

Contract Extension Between

**The Board of Education
Community Unit School
District #196**

and

**The Dupo Federation of
Teachers and Paraprofessionals**

2022 - 2024

All terms and conditions of the 2019-22 Collective Bargaining Agreement remain in effect with the following exceptions for the term 2022-2024.

PART I – GENERAL WORDING

ARTICLE XIII – INSURANCE

	<u>2022-23</u>	<u>2023-24</u>
Single:	\$ 613.70 per mo	\$ 638.70 per mo
Family:	\$1,173.83 per mo	\$1,198.83 per mo
Employee/Spouse:	\$ 847.83 per mo	\$ 872.83 per mo
Employee/Child:	\$ 812.33 per mo	\$ 837.33 per mo

PART II – WORDING FOR CERTIFIED

ARTICLE XII – SALARY

Section 4

Negotiated salary includes the following:

2022-2023: One step movement if eligible, full education lane movement if eligible, 4% increase on schedule.

2023-2024: One step movement if eligible, full education lane movement if eligible, 2% increase on schedule.

Appendix - 2022-2023 Certified Salary Schedule (35 Step)

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
1	40,130	41,333	42,539	43,772	44,945	46,150	47,450	48,559	49,762
2	40,732	41,953	43,177	44,398	45,620	46,841	48,162	49,287	50,508
3	41,343	42,583	43,825	45,063	46,304	47,544	48,884	50,026	51,265
4	41,963	43,221	44,483	45,740	46,999	48,258	49,617	50,777	52,035
5	42,802	44,085	45,373	46,655	47,939	49,223	50,610	51,792	53,075
6	43,444	44,746	46,054	47,354	48,658	49,962	51,369	52,569	53,871
7	44,095	45,417	46,744	48,064	49,388	50,711	52,140	53,358	54,678
8	44,756	46,098	47,446	48,786	50,129	51,472	52,922	54,158	55,498
9	45,427	46,790	48,157	49,518	50,881	52,244	53,716	54,970	56,331
10	46,335	47,726	49,120	50,508	51,898	53,288	54,790	56,070	57,458
11	47,031	48,441	49,857	51,265	52,676	54,087	55,612	56,911	58,320
12	47,737	49,168	50,604	52,035	53,466	54,898	56,446	57,765	59,194
13	48,452	49,906	51,364	52,815	54,269	55,721	57,293	58,631	60,082
14	49,179	50,654	52,134	53,607	55,083	56,557	58,152	59,511	60,983
15	50,163	51,668	53,177	54,680	56,184	57,688	59,314	60,701	62,203
16	50,916	52,442	53,975	55,499	57,027	58,554	60,204	61,612	63,136
17	51,680	53,229	54,784	56,332	57,883	59,432	61,107	62,536	64,084
18	52,454	54,028	55,606	57,177	58,750	60,324	62,024	63,474	65,045
19	53,241	54,839	56,440	58,035	59,631	61,229	62,954	64,426	66,021
20	54,306	55,936	57,569	59,195	60,824	62,454	64,213	65,714	67,342
21	55,120	56,776	58,432	60,083	61,736	63,391	65,175	66,700	68,351
22	55,947	57,627	59,309	60,984	62,662	64,342	66,154	67,700	69,376
23	56,787	58,491	60,199	61,899	63,602	65,307	67,146	68,715	70,417
24	57,638	59,369	61,101	62,828	64,556	66,286	68,154	69,746	71,473
25	58,791	60,556	62,323	64,085	65,846	67,611	69,516	71,140	72,902
26	59,967	61,767	63,570	65,367	67,163	68,963	70,906	72,563	74,360
27	61,166	63,002	64,841	66,674	68,507	70,343	72,325	74,015	75,847
28	62,389	64,262	66,138	68,007	69,877	71,749	73,772	75,495	77,364
29	63,637	65,547	67,461	69,368	71,275	73,184	75,247	77,006	78,912
30	64,910	66,858	68,810	70,755	72,700	74,647	76,752	78,546	80,490
31	66,503	68,196	70,186	72,170	74,153	76,140	78,288	80,116	82,100
32	67,533	69,560	71,589	73,613	75,636	77,663	79,854	81,718	83,741
33	68,884	70,951	73,021	75,086	77,149	79,216	81,450	83,352	85,416
34	70,262	72,370	74,481	76,587	78,692	80,800	83,080	85,019	87,125
35	71,667	73,817	75,971	78,119	80,266	82,417	84,741	86,719	88,867

Appendix - 2023-2024 Certified Salary Schedule (35 Step)

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
1	40,933	42,160	43,390	44,647	45,844	47,073	48,399	49,531	50,757
2	41,547	42,792	44,041	45,286	46,532	47,778	49,125	50,273	51,518
3	42,170	43,434	44,702	45,965	47,230	48,495	49,862	51,027	52,291
4	42,802	44,085	45,373	46,655	47,939	49,223	50,610	51,792	53,075
5	43,658	44,967	46,280	47,588	48,897	50,207	51,622	52,828	54,137
6	44,313	45,641	46,975	48,301	49,631	50,961	52,397	53,621	54,948
7	44,977	46,326	47,679	49,026	50,376	51,726	53,182	54,425	55,772
8	45,651	47,020	48,395	49,761	51,131	52,501	53,981	55,241	56,608
9	46,336	47,726	49,120	50,508	51,898	53,288	54,790	56,070	57,457
10	47,262	48,680	50,103	51,518	52,936	54,354	55,886	57,191	58,607
11	47,971	49,410	50,854	52,291	53,730	55,169	56,724	58,049	59,486
12	48,691	50,152	51,616	53,075	54,536	55,996	57,575	58,920	60,378
13	49,421	50,904	52,391	53,871	55,354	56,835	58,438	59,804	61,283
14	50,163	51,668	53,177	54,680	56,184	57,688	59,315	60,701	62,203
15	51,166	52,701	54,240	55,773	57,308	58,842	60,501	61,915	63,447
16	51,934	53,491	55,054	56,609	58,168	59,725	61,408	62,844	64,399
17	52,713	54,294	55,880	57,459	59,040	60,621	62,329	63,787	65,365
18	53,504	55,109	56,718	58,320	59,925	61,531	63,264	64,743	66,346
19	54,306	55,936	57,569	59,195	60,824	62,454	64,213	65,714	67,342
20	55,392	57,055	58,720	60,379	62,040	63,703	65,497	67,029	68,688
21	56,222	57,911	59,601	61,284	62,971	64,659	66,479	68,034	69,718
22	57,066	58,780	60,495	62,204	63,915	65,628	67,477	69,054	70,764
23	57,922	59,661	61,402	63,137	64,874	66,613	68,489	70,090	71,825
24	58,791	60,556	62,323	64,085	65,847	67,612	69,517	71,141	72,902
25	59,967	61,767	63,570	65,366	67,163	68,964	70,907	72,563	74,360
26	61,166	63,002	64,841	66,674	68,507	70,343	72,325	74,015	75,847
27	62,389	64,262	66,138	68,007	69,877	71,749	73,771	75,495	77,364
28	63,636	65,547	67,461	69,367	71,275	73,184	75,247	77,005	78,912
29	64,909	66,858	68,810	70,755	72,700	74,648	76,752	78,546	80,490
30	66,208	68,196	70,187	72,170	74,154	76,140	78,287	80,117	82,100
31	67,833	69,560	71,590	73,613	75,636	77,663	79,853	81,718	83,742
32	68,883	70,951	73,021	75,086	77,149	79,216	81,451	83,353	85,416
33	70,261	72,370	74,482	76,587	78,692	80,800	83,079	85,019	87,125
34	71,667	73,817	75,971	78,119	80,266	82,416	84,742	86,719	88,867
35	73,100	75,293	77,490	79,682	81,871	84,065	86,436	88,454	90,644

PART III – WORDING FOR ESP

ARTICLE VI – SALARY

Section 1.a - Wage Schedule

2022-2023: One step for employees eligible for step. 5% increase in hourly rates.

2023-2024: One step for employees eligible for step. 3% increase in hourly rates.

2022-2023 ESP Salary Schedule					
Position	Year 1	Year 2	Year 3	Year 4	Year 5
Secretary	17.56	18.71	19.48	20.65	22.19
Teacher Aide	17.68	18.86	19.67	20.82	22.38
Clerical Aide	17.34	18.47	19.24	20.39	21.90
Bus Aide	17.68	18.86	19.67	20.82	22.38
Custodian	18.25	19.48	20.25	21.49	23.10
Grounds	18.25	19.48	20.25	21.49	23.10
Cafeteria	15.99	17.01	17.72	18.76	20.15
Cafeteria Manager (Yearly Stipend)	987.25	1,036.87	1,093.89	1,151.28	1,210.61
Playground / Crossing Guard	15.72	16.71	17.42	18.42	19.75
Maintenance	19.48	20.80	21.66	22.96	24.72
Library Aide	17.34	18.47	19.24	20.39	21.90
Nurse / EMT (P)	24.02	24.49	25.47	26.49	27.53

2023-2024 ESP Salary Schedule					
Position	Year 1	Year 2	Year 3	Year 4	Year 5
Secretary	18.09	19.28	20.06	21.27	22.85
Teacher Aide	18.21	19.43	20.26	21.45	23.05
Clerical Aide	17.86	19.03	19.82	21.00	22.56
Bus Aide	18.21	19.43	20.26	21.45	23.05
Custodian	18.79	20.06	20.86	22.14	23.79
Grounds	18.79	20.06	20.86	22.14	23.79
Cafeteria	16.47	17.52	18.25	19.32	20.75
Cafeteria Manager (Yearly Stipend)	1,016.86	1,067.98	1,126.71	1,185.82	1,246.93
Playground / Crossing Guard	16.19	17.21	17.94	18.97	20.34
Maintenance	20.06	21.42	22.31	23.65	25.46
Library Aide	17.86	19.03	19.82	21.00	22.56
Nurse / EMT (P)	24.74	25.22	26.23	27.29	28.36

PART IV – AUTHORIZATION

ARTICLE I – DURATION OF CONTRACT

This Agreement shall be effective August 12, 2022, and shall remain in effect until one day prior to the start of the 2024-2025 school year.

Board of Education

Dupo Community Unit District 196

President:

Jan DeChie

Date:

3/29/22

Secretary:

Marion Chaurand

Date:

3/29/22

Dupo Federation of Teachers Local 1732

President:

Bill Fry

Date:

3/29/22

Vice President, ESP:

Alina K. Carter

Date:

3/29/22

Secretary:

Andrea Schaefer

Date:

3/29/22