

TENTATIVE AGREEMENT

Article 1:

For current employees:

For FY23: \$2,000 flat dollar increase (FICA/IPERS will be in addition to this amount) to negotiated wage for all current licensed staff AND 2.75% increase to negotiated wage (to include FICA/IPERS) for all licensed staff

For FY24: \$2,000 flat dollar increase (FICA/IPERS will be in addition to this amount) to negotiated wage for all current licensed staff AND 2.75% increase to negotiated wage (to include FICA/IPERS) for all licensed staff

Article II:

For FY23:

- Increase the extra-duty base pay from \$26,775 to \$28,382.
- Add E-Sports (1.8%) and Elementary PE Fun Day (0.65%)
- Increase Cross Country and Golf Varsity Coaches to 13%
- Change Elementary Fine Arts from 2 performances to 4 (2 per building); increase percentage from 0.65% to 1.3%
- Convert wages for all Club and Group sponsors from flat dollar amounts to percentages
- if an individual would not receive a raise because of new pay method, that individual will receive a 3.5% raise on FY22 wages.

For FY24: Increase the extra-duty base pay from \$28,382 to \$30,085.

The district agrees to establish a study committee to review and potentially revise Article II. This committee will consist of six association appointed teachers with at least three currently holding an extra duty position and up to six district appointed members.

Duration:

This agreement shall be effective the 1st day of July 2022 and shall continue in force and effect until June 30, 2027. Either the Association or the School District may request to re-negotiation of wages beginning with the school year 2024-2025. Notification for re-negotiation is to be made by either party no later than February 1.

Meghan Koellner 2/7/2022
For the Association

[Signature] 2-7-22
For the District