insurance paid through August 31 or the first day of the ensuing school year, whichever comes first, on the same terms and conditions that existed when the teacher was employed.

11.2 Seniority Definition. Commencing in the 1983-84 school year, length of continuous service in the District as utilized in Section 24-11 of the *School Code* shall be defined as years of continuous service as a teacher, with one year of full-time service as a teacher constituting one year of service, and one-half year of full-time service or one year of part-time teaching service constituting one-half year of services. Commencing with the 1983-84 school year, length of continuous service shall be based solely on active services, without service being accumulated for time spent on unpaid leaves of absence or as a result of a reduction in force. Prior to the 1983-84 school year, continuous service shall be computed in accordance with the practices theretofore existing.

11.3 Seniority Tie Breakers.

(1) If total continuous service as a teacher with the District is equal between two or more teachers, then the order of dismissal and/or recall will be determined by total service as a teacher with the District, whether or not continuous. (Such services will be computed as described in Section 11.2 above).

(2) If a tie remains after the application of the procedures as described in (1) above, then the order of dismissal and/or recall will be determined by horizontal credit on the salary schedule with the person with more credit considered senior.

(3) If a tie remains after the application of the procedures as described in (1) or (2) above, the order of dismissal and/or recall will be determined by total teaching service in the grade level or teaching area available to those teachers being considered as equal in services.

(4) If a tie remains after the application of the above procedures, the order of dismissal and/or recall will be decided by drawing lots.

11.4 Recall Procedures. DEA accepted Board proposal 6/21/12. ~~If the Board subsequently increases the number of teachers employed by the District, or decides to fill a vacancy that occurs, the Board shall recall tenured teachers laid off in the reverse order of layoff so far as they are legally qualified to hold such positions.~~ Prior to any ~~such~~ recall, the Board may transfer other teachers provided a ~~person-teacher~~ on the recall list fills the eventual vacancy. A vacancy shall be any position open for a semester or more authorized by the Board that is not currently filled. A ~~tenured~~ teacher who is laid off and later becomes certificated and qualified in other areas shall

become eligible for recall to such other areas when vacancies occur therein after the District is notified of the additional certification and qualifications. ~~A tenured teacher heretofore laid off shall have the right to re-employment pursuant to the provisions of the Illinois School Code.~~ When a ~~tenured~~ teacher who has been recalled refuses the assignment, that ~~tenured~~ teacher waives his or her right to any future recall. Prior to August 1st of the new school year, a ~~tenured~~ teacher's failure to respond within fifteen (15) calendar days after mailing of the Board's letter of recall sent by registered or certified mail to the ~~tenured~~ teacher's address on file with the Board shall result in termination of the ~~tenured~~ teacher's right of recall. After August 1st of the new school year, a ~~tenured~~ teacher's failure to respond within three (3) calendar days after receipt of the Board's letter of recall sent by registered or certified mail to the ~~tenured~~ teacher's address on file with the Board shall result in termination of the ~~tenured~~ teacher's right of recall. A ~~recalled tenured~~ teacher recalled within the statutory recall period shall return with the seniority, sick leave and position on the salary schedule held prior to layoff, with no accumulation for the period of the absence.

11.6 Joint RIF Committee (new).

REJECT DEA proposal 6/14/2012.

ARTICLE XII

PAYROLL DEDUCTIONS

12.4 Paycheck Distribution. Paychecks shall be distributed by direct deposit on or before the ~~25th~~-15th day and last day of the month, except when the pay period occurs during a school holiday or weekend. At that time, it shall be distributed on the last school day ~~of the month~~prior to the school holiday or weekend.

ARTICLE XIII

SALARY AND COMPENSATION

13.1 Salary Schedules. The salary schedule for the 2012-13 and 2013-14 school year is attached hereto as Appendix A. Teachers shall remain on the same step as the 2011-2012 school year for the 2012-2013 and 2013-2014 school years. Notwithstanding any other provision in this contract, no vertical or horizontal (lane) movement will occur for the duration of the contract.

13.2 TRS and THIS Contributions. REJECT DEA proposal 10/30/12. Retain existing language.

The Board agrees to pay the State of Illinois Teachers' Retirement System ("TRS") 10.3753% of the teacher's compensation as set forth in Appendices A and B. Teachers currently receiving the 0.8% for Teacher Health Insurance Security ("THIS") shall continue to receive such benefit under each year of the new contract and beginning with 2007-08, all teachers who have started their 20th year of District creditable service or more shall also receive such benefit.

13.3 Differentials. The differential schedule for the duration of the contract is attached hereto as Appendix B. The number of positions in each sport or extracurricular activity shall be determined by the Board.

13.4 Teaching Experience Credit. Teaching experience will be granted under the following conditions:

- A. Teaching experience credit shall be granted on the salary schedule for complete semesters of teaching experience, which required a state teaching certificate, outside or in Dixon District #170 in units of one year. Such teaching experience must be contractual; credit is not granted for long term substituting without a contract.
- ~~B. Beginning with teachers first employed by the District for the 1994-95 school year, the maximum experience allowable on the salary schedule for teaching experience outside the District is twelve (12) years.~~
- C. The Board upon the recommendation of the Superintendent may make exceptions to the rule of complete semesters for experience within the District by granting teacher experience credit for less than a complete semester.
- D. One year of teaching experience shall be given for two (2) semesters teaching experience regardless of the time lapsed between the semesters.
- E. A teacher who teaches one-half (1/2) days or half-time on a full year contract shall be moved to the next highest level on the salary schedule for the following year for teaching one-half (1/2) days, half-time or full-time.

F. No additional experience credit shall be allowed for teaching on a twelve month contract.

G. "Semester" shall be determined by the District in which the teacher taught.

13.5 Tutor Rate. A tutor shall be paid an hourly rate of ~~\$27.00~~25.00. The Board shall pay TRS contributions in addition to this amount.

13.6 Event-Related Duties. ~~Each teacher shall be required to supervise, take tickets, or work two (2) school event related duties per school year at no additional pay for a period of two consecutive hours or until half-time at each event, whichever is longer. Any teacher who fails to fulfill this requirement must reimburse the DPS Activity/Athletic Department \$70.00. Teachers who~~ When teachers are used to perform additional event-related duties beyond the two required events, they shall be paid \$17.50 per hour. Any teacher who is scheduled to work, shows up to work, and is told he or she is not needed for the duty, shall receive two hours of pay for showing up. All ~~Such additional~~ Such additional extra duty assignments by teachers shall be voluntary. ~~Teachers will be asked before non-DPS employees. Non-DPS employees currently performing event related duties shall be allowed to continue to perform such duties in accordance with past practice. Any teacher who submits a false time record in support of a request for payment for an extra duty assignment shall waive his or her right to payment for such assignment and shall be ineligible for future extra duty assignments.~~

13.7 Health Insurance. Effective the first day of the school year, the Board shall offer a group health insurance plan. The employee will have the option to purchase health insurance coverage at the following monthly rates:

<u>Single</u>	<u>Family</u>
10 <u>15</u> % of COBRA rate	12 <u>50</u> % of COBRA rate
—not to exceed \$50	—not to exceed \$150

~~The plan will contain a \$500 deductible per family. The Board shall pay 80 percent of the first \$3,000 per individual excluding the deductible and 100% of the balance to a maximum lifetime benefit of \$2,000,000. The health insurance plan shall contain cost containment features concerning weekend (Friday-Saturday) admissions and second opinions for non-emergency surgeries, provided the patient has his choice of doctors and the additional opinions are paid for under the health insurance plan. The Board shall also provide a life insurance and accidental death and dismemberment plan of \$20,000 for all certified personnel.~~

~~Pre-Certification Program: Beginning with the 1991-92 contract year, when a covered employee or his/her dependent is admitted to a hospital, he/she must comply with pre-admission procedures. Failure to meet the pre-admission requirements for a hospital admission will cause benefits to be reduced by the application of a \$200 penalty deductible. The resulting co-payment will not be applied toward the employee's out-of-pocket expense minimum.~~

~~The Board may provide for all or any such insurance coverage through a self-insurance plan. The types of claims covered with the prior insurance carrier will be identical to those types of claims covered under the self insurance plan or any future carrier.~~

The employee who has worked the full contract year and is dismissed for reduction in force will have his/her health/life insurance coverage paid by the Board through August 31 or the first day of the ensuing school year whichever comes first.

The Board and the Association, ~~for~~ for the duration of this contract, ~~agree~~ there shall be no change for said period of time in the health/hospitalization plan from the 2011-2012 plan, except as agreed by the parties or required by law. Life insurance coverage shall be maintained at \$20,000.

Upon written demand, either party retains the right to reopen this provision for renegotiation if changes to this provision are needed as a result of any applicable provisions of the federal Patient Protection and Affordable Care Act (or its implementing regulations) or other federal or state law.

13.9 Insurance Committee. REJECT DEA proposal 10/30/12. Retain existing language.

The parties shall participate in an insurance committee with one board member, one administrator, and at least two DEA members and representatives from DESPA and non-certified employees; the number which shall be established by agreement of all groups. The committee will meet at least once every quarter with the purpose to: obtain and review documents necessary to monitor the health plan such as renewal rate projections; explore additional types of insurance coverage; and make recommendations to the Board regarding health insurance plans and coverage.

13.10 Work-Related Injury. DELETE.

13.12 Internal Substitution Rate. A teacher who substitutes for another teacher shall be paid ~~\$40.00~~\$25.00 per period.

13.13 Internal Substitution Rate When Assignment Limit is Exceeded. A teacher shall be paid one-twelfth (~~4/12th~~1/16th) times the instructor's base teaching salary for each semester class assignment that exceeds the limits established in Section 9.5.

13.15 Benefit Flex Plan. The mutually agreed upon flex 125 plan that went into effect in the 1992-93 school year will continue for the duration of this contract with the participating employees and the Board each paying 50% of the monthly administrative cost. The dependent care is capped at \$5,000 for 2006-2007 according to federal law. This may increase if the federal law changes. The parties have agreed to cap the medical care reimbursement at ~~\$5,000~~\$2,500 per year, beginning with the 2007-2008 school year.

13.16 Lane Movement. Teachers who wish to move from one lane to another as a result of previously approved graduate or undergraduate hours attained must notify the District office with the appropriate written notice and documentation prior to September 1st. In no event will movement occur other than the first semester. Courses utilized for horizontal movement prior to award of a Master's Degree shall meet the criteria for approval for tuition reimbursement in

accordance with the procedures set forth in Section 6.1. Courses utilized for horizontal movement after an award of an approved Master's Degree shall be graduate courses relevant to the teacher's instructional area and meet the criteria for approval for tuition reimbursement in accordance with the procedures set forth in Section 6.1

13.17 Replacement Teachers. DELETE.

ARTICLE XIV

RETIREMENT

14.1 Retirement. DELETE.

14.2 Retiree Insurance. DELETE.

14.3 Retiree Benefits. Any teacher already receiving a benefit under Article XIV of the 2010-2012 Collective Bargaining Agreement shall continue to receive it. Any teacher or who has submitted an irrevocable letter of retirement prior to September 1, 2012, and is otherwise eligible for retiree benefits in accordance with the criteria set forth in Article XIV of the 2010-2012 Collective Bargaining Agreement shall receive the benefits enumerated in Article XIV of the 2010-2012 Collective Bargaining Agreement.

ARTICLE XV

DURATION AND EFFECT OF AGREEMENT

15.2 Binding Effect. This Agreement shall benefit and be obligatory upon the parties hereto and the teachers employed by the Board during the term of this Agreement.

All memos of understanding (MOU) that are signed during the life of the contract shall become null and void upon the expiration of that contract unless continuation of the MOU is mutually agreed upon by both parties.

APPENDIX A
SALARY SCHEDULE FOR 2012-2013 and 2013-2014
(10.3753% TRS Included)

Steps	BS	BS+15	MS	MS+15	MS+30
1	35320	36424	39183	40839	42494
2	36038	37485	39870	41606	43341
3	36676	38123	41159	42894	44631
4	37259	38706	42393	44129	45864
5	37848	39294	43632	45368	47104
6	39294	40740	45368	47104	48839
7	40740	42187	47104	48857	50627
8	42187	43632	48857	50627	52397
9	43632	45079	50627	52397	54167
10	45079	46525	52397	54167	55937
*11	46525	47971	54167	55937	57708
12	50660	52195	55937	57708	59477
13	50660	52195	57708	59477	61247
14	50660	52195	59477	61247	63018
15	50660	52195	61158	62928	64754
16	50660	52195	62838	64608	66490
17	50660	52195	64519	66289	68227
18	50660	52195	66199	68251	69964
19	50660	52195	68095	69698	71700
20	50660	52195	69859	70905	73513
21	50660	52195	71404	71875	74562
22				73465	76210

APPENDIX B
DIFFERENTIAL SCHEDULE

<u>Sport/Position</u>	<u># Positions*</u>	
Head Football	1	\$ 6,261
Asst. Football	7	\$ 4,224
Boys Hd. Basketball	1	\$ 6,261
Asst. Basketball	6	\$ 4,224
Girls Hd. Basketball	1	\$ 6,261
Head Volleyball	1	\$ 5,703
Asst. Volleyball	2	\$ 4,120
Head Boys Track	1	\$ 5,703
Asst. Boys Track	3	\$ 4,120
Head Girls Track	1	\$ 5,703
Asst. Girls Track	3	\$ 4,120
Head Golf	1	\$ 4,357
Asst. Golf	1	\$ 3,294
Head Wrestling	1	\$ 5,703
Asst. Wrestling	2	\$ 4,120
Head Boys Tennis	1	\$ 4,357
Asst. Boys Tennis	1	\$ 3,294
Head Girls Tennis	1	\$ 4,357
Asst. Girls Tennis	1	\$ 3,294
Head Cross Country	1	\$ 4,357
Asst. Cross Country	1	\$ 3,311
Head Softball	1	\$ 4,357

Asst. Softball	1	\$ 3,294
Bowling	1	\$ 4,357
Head Baseball	1	\$ 4,357
Asst. Baseball	1	\$ 3,294
Head Boys Soccer	1	\$ 4,357
Asst. Boys Soccer	2	\$ 3,294
Head Girls Soccer	1	\$ 4,357
Asst. Girls Soccer	1	\$ 3,294
RMS (B) Basketball	2	\$ 3,756
RMS (G) Basketball	2	\$ 3,756
RMS Track	2	\$ 3,376
RMS Cross Country	1	\$ 2,800
RMS Asst. Cross Country	1	\$ 2,130
RMS Asst. Track	2	\$ 2,616
RMS Volleyball	2	\$ 3,376
RMS Wrestling	2	\$ 3,756
Cheerleading	1	\$ 4,357
Asst. Cheerleading	1	\$ 2,544
Lighting/Sound	1	\$ 2,708
Student Council	1	\$ 5,703
Math Team	1	\$ 500
Band Non-musical	1	\$ 4,639
Vocal-Musical	1	\$ 3,076
Vocal-Non-Musical	1	\$ 4,639
Producer/Musical	1	\$ 1,273
Class Supervisor	2	\$ 3,076

Dixonian	1	\$ 4,357
Drama, Musical	1	\$ 3,076
RMS Develop. BB	2	\$ 1,445
Pom Pons	1	\$ 4,357
RMS Newspaper	1	\$ 3,076
RMS Student Council	1	\$ 3,076
RMS Yearbook	1	\$ 3,076
Band, Musical	1	\$ 1,563
Faculty Adv. Musical	1	\$ 2,734
Curr. Facilitator	20	\$ 2,700
Elementary Band	1	\$ 3,505
Dixini	1	\$ 3,076
DHS Academic Team	2	\$ 4,357
RMS Musical/Choral	1	\$ 3,376
Speech Team	1	\$ 3,076
Natural Helpers	1	\$ 1,445
Weightlifting	1	\$ 3,478
DHS Flags	1	\$ 1,445
RMS Develop. VB	1	\$ 1,445
RMS Study Hall	6	\$ 337
RMS Academic Bowl	1	\$ 3,076

*** The number of positions in each sport or extracurricular activity shall be determined by the Board.**

COST SUMMARY

All Salaries Include Employer Paid TRS Contribution															
Dixon Unit School District #170															
Employee Name	FY 12	FY 13	FY 13	FY 14	FY 14	2 Year %	FY 15	FY 15	3 Year %	FY 16	FY 16	4 Year %	FY 17	FY 17	5 Year %
	Expiring Contract Salary +TRS					Total			Total			Total			Total
ALSTON, JILL	\$69,964	\$74,567	6.58%	\$80,243	7.61%	14.19%	\$84,643	5.48%	19.67%	\$89,975	6.30%	25.97%	\$93,574	4.00%	29.97%
ANDERSON, JESSICA R	\$47,104	\$50,811	7.87%	\$54,758	7.77%	15.64%	\$58,940	7.64%	23.28%	\$63,367	7.51%	30.79%	\$68,056	7.40%	38.19%
AXELSON, JON A	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
BAKER, DEBRA L	\$50,660	\$52,687	4.00%	\$54,794	4.00%	8.00%	\$56,986	4.00%	12.00%	\$59,265	4.00%	16.00%	\$61,636	4.00%	20.00%
BAKER, KRIS	\$39,183	\$41,465	5.82%	\$44,518	7.36%	13.19%	\$47,686	7.12%	20.30%	\$51,044	7.04%	27.34%	\$55,196	8.14%	35.48%
BALLY, MICHELLE R	\$48,857	\$52,652	7.77%	\$56,673	7.64%	15.40%	\$60,930	7.51%	22.92%	\$65,438	7.40%	30.32%	\$70,210	7.29%	37.61%
BISHOP, CHRISTOPHER M.	\$36,676	\$38,749	5.65%	\$40,937	5.64%	11.30%	\$44,200	7.97%	19.27%	\$47,659	7.83%	27.10%	\$51,327	7.70%	34.79%
BLANFORD, ADRIANA	\$36,676	\$38,749	5.65%	\$40,937	5.64%	11.30%	\$44,200	7.97%	19.27%	\$47,659	7.83%	27.10%	\$51,327	7.70%	34.79%
BOLL, STEVEN	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
BORK, KIMBERLY D	\$66,490	\$70,957	6.72%	\$75,672	6.65%	13.36%	\$80,652	6.58%	19.94%	\$86,791	7.61%	27.56%	\$91,550	5.48%	33.04%
BREEDLOVE, AMANDA S	\$52,397	\$56,333	7.51%	\$60,501	7.40%	14.91%	\$64,913	7.29%	22.20%	\$69,579	7.19%	29.39%	\$74,407	6.94%	36.33%
BRIGL, JAMIE M	\$37,848	\$40,865	7.97%	\$44,063	7.83%	15.66%	\$47,454	7.70%	23.49%	\$51,044	7.56%	31.06%	\$54,846	7.45%	38.51%
BROUILLETTE, JOHN N.	\$59,477	\$63,604	6.94%	\$67,965	6.86%	13.80%	\$72,575	6.78%	20.58%	\$77,443	6.71%	27.29%	\$82,448	6.98%	34.27%
BROWN, JENNIFER	\$39,294	\$42,369	7.82%	\$45,629	7.70%	15.52%	\$49,080	7.56%	23.08%	\$52,737	7.45%	30.53%	\$56,605	7.33%	37.87%
BUKEMA, CANDACE M	\$64,608	\$68,940	6.71%	\$73,819	7.08%	13.78%	\$78,400	6.21%	19.99%	\$83,713	6.78%	26.76%	\$88,252	5.42%	32.19%
BURGESS, JASON L	\$64,608	\$68,940	6.71%	\$73,819	7.08%	13.78%	\$78,400	6.21%	19.99%	\$83,713	6.78%	26.76%	\$88,252	5.42%	32.19%
BUSHMAN, ELIZABETH A	\$68,095	\$73,322	7.68%	\$77,941	6.30%	13.98%	\$81,059	4.00%	17.98%	\$84,301	4.00%	21.98%	\$87,674	4.00%	25.98%
CHAMBERLAIN, KAREN F	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
CHUICH, CHRISTINE S	\$42,187	\$45,377	7.56%	\$48,758	7.45%	15.01%	\$52,335	7.33%	22.35%	\$56,119	7.23%	29.58%	\$60,364	4.00%	33.58%
CLARK, JEFFREY	\$66,289	\$70,980	7.08%	\$75,385	6.21%	13.28%	\$80,493	6.78%	20.06%	\$84,858	5.42%	25.48%	\$90,203	6.30%	31.78%
COLLINS, GREER R.	\$63,018	\$67,344	6.87%	\$71,916	6.79%	13.65%	\$76,747	6.72%	20.37%	\$81,847	6.65%	27.02%	\$87,233	6.58%	33.60%
CONDERMAN, KIMBERLY A.	\$63,018	\$67,344	6.87%	\$71,916	6.79%	13.65%	\$76,747	6.72%	20.37%	\$81,847	6.65%	27.02%	\$87,233	6.58%	33.60%
CONKLEN, DIANE K	\$48,839	\$52,652	7.81%	\$56,673	7.64%	15.44%	\$60,930	7.51%	22.96%	\$65,438	7.40%	30.35%	\$70,210	7.29%	37.65%
COX, PATTY	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
CRAWFORD, DANIEL J	\$61,247	\$65,446	6.86%	\$69,880	6.77%	13.63%	\$74,566	6.71%	20.34%	\$79,843	7.08%	27.41%	\$84,798	6.21%	33.62%
DALLAS, MARANDA J	\$52,397	\$56,333	7.51%	\$60,501	7.40%	14.91%	\$64,913	7.29%	22.20%	\$69,579	7.19%	29.39%	\$74,407	6.94%	36.33%
DELHOTAL, LEIGH M	\$45,368	\$48,988	7.98%	\$52,844	7.87%	15.85%	\$56,949	7.77%	23.62%	\$61,298	7.64%	31.25%	\$65,902	7.51%	38.77%
DEWEY, KEELY	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
DILLON, JUDITH A	\$57,708	\$61,855	7.19%	\$66,148	6.94%	14.13%	\$70,684	6.86%	20.98%	\$75,478	6.78%	27.77%	\$80,541	6.71%	34.47%
DIR, BETH A	\$57,708	\$61,855	7.19%	\$66,148	6.94%	14.13%	\$70,684	6.86%	20.98%	\$75,478	6.78%	27.77%	\$80,541	6.71%	34.47%
DOANE, AMY J.	\$37,848	\$40,865	7.97%	\$44,063	7.83%	15.66%	\$47,454	7.70%	23.49%	\$51,044	7.56%	31.06%	\$54,846	7.45%	38.51%
DRIVER, BONNIE S	\$69,859	\$74,944	7.28%	\$77,941	4.00%	11.28%	\$81,059	4.00%	15.28%	\$84,301	4.00%	19.28%	\$87,674	4.00%	23.28%
DROEGE-VILLEGAS, DEANNE	\$66,490	\$70,957	6.72%	\$75,672	6.65%	13.36%	\$80,652	6.58%	19.94%	\$86,791	7.61%	27.56%	\$91,550	5.48%	33.04%
DURALL, TRACY A	\$61,158	\$65,351	6.86%	\$69,783	6.78%	13.64%	\$74,464	6.71%	20.35%	\$79,662	6.98%	27.33%	\$85,776	7.68%	35.00%
DURBAND, PAULA K	\$50,627	\$54,493	7.64%	\$58,587	7.51%	15.15%	\$62,921	7.40%	22.55%	\$67,509	7.29%	29.84%	\$72,362	7.19%	37.03%
EASTMAN, LEE	\$35,320	\$37,479	6.11%	\$39,668	5.84%	11.95%	\$41,911	5.66%	17.61%	\$44,277	5.64%	23.25%	\$47,807	7.97%	31.22%
EBERT, AMY N	\$59,477	\$63,604	6.94%	\$67,965	6.86%	13.80%	\$72,575	6.78%	20.58%	\$77,443	6.71%	27.29%	\$82,448	6.98%	34.27%
EDDY, AARON C	\$63,018	\$67,344	6.87%	\$71,916	6.79%	13.65%	\$76,747	6.72%	20.37%	\$81,847	6.65%	27.02%	\$87,233	6.58%	33.60%
EMPEN, JON	\$64,754	\$69,150	6.79%	\$73,795	6.72%	13.51%	\$78,699	6.65%	20.15%	\$83,878	6.58%	26.73%	\$89,263	7.61%	34.34%
ENGELKES, SHANA M	\$59,477	\$63,604	6.94%	\$67,965	6.86%	13.80%	\$72,575	6.78%	20.58%	\$77,443	6.71%	27.29%	\$82,448	6.98%	34.27%
EWERS, DENISE	\$74,141	\$77,106	4.00%	\$80,190	4.00%	8.00%	\$83,398	4.00%	12.00%	\$86,734	4.00%	16.00%	\$90,203	4.00%	20.00%
FANE, JUDITH K	\$51,126	\$53,171	4.00%	\$55,298	4.00%	8.00%	\$57,510	4.00%	12.00%	\$59,810	4.00%	16.00%	\$62,203	4.00%	20.00%
FASSIG, LAURA	\$36,676	\$38,749	5.65%	\$40,937	5.64%	11.30%	\$44,200	7.97%	19.27%	\$47,659	7.83%	27.10%	\$51,327	7.70%	34.79%
FERGUSON, ERIC B	\$64,608	\$68,940	6.71%	\$73,819	7.08%	13.78%	\$78,400	6.21%	19.99%	\$83,713	6.78%	26.76%	\$88,252	5.42%	32.19%
FERGUSON, MOLLY S.	\$62,928	\$67,192	6.78%	\$71,698	6.71%	13.48%	\$76,772	7.08%	20.56%	\$81,537	6.21%	26.77%	\$87,061	6.78%	33.54%
FITZANKO, WENDY L	\$54,167	\$58,174	7.40%	\$62,416	7.29%	14.69%	\$66,903	7.19%	21.88%	\$71,546	6.94%	28.82%	\$76,451	6.86%	35.67%
FORD, LAURA P.	\$55,937	\$60,015	7.29%	\$64,330	7.19%	14.48%	\$68,895	7.10%	21.58%	\$73,618	6.85%	28.43%	\$78,605	6.77%	35.21%
FOX, ALLISON R	\$37,848	\$40,865	7.97%	\$44,063	7.83%	15.66%	\$47,454	7.70%	23.49%	\$51,044	7.56%	31.06%	\$54,846	7.45%	38.51%
GALE, JENNIFER A	\$64,608	\$68,940	6.71%	\$73,819	7.08%	13.78%	\$78,400	6.21%	19.99%	\$83,713	6.78%	26.76%	\$88,252	5.42%	32.19%
GASSO, JENNIFER J.	\$61,247	\$65,446	6.86%	\$69,880	6.77%	13.63%	\$74,566	6.71%	20.34%	\$79,843	7.08%	27.41%	\$84,798	6.21%	33.62%
GAULKE, LAURA	\$68,227	\$72,762	6.65%	\$77,550	6.58%	13.23%	\$82,453	7.61%	20.84%	\$88,029	5.48%	26.32%	\$93,574	6.30%	32.62%
GEEVES, NATHAN J.	\$36,676	\$38,749	5.65%	\$40,937	5.64%	11.30%	\$44,200	7.97%	19.27%	\$47,659	7.83%	27.10%	\$51,327	7.70%	34.79%
GILLESPIE, RITA	\$59,477	\$63,604	7.10%	\$68,160	7.01%	14.10%	\$72,840	6.87%	20.97%	\$77,784	6.79%	27.76%	\$83,010	6.72%	34.47%
GINGRAS, KELLY S	\$46,525	\$49,890	7.23%	\$51,885	4.00%	11.23%	\$53,961	4.00%	15.23%	\$56,119	4.00%	19.23%	\$58,364	4.00%	23.23%
GLENN, KELLIE	\$35,320	\$37,479	6.11%	\$39,668	5.84%	11.95%	\$41,911	5.66%	17.61%	\$44,277	5.64%	23.25%	\$47,807	7.97%	31.22%

Dixon Unit School District #170

All Salaries Include Employer Paid TRS Contribution

Employee Name	FY 12	FY 13	FY 13	FY 14	FY 14	2 Year %	FY 15	FY 15	3 Year %	FY 16	FY 16	4 Year %	FY 17	FY 17	5 Year %
	Expiring Contract Salary + TRS					Total			Total			Total			Total
GUENTHER, LISA A.	\$69,698	\$74,420	6.78%	\$70,456	5.42%	12.20%	\$83,398	6.30%	18.50%	\$86,734	4.00%	22.50%	\$90,203	4.00%	26.50%
GUTHRIE-HAMMES, MELISSA	\$55,937	\$60,015	7.29%	\$64,330	7.19%	14.48%	\$68,895	7.10%	21.58%	\$73,618	6.85%	28.43%	\$78,605	6.77%	35.21%
HALL, JENNIFER	\$37,848	\$40,865	7.97%	\$44,063	7.83%	15.80%	\$47,454	7.70%	23.49%	\$51,044	7.56%	31.06%	\$54,846	7.45%	38.51%
HALLQUIST, PATRICIA	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
HAMER, JO ANN	\$66,199	\$70,819	6.98%	\$76,255	7.68%	14.65%	\$81,059	6.30%	20.95%	\$84,301	4.00%	24.95%	\$87,674	4.00%	28.95%
HANSEN, STACEY	\$68,251	\$72,486	6.20%	\$77,397	6.78%	12.98%	\$81,594	5.42%	18.40%	\$86,734	6.30%	24.70%	\$90,203	4.00%	28.70%
HEIM, CARMEN	\$36,038	\$38,142	5.84%	\$40,299	5.66%	11.49%	\$42,574	5.64%	17.14%	\$45,968	7.97%	25.11%	\$49,565	7.83%	32.94%
HENNINGS, SCOTT	\$35,320	\$37,479	6.11%	\$39,668	5.84%	11.95%	\$41,911	5.66%	17.61%	\$44,277	5.64%	23.25%	\$47,807	7.97%	31.22%
HILL, TAMARA	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
HODSON, STEVE P.	\$61,247	\$65,446	6.86%	\$69,880	6.77%	13.63%	\$74,566	6.71%	20.34%	\$79,843	7.08%	27.41%	\$84,798	6.21%	33.62%
HOLLOWELL, ALISHA	\$36,676	\$38,749	5.65%	\$40,937	5.64%	11.30%	\$44,200	7.97%	19.27%	\$47,659	7.83%	27.10%	\$51,327	7.70%	34.79%
HOUCK, PHYLLIS A	\$57,708	\$61,855	7.19%	\$66,245	7.10%	14.28%	\$70,887	7.01%	21.29%	\$75,753	6.87%	28.16%	\$80,896	6.79%	34.94%
HOYLE, LISA M	\$61,247	\$65,539	7.01%	\$70,038	6.87%	13.87%	\$74,793	6.79%	20.66%	\$79,817	6.72%	27.38%	\$85,121	6.65%	34.02%
JACOBSON, SHELLEY	\$74,141	\$77,106	4.00%	\$80,190	4.00%	8.00%	\$83,398	4.00%	12.00%	\$86,734	4.00%	16.00%	\$90,203	4.00%	20.00%
JASPER, CHRISTINE N	\$43,632	\$47,182	8.14%	\$50,947	7.98%	16.12%	\$54,957	7.87%	23.99%	\$59,227	7.77%	31.76%	\$63,750	7.64%	39.39%
JOHNSON, MARSHA K	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
JOHNSON, RUTH	\$73,465	\$77,106	4.96%	\$80,190	4.00%	8.96%	\$83,398	4.00%	12.96%	\$86,734	4.00%	16.96%	\$90,203	4.00%	20.96%
KARPER, JULIE S	\$47,104	\$50,811	7.87%	\$54,758	7.77%	15.64%	\$58,940	7.64%	23.28%	\$63,367	7.51%	30.79%	\$68,056	7.40%	38.19%
KING, CARRIE M.	\$59,477	\$63,698	7.10%	\$68,064	6.85%	13.95%	\$72,675	6.77%	20.73%	\$77,549	6.71%	27.43%	\$83,037	7.08%	34.51%
KINGRY, DORRAINE	\$35,320	\$37,479	6.11%	\$39,668	5.84%	11.95%	\$41,911	5.66%	17.61%	\$44,277	5.64%	23.25%	\$47,807	7.97%	31.22%
KITZMAN, TRACY	\$66,199	\$70,819	6.98%	\$76,255	7.68%	14.65%	\$81,059	6.30%	20.95%	\$84,301	4.00%	24.95%	\$87,674	4.00%	28.95%
KOCH KIRCHNER, JENNIFER	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
KOSICK, JANE	\$68,095	\$73,322	7.68%	\$77,941	6.30%	13.98%	\$81,059	4.00%	17.98%	\$84,301	4.00%	21.98%	\$87,674	4.00%	25.98%
LANGLOSS, EVA A	\$47,104	\$50,811	7.87%	\$54,758	7.77%	15.64%	\$58,940	7.64%	23.28%	\$63,367	7.51%	30.79%	\$68,056	7.40%	38.19%
LAUER, SUSAN M	\$64,608	\$68,940	6.71%	\$73,819	7.08%	13.78%	\$78,400	6.21%	19.99%	\$83,713	6.78%	26.76%	\$88,252	5.42%	32.19%
LESAGE, RACHEL E	\$57,708	\$61,855	7.19%	\$66,245	7.10%	14.28%	\$70,786	6.85%	21.14%	\$75,582	6.77%	27.91%	\$80,651	6.71%	34.62%
LIND, CANDACE J.	\$59,477	\$63,604	6.94%	\$67,965	6.86%	13.80%	\$72,575	6.78%	20.58%	\$77,443	6.71%	27.29%	\$82,848	6.98%	34.27%
LONGAN, LYNN M	\$63,018	\$67,344	6.87%	\$71,916	6.79%	13.65%	\$76,747	6.72%	20.37%	\$81,847	6.65%	27.02%	\$87,233	6.58%	33.60%
MARCINIEC, JILL	\$44,129	\$47,182	6.92%	\$50,947	7.98%	14.90%	\$54,957	7.87%	22.77%	\$59,227	7.77%	30.54%	\$63,750	7.64%	38.17%
MASTERS, JEFF A	\$40,740	\$43,874	7.69%	\$47,193	7.56%	15.26%	\$50,709	7.45%	22.71%	\$54,428	7.33%	30.04%	\$58,364	7.23%	37.27%
MAUCH, DARWIN J	\$64,519	\$68,847	6.71%	\$73,652	6.98%	13.69%	\$79,305	7.68%	21.36%	\$84,301	6.30%	27.66%	\$89,203	4.00%	31.66%
MAUCH, MARTHA L	\$59,477	\$63,604	6.94%	\$67,965	6.86%	13.80%	\$72,575	6.78%	20.58%	\$77,443	6.71%	27.29%	\$82,848	6.98%	34.27%
MCMAHON, CAMELA M.	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
MCWETHY, MARTHA E	\$70,502	\$74,944	6.30%	\$77,941	4.00%	10.30%	\$81,059	4.00%	14.30%	\$84,301	4.00%	18.30%	\$87,674	4.00%	22.30%
MEAD, JASON L	\$47,104	\$50,793	7.83%	\$54,758	7.81%	15.64%	\$58,940	7.64%	23.28%	\$63,367	7.51%	30.79%	\$68,056	7.40%	38.19%
MINTUN, MARCIA	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
MORSE, JENNIFER K	\$40,740	\$43,874	7.69%	\$47,193	7.56%	15.26%	\$50,709	7.45%	22.71%	\$54,428	7.33%	30.04%	\$58,364	7.23%	37.27%
MORTHLAND, TAMMI	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
MUNSON, KIMBERLY	\$68,251	\$72,486	6.20%	\$77,397	6.78%	12.98%	\$81,594	5.42%	18.40%	\$86,734	6.30%	24.70%	\$90,203	4.00%	28.70%
OLSON, MICHAEL W.	\$41,159	\$44,088	7.12%	\$47,193	7.04%	14.16%	\$51,032	8.14%	22.29%	\$55,105	7.98%	30.27%	\$59,442	7.87%	38.15%
PACE, ADDIE L.	\$57,708	\$61,855	7.19%	\$66,245	7.10%	14.28%	\$70,887	7.01%	21.29%	\$75,753	6.87%	28.16%	\$80,896	6.79%	34.94%
PADILLA, N. THOMAS	\$64,519	\$68,847	6.71%	\$73,652	6.98%	13.69%	\$79,305	7.68%	21.36%	\$84,301	6.30%	27.66%	\$89,203	4.00%	31.66%
PAGE, JENNIFER A.	\$57,708	\$61,855	7.19%	\$66,245	7.10%	14.28%	\$70,786	6.85%	21.14%	\$75,582	6.77%	27.91%	\$80,651	6.71%	34.62%
PALMER, HEIDI A.	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
PAPOCCIA, MARGARET	\$35,320	\$37,479	6.11%	\$39,668	5.84%	11.95%	\$41,911	5.66%	17.61%	\$44,277	5.64%	23.25%	\$47,807	7.97%	31.22%
PARTINGTON, ELIZABETH L.	\$42,187	\$45,377	7.56%	\$48,758	7.45%	15.01%	\$52,335	7.33%	22.35%	\$56,265	13.24%	35.59%	\$61,636	4.00%	39.59%
PATE-CLEVENGER, REBECCA	\$50,627	\$54,493	7.64%	\$58,587	7.51%	15.15%	\$62,921	7.40%	22.55%	\$67,509	7.29%	29.84%	\$72,362	7.19%	37.03%
PENAFLO, MARGARET E	\$62,838	\$67,099	6.78%	\$71,600	6.71%	13.49%	\$76,598	6.98%	20.47%	\$82,477	7.68%	28.14%	\$87,674	6.30%	34.45%
PETERSON, BRANT N	\$45,368	\$48,988	7.98%	\$52,844	7.87%	15.85%	\$56,949	7.77%	23.62%	\$61,298	7.64%	31.25%	\$65,902	7.51%	38.77%
PETERSON, MARIA J	\$47,104	\$50,811	7.87%	\$54,758	7.77%	15.64%	\$58,940	7.64%	23.28%	\$63,367	7.51%	30.79%	\$68,056	7.40%	38.19%
PIERCE-BECK, CHARLA S	\$39,294	\$42,369	7.82%	\$45,629	7.70%	15.52%	\$49,080	7.56%	23.08%	\$52,737	7.45%	30.53%	\$56,605	7.33%	37.87%
PITTMAN, EMILY	\$39,183	\$41,465	5.82%	\$44,518	7.36%	13.19%	\$47,686	7.12%	20.30%	\$51,044	7.04%	27.34%	\$55,196	8.14%	35.48%
POLTE, KELSEY	\$35,320	\$37,479	6.11%	\$39,668	5.84%	11.95%	\$41,911	5.66%	17.61%	\$44,277	5.64%	23.25%	\$47,807	7.97%	31.22%
PORTER, SCOTT A	\$64,754	\$69,150	6.79%	\$73,795	6.72%	13.51%	\$78,699	6.65%	20.15%	\$83,878	6.58%	26.73%	\$89,203	7.61%	34.34%
PRESCOTT-ADELL, JACQUELYN	\$50,627	\$54,493	7.64%	\$58,587	7.51%	15.15%	\$62,921	7.40%	22.55%	\$67,509	7.29%	29.84%	\$72,362	7.19%	37.03%
PRINTZ, KIMBERLY A.	\$51,126	\$53,171	4.00%	\$55,298	4.00%	8.00%	\$57,510	4.00%	12.00%	\$59,810	4.00%	16.00%	\$62,203	4.00%	20.00%
RAMIREZ, CARI J	\$45,368	\$48,988	7.98%	\$52,844	7.87%	15.85%	\$56,949	7.77%	23.62%	\$61,298	7.64%	31.25%	\$65,902	7.51%	38.77%
RANDICK, DON	\$64,519	\$68,847	6.71%	\$73,652	6.98%	13.69%	\$79,305	7.68%	21.36%	\$84,301	6.30%	27.66%	\$89,203	4.00%	31.66%
RATTS, A. CATHERINE	\$72,061	\$74,944	4.00%	\$77,941	4.00%	8.00%	\$81,059	4.00%	12.00%	\$84,301	4.00%	16.00%	\$87,674	4.00%	20.00%
RAVLIN, LUKE	\$40,740	\$43,874	7.69%	\$47,193	7.56%	15.26%	\$50,709	7.45%	22.71%	\$54,428	7.33%	30.04%	\$58,364	4.00%	34.04%
RENKES, BRIGITTE M.	\$52,397	\$56,333	7.51%	\$60,501	7.40%	14.91%	\$64,913	7.29%	22.20%	\$69,579	7.19%	29.39%	\$74,607	6.94%	36.33%
REUL, KELLY R	\$48,857	\$52,652	7.77%	\$56,673	7.64%	15.40%	\$60,930	7.51%	22.92%	\$65,438	7.40%	30.32%	\$70,210	7.29%	37.61%
RICKS, DOLPH	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
ROGERS, CANDICE L	\$39,294	\$42,369	7.82%	\$45,629	7.70%	15.52%	\$49,080	7.56%	23.08%	\$52,737	7.45%	30.53%	\$56,605	7.33%	37.87%
ROSENTHAL, RYAN	\$35,320	\$37,479	6.11%	\$39,668	5.84%	11.95%	\$41,911	5.66%	17.61%	\$44,277	5.64%	23.25%	\$47,807	7.97%	31.22%

Dixon Unit School District #170

All Salaries Include Employer Paid TRS Contribution

Employee Name	FY 12 Expiring Contract Salary + TRS	FY 13	FY 13	FY 14	FY 14	2 Year % Total	FY 15	FY 15	3 Year % Total	FY 16	FY 16	4 Year % Total	FY 17	FY 17	5 Year % Total
SCHEIDEGGER, BRIAN R	\$75,248	\$79,987	6.30%	\$83,187	4.00%	10.30%	\$86,514	4.00%	14.30%	\$89,975	4.00%	18.30%	\$93,574	4.00%	22.30%
SCOTT, AMY M.	\$74,141	\$77,106	4.00%	\$80,190	4.00%	8.00%	\$83,398	4.00%	12.00%	\$86,734	4.00%	16.00%	\$90,203	4.00%	20.00%
SCOTT, RONDA M	\$59,477	\$63,698	7.10%	\$68,064	6.85%	13.95%	\$72,675	6.77%	20.73%	\$77,549	6.71%	27.43%	\$83,037	7.08%	34.51%
SEIBEL, GARY T.	\$63,018	\$67,344	6.87%	\$71,916	6.79%	13.65%	\$76,747	6.72%	20.37%	\$81,847	6.65%	27.02%	\$87,233	6.58%	33.60%
SHIPPERT, BRIAN C.	\$48,857	\$52,652	7.77%	\$56,673	7.64%	15.40%	\$60,930	7.51%	22.92%	\$65,438	7.40%	30.32%	\$70,210	7.29%	37.61%
SIMPSON, DANIELLE M	\$55,937	\$60,015	7.29%	\$64,330	7.19%	14.48%	\$68,895	7.10%	21.58%	\$73,618	6.85%	28.43%	\$78,605	6.77%	35.21%
SMITH, DAVID	\$55,937	\$60,015	7.29%	\$64,330	7.19%	14.48%	\$68,794	6.94%	21.42%	\$73,511	6.86%	28.28%	\$78,497	6.78%	35.06%
SODERGREN-BAAR, SANDRA K	\$71,700	\$77,157	7.61%	\$81,388	5.48%	13.09%	\$86,514	6.30%	19.39%	\$89,975	4.00%	23.39%	\$93,574	4.00%	27.39%
SPANGLER, ASHLEY M	\$52,397	\$56,333	7.51%	\$60,501	7.40%	14.91%	\$64,913	7.29%	22.20%	\$69,579	7.19%	29.39%	\$74,407	6.94%	36.33%
SPENCER, LESLI	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
SPINDEN, MICHELLE	\$59,477	\$63,698	7.10%	\$68,160	7.01%	14.10%	\$72,840	6.87%	20.97%	\$77,784	6.79%	27.76%	\$83,010	6.72%	34.47%
SPOHN, JESSICA J	\$50,627	\$54,493	7.64%	\$58,587	7.51%	15.15%	\$62,921	7.40%	22.55%	\$67,509	7.29%	29.84%	\$72,362	7.19%	37.03%
SPRINGMAN, AMY R	\$45,368	\$48,988	7.98%	\$52,844	7.87%	15.85%	\$56,949	7.77%	23.62%	\$61,298	7.64%	31.25%	\$65,902	7.51%	38.77%
STANLEY, DAVID	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
STANLEY, KIM	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
STUMPENHORST, LINDSY M	\$45,368	\$48,988	7.98%	\$52,844	7.87%	15.85%	\$56,949	7.77%	23.62%	\$61,298	7.64%	31.25%	\$65,902	7.51%	38.77%
TERROCK, DENISE A	\$71,417	\$74,944	4.94%	\$77,941	4.00%	8.94%	\$81,059	4.00%	12.94%	\$84,301	4.00%	16.94%	\$87,674	4.00%	20.94%
THOMPSON, JODI	\$35,320	\$37,479	6.11%	\$39,668	5.84%	11.95%	\$41,911	5.66%	17.61%	\$44,277	5.64%	23.25%	\$47,807	7.97%	31.22%
THORPE, T. EVAN	\$68,227	\$72,762	6.65%	\$77,550	6.58%	13.23%	\$83,453	7.61%	20.84%	\$88,029	5.48%	26.32%	\$93,574	6.30%	32.62%
TSCHOSIK, JANET L	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
VAN HISE, JENNIFER L.	\$36,676	\$38,749	5.65%	\$40,937	5.64%	11.30%	\$44,200	7.97%	19.27%	\$47,659	7.83%	27.10%	\$51,327	7.70%	34.79%
WARGO, TERESA	\$76,911	\$79,987	4.00%	\$83,187	4.00%	8.00%	\$86,514	4.00%	12.00%	\$89,975	4.00%	16.00%	\$93,574	4.00%	20.00%
WEAVER, SUZANNE	\$64,519	\$68,847	6.71%	\$73,652	6.98%	13.69%	\$79,305	7.68%	21.36%	\$84,301	6.30%	27.66%	\$87,674	4.00%	31.66%
WHITCOMBE, RENI A.	\$45,079	\$48,386	7.34%	\$50,322	4.00%	11.34%	\$52,335	4.00%	15.34%	\$54,428	4.00%	19.34%	\$56,605	4.00%	23.34%
WIRCHNIANSKI, NADIA M	\$61,247	\$65,446	6.86%	\$69,880	6.77%	13.63%	\$74,566	6.71%	20.34%	\$79,843	7.08%	27.41%	\$84,798	6.21%	33.62%
WOODWARD, BRANDON	\$37,848	\$40,865	7.97%	\$44,063	7.83%	15.80%	\$47,454	7.70%	23.49%	\$51,044	7.56%	31.06%	\$54,846	7.45%	38.51%
ZIMMERMAN, RYAN W	\$61,247	\$65,539	7.01%	\$70,038	6.87%	13.87%	\$74,793	6.79%	20.66%	\$79,817	6.72%	27.38%	\$85,121	6.65%	34.02%
	\$8,382,075	\$8,911,510	6.32%	\$9,460,836	6.16%	12.48%	\$10,039,798	6.12%	18.60%	\$10,645,714	6.04%	24.64%	\$11,265,677	5.82%	30.46%
		\$529,435		\$549,327			\$578,962			\$605,915			\$619,963		

Teacher Health Insurance Security (THIS) Board paid 20 years and more

Lanes 3 & 4 can't advance beyond Step 11 per previous contract

DEA NEGOTIATIONS - MEDIATION SESSION 1/17/2013			
	BOE Projection of Cost	DEA Projection of Cost	Difference in Cost Projections
ARTICLE 9 - Employee Rights and Working Conditions			
BOE and ASSOCIATION Cost Comparison			
9.5 Curriculum and Classroom Resources			
\$500 IRS Tax Reduction (BOE used to as basis for concrete projection - could be less)	\$ 83,500.00	\$ 83,500.00	\$ -
\$500 X 167 Teachers			\$ -
Textbooks - Board adopted materials - amount budgeted for the year	\$ 85,000.00	\$ 85,000.00	\$ -
<i>Original amount stated \$70,000 - increased to \$85,000 after discussion</i>			\$ -
9.6 Length of Workday			
Result - addition Supervision - DESPA for bus duties, etc.	\$ 35,200.00	\$ 17,600.00	\$ 17,600.00
\$10 per hour X 2 hours x 10 DESPA X 176 Days			\$ -
<i>Number of hours revise to 1 per day after discussion</i>			\$ -
9.7 Student Discipline			
5 (4th year teachers) X \$58,000	\$ 290,000.00	\$ 99,000.00	\$ 191,000.00
Per Discussion - Paras could perform these duties			\$ -
9.8 Number of Assignments			
21 Teachers X \$58,000	\$ 1,218,000.00	\$ 406,000.00	\$ 812,000.00
DEA projects 4 - 7 additional teachers (\$232,000 to \$406,000)		(Could be less)	\$ -
9.9 Class Size			
9 Teachers x \$58,000	\$ 522,000.00	\$ -	\$ 522,000.00
DEA projects that this would be covered with the additional teachers in 9.8			\$ -
9.11 District Calendar			
BOE claims this constitutes the same pay with 5 fewer days of work		No Additional Costs projected	\$ -
DEA maintains that 180 days is the number currently worked - the intent of the language (bargained prior to current Supt), is 5 extra days built in as emergency days.			\$ -

9.12 Prep time							\$
A.	36 (on period per week)	161 Teachers X \$40		\$ 231,848.00	\$ 36,000.00		\$ 195,848.00
	DEA maintains that there are already subs which reduces the cost						\$
B.	Exclusive Use			Millions	No Cost		\$
C.	5 subs per week X \$83 X 36 weeks			\$ 14,940.00	\$		\$ 14,940.00
	DEA maintains this is 1 sub per school per week - already paying - no additional cost						\$
D.	5 hrs. X 5 teachers X 36 weeks X \$40			\$ 36,000.00	\$		\$ 36,000.00
	DEA maintains that this cost is based on administrative directives to teachers to attend meetings so the cost incurred by administrative choice - could be \$0.00				Really can't project		\$
9.14 Mentor Teachers							\$
	65 Mentor Teachers X \$1200 stipend			\$ 78,000.00	\$ 16,800.00		\$ 61,200.00
	65 New Teachers X \$250			\$ 16,250.00	\$ 3,500.00		\$ 12,750.00
	DEA 1/17/13 Counterproposal - accept BOE mentoring proposal - no projected cost increase						\$
9.16 Building/Room Assignments							\$
	3 moves X \$500			\$ 1,500.00	\$ 1,200.00		\$ 300.00
	DEA 1/17/13 Counterproposal - \$400 per move						\$
9.18 Special Education Duties							\$
	Parties agree projections based on a cost of \$58,000 per additional teachers						\$
Projected Additional Teachers	BOE	DEA					\$
Washington	8	2		\$ 464,000.00	\$ 116,000.00		\$ 348,000.00
Lincoln	5	1.5	Teachers would not travel	\$ 290,000.00	\$ 87,000.00		\$ 203,000.00
Jefferson	6	1.5	between Lincoln and Jefferson	\$ 348,000.00	\$ 87,000.00		\$ 261,000.00
Reagan	6	0		\$ 348,000.00	\$		\$ 348,000.00
DHS	5	2		\$ 290,000.00	\$ 116,000.00		\$ 174,000.00
Total New Teachers	30	7					\$
d.	45 Paraprofessionals X \$33,000			\$ 1,485,000.00	\$ 792,000.00		\$ 693,000.00
	DEA projects an additional 24 Paras						\$
							\$

