

**AGREEMENT BETWEEN THE
BOARD OF DIRECTORS OF DAMIANVILLE
SCHOOL DISTRICT #62**

AND

**DAMIANVILLE FEDERATION
OF
TEACHERS
LOCAL 6121
IFT/AFT, AFL-CIO**

**SCHOOL YEARS
2007-2008, 2008-2009, and 2009-2010**

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Article I – Recognition

- A. The Board of Directors of School District No. 62, hereinafter referred to as the “Board” recognizes the Damiansville Federation of Teachers, IFT-AFT, AFL-CIO Local 6121, hereinafter referred to as the “Federation” as the sole and exclusive negotiating agent for all full-time and part-time certificated employees of the District. All managerial, supervisory, confidential, student and short-term employees of the District are excluded.
- B. **Exclusivity** – The Board agrees not to negotiate with any other employee, organization, individual employee, or group of employees other than the Federation, for the duration of this Agreement with regard to wages, hours and terms and conditions of employment.
- C. **Fair Share** – All employees covered by this Agreement who are not members of the Union shall, commencing on the effective date of this Agreement or sixty (60) days after their initial employment, and continuing during the term of the Union each month their share of the cost of the collective bargaining process and contract administration measured by the amount of dues uniformly required by members of the Union. Such share payments shall be deducted by the Board from the earning of the non-member employees and paid to the Union. The Union shall submit to the Board an affidavit which specified the amount, which constitutes said share which shall not exceed the dues uniformly required of the members of the Union.

The Union shall indemnify and hold harmless the Board of Education, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit or reassignment furnished under any such provisions.

Article II – Duties and Responsibilities

It is the duty and responsibility of each Federation member to devote their full services to the District during the term of this Agreement. The nature and responsibility of teacher’s assignments require a portion of preparatory work to be performed outside the normal workday, without further compensation. Such preparatory work includes the grading of papers and preparation for future school days.

Article III – Negotiations

- A. **Good Faith** – The Board and the Federation agree that their designated representatives shall negotiate in good faith with respect to wages, hours and terms and conditions of this contract. Each party shall select their own representatives.

- B. **Bargaining Authority** – Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals and make counter-proposals. When the bargaining teams believe they have an agreement acceptable to both parties, the entire contract shall be submitted to the Federation for ratification and subsequently to the Board for adoption.

- D. **Successor Agreement** – Negotiations for a successor Agreement shall begin no later than sixty (60) days prior to the expiration of this Agreement.

Article IV – Dues Deduction

- A. The Board shall deduct from each Federation member's pay the current dues of the Federation, the amount of which shall annually be certified by the Federation.

- B. Dues shall be deducted in 19 installments from paychecks paid from the September 1st pay period to the June 1st pay period, provided that the Board has a continuing dues deduction authorization on file. All dues deducted by the Board shall be remitted to the Federation no later than 10 days after such deductions are made.

Article V – Grievance Procedure

- A. **Grievance--Definition.** Any claim by the Federation, an employee, or group of employees, that there has been an alleged violation, misinterpretation, or misapplication of the terms of this Agreement shall be a grievance.

- B. **Grievance--Time Limits.** All time limits shall consist of school days, except that when a grievance is submitted less than ten (10) days before the close of the current school term, or during summer break, time limits shall consist of days the administrative offices are open for business.

- C. **Grievance--Step One.** The parties hereto acknowledge that it is usually most desirable for an employee and his/her immediately involved supervisor to resolve problems through free and informal communications. Communication is defined in this paragraph to be either verbal or written. A Union representative may be present at any informal conference. If, however, the informal process fails to resolve the issue, a grievance may be processed after informal resolution was attempted.

- D. **Grievance--Step Two.** The grievant, defined in this article as the Federation or an employee or group of employees, shall present the grievance in writing within fifteen (15) days of the alleged contract violation, specifying the article alleged to have been violated and stating the remedy sought, to the Superintendent. The Superintendent will arrange for a meeting to take place with the grievant within

fifteen (15) days after receipt of the grievance. The Superintendent shall provide a written answer to the aggrieved employee within fifteen (15) days after the meeting.

- E. **Grievance--Step Three.** If the grievant is not satisfied with the disposition of the grievance at Step Two, the grievant may submit the grievance to the Board of Directors within ten (10) days of receiving the Step One answer. The Board shall allow the grievant to present his/her case to the Board at the next regularly scheduled Board meeting that occurs ten (10) days or more after the receipt of the written grievance.
- F. **Grievance--Arbitration.** If the grievant is not satisfied with the disposition of the grievance at Step Three, the Federation may submit the grievance to binding arbitration under the Voluntary Labor Arbitration Rules of the Federal Mediation and Conciliation Service, which shall act as the administrator for the proceedings. If a request for a hearing is not filed within fifteen (15) days of the Step Three answer, then the grievance shall be deemed withdrawn.
- G. **Grievance--Evidence.** Neither the Board of Directors nor the Federation shall be permitted to assert any grounds or evidence before the arbitrator that has not previously been disclosed to the other party.
- H. **Grievance--Binding Arbitration.** The decision of the arbitrator shall be binding.
- I. **Grievance--Arbitration Cost.** Each party shall bear the full costs for its representatives in the grievance procedure. The costs of the arbitrator, plus any Federal Mediation and Conciliation Service filing fees, shall be shared equally between the parties.
- J. **Grievance--Arbitration Transcripts.** If either party requests a transcript of the proceedings, that party shall bear the full cost for that transcript. If both parties order a transcript, the cost of the two (2) transcripts shall be divided equally by the Board and the Federation.

Article VI - No Strike

The Federation agrees not to strike or engage in any work slowdown during the term of this Agreement. A strike is defined as the refusal of the Federation, a Federation member or a group of Federation members to provide the services agreed to in this Agreement during the term of this Agreement.

Article VII – Personnel File

Upon advance written notice to the superintendent, a Federation member shall have the right to review his/her personnel file. Such review shall take place during regular office hours. The Superintendent or his/her designee shall be present during the review. The

Federation member shall have the right to attach a response to any items in the file. The Federation member shall have the right to have a representative present when viewing the file.

Article VIII – Board of Education Notices

The Federation President will be given written notice, agendas, and attachments, which include, but are not limited to, the monthly financial report and itemized bills, for all regular and special Board of Education meetings. Items given to the Board but not included in the monthly packet to the Federation President shall be listed on separate sheet and said sheet shall be a part of the monthly packet given to the Federation President. The notice, agendas and all attachments shall be given to the Federation President on the same day as they are given to the Board members.

A copy of the Board of Education meeting minutes shall be provided to the Federation President following their approval by the Board.

Article IX - Right to Representation

A Federation member who is required to appear before the Board or administration in any meeting or hearing, which is called to discuss any disciplinary action against the Federation member, or which becomes disciplinary at any point during said meeting or hearing, is entitled to have a Federation representative of his/her choice present. All Weingarten Rights and restrictions apply to this article.

Anytime a Federation member is required to appear before the Board of Education, for any reason, the Federation member shall be notified of the issue(s) and given all documentation pertaining to the issue(s) at least five (5) school days prior to the school board meeting at which the Federation member is required to appear.

Article X – Employment Conditions

A. School Calendar

The Board shall establish a school calendar of 185 days, of which there are 180 teacher responsibility days and 5 emergency days. The emergency days, if not used, shall be removed from the end of the school year, and shall not require teacher attendance.

B. Work Day

A Federation member's normal workday shall begin at 8:25 a.m., and shall end at 3:30 p.m.

Federation members who teach reading in first grade through eighth grade shall provide curriculum, to be approved by the Superintendent, which utilizes the AR system.

C. Duty-Free Lunch

Each Federation member will be given a duty-free lunch period equal in length to the student lunch/recess period.

Teachers who choose to perform supervisory duty during lunch shall be compensated at the Before and After School Duty pay rate.

D. Notification of Assignment

Federation members will be notified of their tentative teaching assignments no later than July 1st preceding the new school term. Federation members shall have the first right to open district teaching positions for which they qualify. Open district teaching positions shall be offered to qualified Federation members on a seniority basis. Any Federation member who qualifies for an open position(s), must make a written request for the position(s), to the Superintendent, within two-weeks of the posting of the position. During summer break, the Superintendent will post the position on the office door and send a copy of the posting to the Union's designee. During summer break, written requests for open positions must be made by qualified Federation members within two-weeks of the receipt of the posting by the Union's designee.

In the event that subsequent changes in assignments are made after July 1st, Federation members will be notified as soon as possible. The Federation member shall be allowed to resign if such changes are unacceptable.

E. Before and After School Duty

1. Federation members who are required to work outside their normal workday (Article IX-B), except for parent-teacher conferences, and extra duty assignments (as listed in Appendix B), to perform before and/or after school duty, shall be paid at the rate of \$22 per hour in 2007-2008, \$23 per hour in 2008-2009, and \$25 per hour in 2009-2010. Examples of before and/or after school duty include, but are not limited to, teacher meetings in addition to those referred to in E. 3. below, student supervision, special education staffings/ESL, and school events that require student supervision.

Music students' competitions and performances that require the presence of the Music Teacher, that occur outside the normal workday, are excluded from before and after school duty pay.

2. For as long as Title 1 tutoring is offered, Federation members may voluntarily choose to work Title 1 after-school tutoring at the same rate as stated in the Before and After School Duty pay.

3. Certified teachers shall meet twice per month as a group, with the superintendent, for teacher meetings. These once-monthly teacher meetings shall be held in conjunction with the School Improvement Meetings. On non-SIP meeting months, the Superintendent may schedule a meeting after school to be held from 3:30 to 4:00. Teachers in attendance at these meetings shall not be eligible for Before and After School Duty pay. A tentative meeting agenda shall be provided to teachers before the meeting.

F. Recertification

Certified Federation members who serve on the State required Local Professional Development Committee (LPDC) shall be compensated at the rate of \$20 per hour per LPDC meeting, not to exceed \$1000 per year or the grant money awarded by the State per year.

Composition of the LPDC will follow State mandates.

The Board shall protect and hold harmless all members of the LPDC that have been appointed by the Federation for any reasonable action taken as a member of this committee, excluding any action taken in a willful or wanton manner.

The provisions of this section are retroactive to January 1, 2001.

G. Professional Development

Each teacher covered by this collective bargaining agreement shall be provided \$880 per year to be used for professional development, pre-approved by the Superintendent that applies to the teacher's certificate renewal. The \$880, if not spent, does not accumulate from year to year.

H. Planning Time

The Superintendent will meet with the scheduling committee from the Federation each year to work out schedules that ensure planning time.

Article XI – Leaves

- A. **Sick Leave.** Each Federation member shall be entitled to a total of ten (10) sick leave days per year for members in years 1-7, thirteen (13) sick leave days per year for members in years 8-19, and sixteen (16) sick leave days per year for members in years 20+, which may accumulate to a total of three hundred forty (340) days. Sick leave shall be interpreted to mean personal illness, quarantine at home, or illness or death in the immediate family or household.

For purposes of this section, “immediate family” is defined as parents, spouse, children, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians or others living in the immediate household.

Sick leave accumulation beyond the 340 day maximum shall be paid out at the end of each school year at the then current daily substitute rate.

- B. **Personal Leave.** Each Federation member shall be granted three (3) days of personal leave per school year. Requests for personal leave shall be submitted to the Superintendent as soon as possible.

At the teacher’s sole discretion, unused personal leave at the end of any school year may a) be converted to sick leave, b) be paid at the then current substitution rate, or c) be carried over as follows:

Unused personal leave may be carried over to the following school year to a maximum of six (6) personal days for any given year.

- C. **Bereavement Leave.** Each Federation member shall be granted three (3) days, per occurrence, for bereavement for family members. “Family member” is defined as parents, stepparents, spouse, children (half, step, foster), grandparents, in-laws, siblings (half, step, foster), grandchildren, legal guardians and others living in the immediate household. If the Federation member utilizing Bereavement Leave requires more than the three days, the Federation member may use accumulated sick leave. For scheduling purposes, notification to the Superintendent of additional leave must be made more than 24 hours in advance.

- D. **Leaves of Absence.**

Leaves of absence without pay may be granted to tenured Federation members. Leaves of absence without pay shall be for no more than one (1) year in duration.

1. Written requests for leaves of absence without pay must be made to the Board of Directors.
2. Leaves may be granted at the discretion of the Board for:
 - i. Advanced study leading to a degree at an accredited university;
 - ii. Educationally related travel;
 - iii. Military service;
 - iv. Maternity, paternity, child-rearing;
 - v. Medical reasons; and
 - vi. Other reasons acceptable to the Board
3. Federation members on approved leaves will retain seniority at the level held at the beginning of the leave.

4. Federation members on approved leaves will advance on the salary schedule if more than one hundred twenty (120) days of the school year is worked.
5. Federation members on approved leave may continue insurance benefits if they reimburse the District for any pro-rata costs of benefits for which they apply if allowed by the insurance company.

Article XII – Seniority/Reductions in Force

Section 1

Seniority shall be defined as the length of continuous service to the Employer and shall be applied district-wide in the bargaining unit. Upon employment, each employee shall receive a Seniority Date, which shall be the date the Board approved his/her employment or the first day of actual work, whichever is earlier.

Should a conflict arise concerning two or more Federation members with identical seniority, ties shall be broken on the following basis:

- a. First day of teaching;
- b. Date of Board action to employ;
- c. Date of teacher's signature on contract
- d. Date of earliest application on file;
- e. Highest number of total years teaching
- f. Highest degree and hours earned.

If two or more Federation members still have the same seniority, the Employer shall conduct a drawing of lots witnessed by the affected employees and an authorized Union representative.

Section 2

Continuous service is broken only by one of the following:

- a. Voluntary quitting or resignation
- b. Not being rehired at the end of any probationary year
- c. Discharge for cause as outlined in 105 ILCS 5/24-12, or 105 ILCS 5/24A-5j of the School Code
- d. Failure of the employee to return to work at the expiration date of an approved leave of absence
- e. Failure of employee to return to work after recall to work after a lay-off when a notice of ten or more work days has been delivered to the employee by certified or registered mail at the last address filed by the employee with the Board office.

Section 3

Continuous service shall not be broken and seniority will be retained but not accumulated during an approved leave of absence, lay-off or disability leave.

Section 4

A seniority list shall be prepared annually by the employer and delivered to the Union President no later than February 1 of each school year.

Section 5

Layoff or dismissal of Federation members as a result of a decision of the board to decrease the number of teachers employed by the board, shall be made according to Section 105 ILCS 5/24-12 of the Illinois School Code.

Article XIII –Teacher Suspension

No Federation member may be suspended without pay except for cause as outlined in 105 ILCS 5/24 or 105 ILCS 5/23A-5j of the school code. This provision shall not apply to any reduction in force or other honorable dismissal.

Article XIV – Employee Compensation and Fringe Benefits

A. Salary Schedule

Employees shall be paid according to the Salary Schedules attached hereto and incorporated herein as Appendix A for the school years, 2007-2008, 2008-2009 and 2009-2010. The Salary Schedules have been calculated on a 180-day teacher responsibility schedule. The salary schedule shall be graduated by a 3-hour graduate course system.

Teachers who are eligible to move over a step on the salary schedule must provide administration with a copy of the grade before August 25th of the year if moving over in the beginning of the school year or by January 15th of the year if moving over after the Christmas break. Administration will make every effort to update payroll records after the receipt of official grades.

The hours obtained for further advancement on the salary schedule must be post-graduate hours that will apply toward a master's degree or must be mutually accepted by the Superintendent and the School Board.

B. Supplemental Pay Schedule

Federation members shall have the first right of refusal for any supplemental activity positions for which they are qualified and that may exist from time to time within the District.

The Supplemental Pay Schedule is attached hereto and incorporated herein as Appendix B for school years 2007-2008, 2008-2009 and 2009-2010.

C. Insurance

Beginning in school year 2001-2002, the Board shall provide an Internal Revenue Service Code Section 125 cafeteria plan, which shall afford each teacher the option of selecting a health insurance benefit or cash. The District contribution to said Plan will be as follows:

School Year 2007-2008, 2008-2009, 2009-2010

Full-time Federation Members	\$345.00 per month or \$4,140.00 per year
Part-time Federation Members	\$172.50 per month or \$2,070.00 per year

D. Mileage

The Board of Directors shall reimburse Federation members for transportation to meetings, conferences, workshops or other District business at the then current IRS mileage rate per mile.

E. TRS

The Board of Directors agrees to pay all required TRS contributions on total creditable earnings as defined by TRS on behalf of Federation members. Said contributions to TRS are over and above any compensation listed in this contract.

Article XV – Retirement Incentive

Upon receipt of a teacher’s irrevocable notice of intent to retire two years prior to their retirement date, the Board of Education agrees to increase the teacher’s sick leave accumulation using the following formula, to a maximum of 340 days.

Teachers accumulated sick leave days X 5

All sick leave days granted must be available for use at the time it is granted.

Article XVI – Notices

All notices required by this agreement shall be given in writing and delivered by U.S. mail, return receipt requested to the following address:

For the Board:

For the Federation:

Superintendent of Damiansville School
101 E. Main St.
Damiansville, IL 62215

President of Local 6121
(address to be supplied to district on an
annual basis)

The return receipt will be conclusive of the date of receipt of the notice.

Article XVII – Savings Clause

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections and clauses shall remain in full force and effect for the duration of the Agreement.

Article XVIII – Duration

All provisions of this Agreement, unless otherwise stated, shall be in full force and effect the date the last party signs this Agreement, and shall remain in full force and effect until and including the last day before the first day of the 2010-2011 school term.

Article XIX – Content of Agreement

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the Board and the Federation. Both parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals upon the other party. All understanding and agreements arrived at after the exercise of this right and opportunity are set forth in this Agreement. The parties each voluntarily and unqualifiedly waive any rights which might otherwise exist under law to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to topics which have been incorporated into this collective bargaining agreement or were negotiated out of this collective bargaining agreement, during the term of this Agreement, except the parties may mutually agree to bargain collectively over any matter. Each party acknowledges that a continuing obligation to bargain will exist for mandatory topics of bargaining that are not set forth in this collective bargaining agreement when changes are contemplated that affect these mandatory topics of bargaining. Subject matters not referred to in this Agreement or statutes applicable to matters covered by this Agreement shall not be considered as part of the Agreement and remain exclusive Board and/or Administration prerogatives.

**BOARD OF DIRECTORS OF
DAMIANSVILLE SCHOOL DIST #62**

**DAMIANSVILLE FEDERATION OF
TEACHERS, LOCAL 6121
IFT/AFT, AFL-CIO**

President Date

President Date

Secretary Date

Secretary Date

Appendix A
Damiansville Federation of Teachers, Local #6121
2007-2008 Salary Schedule

	BS	BS+9	BS+15	BS+24	BS+30	MS
0	25,426	25,870	26,315	26,759	27,204	27,648
1	25,870	26,315	26,759	27,204	27,648	28,093
2	26,315	26,759	27,204	27,648	28,093	28,537
3	26,759	27,204	27,648	28,093	28,537	28,982
4	27,204	27,648	28,093	28,537	28,982	29,426
5	27,648	28,093	28,537	28,982	29,426	29,871
6	28,093	28,537	28,982	29,426	29,871	30,315
7	28,537	28,982	29,426	29,871	30,315	30,760
8	28,982	29,426	29,871	30,315	30,760	31,204
9	29,426	29,871	30,315	30,760	31,204	31,649
10	29,871	30,315	30,760	31,204	31,649	32,093
11	30,315	30,760	31,204	31,649	32,093	32,538
12	30,760	31,204	31,649	32,093	32,538	32,983
13	31,204	31,649	32,093	32,538	32,983	33,427
14	31,649	32,093	32,538	32,983	33,427	33,872
15	32,093	32,538	32,983	33,427	33,872	34,316
16	32,538	32,983	33,427	33,872	34,316	34,761
17	32,983	33,427	33,872	34,316	34,761	35,205
18	33,427	33,872	34,316	34,761	35,205	35,650
19	33,872	34,316	34,761	35,205	35,650	36,094
20	34,316	34,761	35,205	35,650	36,094	36,539
			Longevity			
21	34,627	35,071	35,516	35,960	36,405	36,849
22	34,937	35,382	35,826	36,271	36,715	37,160
23	35,248	35,692	36,137	36,581	37,026	37,470
24	35,558	36,003	36,447	36,892	37,336	37,781
25	36,904	37,348	37,793	38,237	38,682	39,126
26	37,214	37,659	38,103	38,548	38,992	39,437
27	37,525	37,969	38,414	38,858	39,303	39,747
28	37,835	38,280	38,724	39,169	39,613	40,058
29	38,146	38,590	39,035	39,479	39,924	40,368
30	39,491	39,936	40,380	40,825	41,269	41,714
31	39,802	40,246	40,691	41,135	41,580	42,024
32	40,112	40,557	41,001	41,446	41,890	42,335
33	40,423	40,867	41,312	41,756	42,201	42,645
34	40,733	41,178	41,622	42,067	42,511	42,956

Appendix A
Damiansville Federation of Teachers, Local #6121
2008-2009 Salary Schedule

	BS	BS+9	BS+15	BS+24	BS+30	MS
0	26,316	26,776	27,236	27,696	28,156	28,616
1	26,776	27,236	27,696	28,156	28,616	29,076
2	27,236	27,696	28,156	28,616	29,076	29,536
3	27,696	28,156	28,616	29,076	29,536	29,996
4	28,156	28,616	29,076	29,536	29,996	30,456
5	28,616	29,076	29,536	29,996	30,456	30,916
6	29,076	29,536	29,996	30,456	30,916	31,377
7	29,536	29,996	30,456	30,916	31,377	31,837
8	29,996	30,456	30,916	31,377	31,837	32,297
9	30,456	30,916	31,377	31,837	32,297	32,757
10	30,916	31,377	31,837	32,297	32,757	33,217
11	31,377	31,837	32,297	32,757	33,217	33,677
12	31,837	32,297	32,757	33,217	33,677	34,137
13	32,297	32,757	33,217	33,677	34,137	34,597
14	32,757	33,217	33,677	34,137	34,597	35,057
15	33,217	33,677	34,137	34,597	35,057	35,517
16	33,677	34,137	34,597	35,057	35,517	35,977
17	34,137	34,597	35,057	35,517	35,977	36,437
18	34,597	35,057	35,517	35,977	36,437	36,897
19	35,057	35,517	35,977	36,437	36,897	37,357
20	35,517	35,977	36,437	36,897	37,357	37,817
			Longevity			
21	35,838	36,299	36,759	37,219	37,679	38,139
22	36,160	36,620	37,080	37,540	38,000	38,460
23	36,481	36,941	37,401	37,861	38,321	38,782
24	36,803	37,263	37,723	38,183	38,643	39,103
25	38,195	38,655	39,115	39,575	40,035	40,495
26	38,517	38,977	39,437	39,897	40,357	40,817
27	38,838	39,298	39,758	40,218	40,678	41,138
28	39,159	39,619	40,079	40,539	41,000	41,460
29	39,481	39,941	40,401	40,861	41,321	41,781
30	40,873	41,333	41,793	42,253	42,713	43,174
31	41,195	41,655	42,115	42,575	43,035	43,495
32	41,516	41,976	42,436	42,896	43,356	43,816
33	41,837	42,297	42,757	43,218	43,678	44,138
34	42,159	42,619	43,079	43,539	43,999	44,459

Appendix A
Damiansville Federation of Teachers, Local #6121
2009-2010 Salary Schedule

	BS	BS+9	BS+15	BS+24	BS+30	MS
0	27,416	27,876	28,336	28,796	29,256	29,716
1	27,876	28,336	28,796	29,256	29,716	30,176
2	28,336	28,796	29,256	29,716	30,176	30,636
3	28,796	29,256	29,716	30,176	30,636	31,096
4	29,256	29,716	30,176	30,636	31,096	31,556
5	29,716	30,176	30,636	31,096	31,556	32,016
6	30,176	30,636	31,096	31,556	32,016	32,477
7	30,636	31,096	31,556	32,016	32,477	32,937
8	31,096	31,556	32,016	32,477	32,937	33,397
9	31,556	32,016	32,477	32,937	33,397	33,857
10	32,016	32,477	32,937	33,397	33,857	34,317
11	32,477	32,937	33,397	33,857	34,317	34,777
12	32,937	33,397	33,857	34,317	34,777	35,237
13	33,397	33,857	34,317	34,777	35,237	35,697
14	33,857	34,317	34,777	35,237	35,697	36,157
15	34,317	34,777	35,237	35,697	36,157	36,617
16	34,777	35,237	35,697	36,157	36,617	37,077
17	35,237	35,697	36,157	36,617	37,077	37,537
18	35,697	36,157	36,617	37,077	37,537	37,997
19	36,157	36,617	37,077	37,537	37,997	38,457
20	36,617	37,077	37,537	37,997	38,457	38,917
			Longevity			
21	37,438	37,899	38,359	38,819	39,279	39,739
22	37,760	38,220	38,680	39,140	39,600	40,060
23	38,081	38,541	39,001	39,461	39,921	40,382
24	38,403	38,863	39,323	39,783	40,243	40,703
25	39,795	40,255	40,715	41,175	41,635	42,095
26	40,117	40,577	41,037	41,497	41,957	42,417
27	40,438	40,898	41,358	41,818	42,278	42,738
28	40,759	41,219	41,679	42,139	42,600	43,060
29	41,081	41,541	42,001	42,461	42,921	43,381
30	42,473	42,933	43,393	43,853	44,313	44,774
31	42,795	43,255	43,715	44,175	44,635	45,095
32	43,116	43,576	44,036	44,496	44,956	45,416
33	43,437	43,897	44,357	44,818	45,278	45,738
34	43,759	44,219	44,679	45,139	45,599	46,059

Appendix B

**Damiansville Federation of Teachers, Local #6121
Supplemental Pay Schedule**

Teacher-In-Charge	\$600 per year
Peer Team Sponsor	\$20 per hour with a max of \$1000
Scholar Bowl	\$20 per hour with a max of \$500
Technology Coordinator-Summer	\$20 per hour with a max of \$1500
Boys Basketball Coach (If an assistant is hired then 2/3 of the pay per year will be for the head coach and 1/3 for the assistant coach)	\$1850 per year
Head Volleyball Coach	\$1000 per year
Asst. Volleyball Coach	\$500 per year
Head Cheerleading Coach	\$450 per year
Asst. Cheerleading Coach	\$225 per year

Appendix C

Damiansville School District 62

I. Grievant Name: _____

II. Section of Contract Violated: _____

III. Situation Given Rise to Grievance: _____

IV. Remedy Sought: _____

Submitted by:

Signature/Title

Date