

DCCS and DCEA Agreement

9/29/2023

A. Compensation Model - Points

1. Language addition: Full-time eligible teachers will be credited with full points available in each qualified category. Partial points are only awarded for part-time contracts. (For example: A teacher on a 4/8th contract would be awarded 5 points for an effective evaluation.)
2. Distribution: Points awarded for each factor
  - a. Evaluation: Effective or Highly Effective 10 points
  - a. Experience 3 points
  - b. Bachelor's degree +15 hours 3 points
  - c. Content area Master's degree 4 pointsMaximum Points possible is 20 points
3. Base Salary Increase: \$97 per point [approximate # of points = 1,980 (plus 42 for newly added c = 2022)] **Proof of Bachelor's degree+15 must be submitted by November 1, 2023 and by the date on the letter of intent in the years that follow.**

Total Cost: \$196,134.00

B. ECA

1. Language addition: ECA payment options **beginning the 2024-2025 school year**, as follows:
  - a. 1 lump sum payment at the end of the ECA season or end of the school year on the pay date closest to June 15th.
  - a. 2 payments - 1 half way through the ECA season (or end of December for full-year assignments) and 1 at the end of the season (or end of the school year for full-year assignments)
  - b. Included with a teacher's regular salary selection, choose prior to August 1 of the school year.

No cost

0. 3% increase to ECA scale

Total Cost: \$11,043.00

0. In the 2015-2016 contract, there is a provision that states: "Starting 01/01/2016, in the event that the Athletic Director and/or administrator is not available, a designated athletic event supervisor, who is in lieu of the Athletic Director/Administrator will be paid \$40 per event attended. Any other hired supervisors (ticket takers) will be paid the regular rate of \$15.00 per event." This was removed from the contract the following year, but wasn't stated why in the proposal agreement. We would like to see this added back with a limit/cap of \$1,000 per school.

Total Cost: \$2,000.00

C. Salary

1. A teacher required to attend a school sponsored event and supervise students will be paid \$25 for each such event that occurs after the teacher's regular work day. Event attendance must be pre-approved by the school principal **from a qualifying list of events**. Attendance of events will be maintained by the building principal and payment will be issued in the paycheck after June 10th each school year. Events include, but are not-limited to, open house/meet the teacher, school music programs, grandparent's night, orientation, STEM night, etc. A teacher is eligible for a maximum of \$100 per school year, excluding the high school band and choir teachers for music programs, as they already receive an ECA payment for this.

Total Cost: \$6,000.00

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*(Total cost estimated at 49 elementary teachers @ \$100 each; 22 high school teachers @ \$50 each.)*

2. Academic Needs - Each teacher will receive an additional amount added to his/her base salary for the purpose of retaining teachers in the DCCS corporation based on their years of service to DCCS. ~~Our goal would be to have \$500 "steps" between years of service, however the total cost of that would be too much for one year, therefore we are proposal half of that this year and we can revisit with the other half next year.~~

- 1 Year - \$75
- 2 Years - \$125
- 3 Years - \$375
- 4-5 Years \$625
- 6 Years - \$875
- 7-8 Years - \$1,125
- 9 Years - \$1,375
- 10 Years or more \$1,625

*Total Cost: \$141,975.00*

3. ~~Language Change: Newly hired teachers will be placed at the starting teacher salary or at a level equal to current employees with equal years of effective service and degree within the salary range. The superintendent may place a newly hired teacher at one level above his/her years of effective experience for a hard-to-fill position, with prior discussion with the bargaining chair or association president, so long as the salary remains within the salary range. Additional consideration will also be available for prior military service.~~ Salaries for teachers new to the teaching profession will begin at \$42,600 for a bachelor's degree and \$43,600 for a master's degree. **\$1000 will also be added to the base of teachers hired at the start of 2023-2024 school year with years of experience that were not placed at the starting pay.**

*Total Cost: \$10,080.00*

**D. Insurance**

1. Employees who elect not to participate in the group medical plan would be credited with a yearly amount up to \$600 to cover additional insurance policies (cancer, short-term disability, accident, etc.) that the employee purchases individually through the school insurance provider, not to exceed a credit of \$25 per pay (for 24 pays). In the event that an employee has a qualifying event and needs to be added to the group medical plan, the additional insurance supplemental payment would terminate.

*(approximately 51 teachers not on school medical plan) Total Cost: \$30,000*

**Total Package Cost: \$402,032.00**

**Need more information. - our vote is to table it until next year**

**E. Salary**

1. Credit teachers with years of experience for work in private/charter **or out-of-state** schools. Teachers will be placed at a salary similar to those with the same years of service in a public school. Teachers would need to provide documentation of service this year for the increase to be a possibility in a future negotiation. **Teachers must apply and provide documentation of teaching with a valid teaching license in an accredited private, charter, or out-of-state school. Teachers with valid teaching experience in a private,**

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charter, or out-of-state school that does not result in an increase will receive \$500 per year of experience added to the base. Any increase will not exceed the salary that is reported as the highest salary. (Our survey found at least 15 teachers with private school experience and a total of 63 years and placing them on the scale with someone else's experience.) The Superintendent will go through the application with the representation from the DCEA.

Total Cost: \$55,000.00



9/29/23

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9/29/23

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9/29/23