

**AMENDMENT TO THE 2018-2022 CONTRACT BETWEEN  
THE DOWNERS GROVE ELEMENTARY EDUCATION ASSOCIATION  
AND  
THE BOARD OF EDUCATION DISTRICT 58**

This Amendment is entered into by and between the **Board of Education of Downers Grove Elementary District No. 58, DuPage County, Illinois ("Board")** and the **Downers Grove Elementary Education Association, IEA-NEA ("DGEEA")** (hereinafter referred to collectively as "**the Parties**").

**WHEREAS**, the Board and DGEEA are parties to a collective bargaining agreement ("**Contract**") that is in full force and effect until August 22, 2022; and

**WHEREAS**, the Parties desire to amend the Contract and extend it for two (2) years so that it will remain in full force and effect until August 19, 2024; and

**WHEREAS**, Section 21.1 of the Contract provides that the Contract may be altered, changed, added to, deleted from, or modified only through voluntary, mutual consent of the parties in a written and signed amendment, which shall be controlling on both parties collectively and individually.

**NOW, THEREFORE**, in consideration of the mutual promises and covenants contained herein and other good and valuable consideration, the sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. **Recitals.** The recitals set forth above are incorporated in the Section as if fully set forth herein.
2. **Two-Year Extension.** Except as described in this memorandum of understanding, the duration of the Contract set forth in Section 21.3 of the Contract is amended to extend its term by two years by deleting the current first sentence, inserting the following sentence in its place, and retaining the entire second paragraph:

**21.3 TERM OF AGREEMENT**

This agreement shall be effective on the date of its execution provided Appendices "A" and "B" shall be in effect on the first teacher employment day of the 2018-2019 school term and shall expire on Monday, August 19, 2024.

3. **Salary.** For the 2022-2023 school year, the salary increase of 2.85% will be applied to the Bachelor's Step 1 from the preceding year and the Salary Index (Appendix A) will be used to generate the 2022-23 Salary Schedule.

For the 2023-24 school year, the salary increase of 2.75% will be applied to the Bachelor's Step 1 from the preceding year and the Salary Index (Appendix A) will be used to generate the 2023-24 salary schedule.

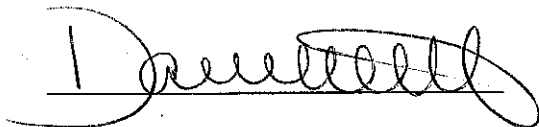
Therefore, the salary schedules below as Appendix A-1 Supplement will be added to Appendix A-1 of the Contract.

4. **Teacher Appreciation Recognition Stipend** All teachers employed by the Board during the 2021-2022 school year and who are still employed as teachers by the Board on August 23, 2022, shall receive a one-time non-compounding \$500 appreciation stipend which will be added to their first pay check of the 2022-23 school year.
5. **Longevity.** Replace the introductory phrase in Section 18.11 to reflect this two-year extension, so the language begins as follows: "For the duration of the 2018-2022 Agreement and the 2022-2024 amendment..."
6. **Extra Duties.** The Supplemental Pay Scale attached below as Appendix B Supplement will be added to Appendix B of the Contract.
7. **Teacher Retirement.** Replace all references to the "2018-2022 Contract" in Section 16.1 with "the 2018-2022 contract and 2022-2024 amendment" to reflect this two-year extension.
8. **Remaining Terms Still in Effect.** All other terms of the Contract remain and are in full force and effect through the extended term of the Contract.

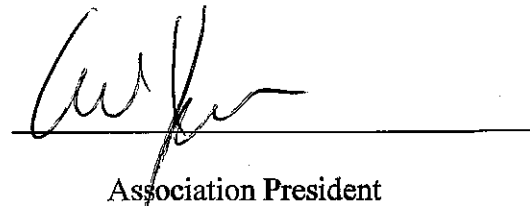
**IN WITNESS WHEREOF**, the **PARTIES** hereto have set their hands and seals as of the dates written below.

For the Board of Education  
School District No. 58

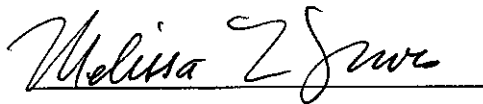
For the Downers Grove  
Elementary Education Association



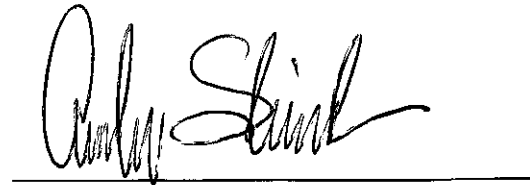
Board President



Association President



Board Secretary



Negotiation Chair

**CONTRACT**

**BETWEEN**

**THE DOWNERS GROVE ELEMENTARY  
EDUCATION ASSOCIATION**

**&**

**THE BOARD OF EDUCATION  
DISTRICT 58**

**2018 – 2022  
(Extension 2022-2024)**

**APPENDIX A**

**DOWNERS GROVE GRADE SCHOOL DISTRICT 58  
2018-2024  
SALARY INDEX**

	B	B+15	M	M+15	M+30	M+45	M+60	M+60+15
1	1.00	1.06	1.12	1.16	1.20			
2	1.05	1.11	1.19	1.23	1.27			
3	1.10	1.16	1.26	1.30	1.34			
4	1.15	1.21	1.33	1.37	1.41			
5	1.20	1.26	1.40	1.44	1.48			
6	1.24	1.31	1.47	1.51	1.55			
7	1.28	1.36	1.54	1.58	1.62			
8	1.32	1.41	1.61	1.65	1.69	1.79	1.88	
9	1.36	1.46	1.68	1.72	1.76	1.84	1.93	
10	1.40	1.51	1.75	1.79	1.83	1.90	1.98	
11		1.55	1.81	1.85	1.90	1.96	2.03	
12			1.87	1.91	1.97	2.02	2.08	
13			1.93	1.97	2.04	2.08	2.13	
14			1.99	2.03	2.10	2.14	2.18	
15			2.05	2.09	2.16	2.19	2.23	
16				2.15	2.22	2.25	2.28	
17								2.31
18								2.36
19								2.41

**APPENDIX A-1**

<b>2022 - 2023 Salary Schedule</b>								
<b>Step</b>	<b>B</b>	<b>B+15</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>	<b>M+60+15</b>
1	\$49,756	\$52,741	\$55,727	\$57,717	\$59,707			
2	\$52,244	\$55,229	\$59,210	\$61,200	\$63,190			
3	\$54,732	\$57,717	\$62,693	\$64,683	\$66,673			
4	\$57,219	\$60,205	\$66,175	\$68,166	\$70,156			
5	\$59,707	\$62,693	\$69,658	\$71,649	\$73,639			
6	\$61,697	\$65,180	\$73,141	\$75,132	\$77,122			
7	\$63,688	\$67,668	\$76,624	\$78,614	\$80,605			
8	\$65,678	\$70,156	\$80,107	\$82,097	\$84,088	\$89,063	\$93,541	
9	\$67,668	\$72,644	\$83,590	\$85,580	\$87,571	\$91,551	\$96,029	
10	\$69,658	\$75,132	\$87,073	\$89,063	\$91,053	\$94,536	\$98,517	
11		\$77,122	\$90,058	\$92,049	\$94,536	\$97,522	\$101,005	
12			\$93,044	\$95,034	\$98,019	\$100,507	\$103,492	
13			\$96,029	\$98,019	\$101,502	\$103,492	\$105,980	
14			\$99,014	\$101,005	\$104,488	\$106,478	\$108,468	
15			\$102,000	\$103,990	\$107,473	\$108,966	\$110,956	
16				\$106,975	\$110,458	\$111,951	\$113,444	
17								\$114,936
18								\$117,424
19								\$119,912

Employees who began the 2018-19 school year at the BA+8 and BA+24 lanes will continue to advance in that column based on the schedule below:

<b>Step</b>	<b>B+8</b>	<b>B+24</b>
1	\$51,249	\$54,234
2	\$53,736	\$56,722
3	\$56,224	\$59,210
4	\$58,712	\$61,697
5	\$61,200	\$64,185
6	\$63,688	\$66,673
7	\$66,175	\$69,161
8	\$68,663	\$72,146
9	\$71,151	\$75,132
10	\$73,639	\$78,614
11		\$82,097
12		\$85,580

**APPENDIX A-1**

<b>2023 - 2024 SALARY SCHEDULE</b>								
<b>Step</b>	<b>B</b>	<b>B+15</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>	<b>M+60+15</b>
1	\$51,124	\$54,191	\$57,259	\$59,304	\$61,349			
2	\$53,680	\$56,748	\$60,838	\$62,883	\$64,927			
3	\$56,236	\$59,304	\$64,416	\$66,461	\$68,506			
4	\$58,793	\$61,860	\$67,995	\$70,040	\$72,085			
5	\$61,349	\$64,416	\$71,574	\$73,619	\$75,664			
6	\$63,394	\$66,972	\$75,152	\$77,197	\$79,242			
7	\$65,439	\$69,529	\$78,731	\$80,776	\$82,821			
8	\$67,484	\$72,085	\$82,310	\$84,355	\$86,400	\$91,512	\$96,113	
9	\$69,529	\$74,641	\$85,888	\$87,933	\$89,978	\$94,068	\$98,669	
10	\$71,574	\$77,197	\$89,467	\$91,512	\$93,557	\$97,136	\$101,226	
11		\$79,242	\$92,534	\$94,579	\$97,136	\$100,203	\$103,782	
12			\$95,602	\$97,647	\$100,714	\$103,270	\$106,338	
13			\$98,669	\$100,714	\$104,293	\$106,338	\$108,894	
14			\$101,737	\$103,782	\$107,360	\$109,405	\$111,450	
15			\$104,804	\$106,849	\$110,428	\$111,962	\$114,007	
16				\$109,917	\$113,495	\$115,029	\$116,563	
17								\$118,096
18								\$120,653
19								\$123,209

Employees who began the 2018-19 school year at the BA+8 and BA+24 lanes will continue to advance in that column based on the schedule below:

<b>Step</b>	<b>B+8</b>	<b>B+24</b>
1	\$52,658	\$55,725
2	\$55,214	\$58,281
3	\$57,770	\$60,838
4	\$60,326	\$63,394
5	\$62,883	\$65,950
6	\$65,439	\$68,506
7	\$67,995	\$71,062
8	\$70,551	\$74,130
9	\$73,107	\$77,197
10	\$75,664	\$80,776
11		\$84,355
12		\$87,933

**APPENDIX B**

**2022-2024 SUPPLEMENTARY PAY SCALE**

		<b>2022-23</b>	<b>2023-24</b>
Band Director		\$3,023	\$3,023
Associate Band Director		\$1,742	\$1,742
Jazz Band Director		\$2,432	\$2,432
Cheerleader/Spirit Club 1-3 yrs.		\$1,635	\$1,635
4-6 yrs.		\$1,728	\$1,728
7+ yrs.		\$1,820	\$1,820
Crowd Control (per game)		\$44	\$44
Choir Director		\$1,514	\$1,514
Chamber Choir Director		\$2,432	\$2,432
DGCC Director		\$1,514	\$1,514
Clubs Elementary (3/bldg)		\$723	\$723
Clubs Middle School (6/bldg)		\$723	\$723
Elementary Lunchroom Suprv (per sem)		\$2,432	\$2,432
Elementary Student Council		\$891	\$891
Student enroll > 425 may split		\$1,322	\$1,322
Internal Substitution		\$34	\$34
Basketball/Volleyball (120 hours)			
1-3 yrs.		\$3,084	\$3,084
4-6 yrs.		\$3,281	\$3,281
7+ yrs.		\$3,477	\$3,477
Track (80 hours)			
1-3 yrs.		\$2,197	\$2,197
4-6 yrs.		\$2,335	\$2,335
7+ yrs.		\$2,477	\$2,477

		2022-23	2023-24
Cross Country (90 hours)			
1 - 3 yrs.		\$2,311	\$2,311
4 - 6 yrs.		\$2,459	\$2,459
7+ yrs.		\$2,609	\$2,609
Intramural Hourly Rate			
1 - 3 yrs.		\$27	\$27
4 - 6 yrs.		\$29	\$29
7+ yrs.		\$30	\$30
Medication Volunteer		\$574	\$574
Mentor (1 year position)		\$1,362	\$1,362
Middle School Dept. Leader		\$1,557	\$1,557
MS Lunch Supervisor (per sem)		\$1,571	\$1,571
Middle School Newspaper		\$1,055	\$1,055
Middle School Operetta		\$1,634	\$1,634
Middle School Athletic Director			
1 - 4 yrs.		\$2,675	\$2,675
5+ yrs.		\$2,837	\$2,837
Middle School Student Council			
1 - 4 yrs.		\$2,802	\$2,802
5+ yrs.		\$2,972	\$2,972
Middle School Yearbook Advisor		\$1,433	\$1,433
Associate Orchestra Director		\$1,691	\$1,691
Orchestra Director		\$3,022	\$3,022
Chamber Strings Director		\$2,432	\$2,432



		<b>2022-23</b>	<b>2023-24</b>
Outdoor Education (per day)		\$148	\$148
Safety Patrol Director		\$706	\$706
Scorekeeper/Timer (per game)		\$44	\$44
Staff Development Presenter (per day)		\$386	\$386
Teacher in Charge		\$386	\$386
Workshop Presenter (per hour)		\$29	\$29
Summer Inservice (2nd year teachers)		\$179	\$179