

## **APPENDIX**

4-year agreement, beginning July 1, 2021 and ending June 30, 2025.

Retroactive pay increases shall begin as of August 7, 2021.

1. An employee hired by October 1 of the year preceding each year of this agreement shall advance one step. This language shall not read to require step movement outside the 4 years of this agreement unless the parties agree to such movement. Past practice is expressly acknowledged by the parties to be that step movement is not required unless agreed at the conclusion of each contract year, and this language is intended as an express waiver of any status quo which would be contrary to the above.

2. Prior Work Experience Credit

Prior to employment with the District, applicants with prior work experience shall be awarded such work experience if it is related to position duties and responsibilities noted in the relevant job description and verifiable with a copy of a prior job description and by a prior employer (if possible).

Any such work experience must have been within the ten-year period immediately prior to proposed employment in the District. New applicants may be granted placement up to step 3 if it meets the provisions of this document. Prior experience above step 3 shall be awarded only with mutual agreement of Director of Human Resources and the DESPA President or DESPA Designee.

Any employee returning from an extended leave of absence will retain full salary placement credit as defined in Article VIII – Extended Leaves of Absence A7.

Any former employee whose prior job was in Schedule B of the contract and is re-employed shall be granted full credit for prior District 61 employment.

3. Educational office personnel selected for summer employment shall be paid at the same rate of pay as their regular employment. However, summer employment shall not increase the number of vacation days or sick leave days to which the employee is entitled. Persons hired for summer employment who are not regular District 61 employees shall be paid the current Federal Minimum Wage.
4. The X-step is intended as a one (1) year payment to qualifying retiring employees in recognition of the many years of faithful and dedicated service the employee has given to education in general and to the School District and its students. In order to qualify for an X-step salary rate for the final year of employment, an employee must be eligible for IMRF retirement criteria and have been employed for at least 8-15 years (\$750.00), 16-20 years (\$1250.00), 21-25 years (1750.00), and 26+ years (\$3250.00) with the Decatur Public School District 61. No later than 90 days prior to the anticipated retirement date, employees must have notified the Director of Human Resources in writing that he/she will be retiring upon the specified date. To stay within the IMRF 125% Rule, a payment cycle will be established with payroll.

## WAGE SCHEDULES

2021-22

Step	A	B	C
1	\$17.25	\$18.00	\$18.75
2	\$17.49	\$18.25	\$19.01
3	\$17.73	\$18.50	\$19.27
4	\$17.97	\$18.75	\$19.53
5	\$18.21	\$19.00	\$19.79
6	\$18.45	\$19.25	\$20.05
7	\$18.69	\$19.50	\$20.31
8	\$18.93	\$19.75	\$20.57
9	\$19.17	\$20.00	\$20.83
10	\$19.41	\$20.25	\$21.09
11	\$19.65	\$20.50	\$21.35
12	\$19.89	\$20.75	\$21.61
13	\$20.13	\$21.00	\$21.87
14	\$20.37	\$21.25	\$22.13
15	\$20.61	\$21.50	\$22.39
16	\$20.85	\$21.75	\$22.65
17	\$21.09	\$22.00	\$22.91
18	\$21.33	\$22.25	\$23.17
19	\$21.57	\$22.50	\$23.43
20	\$21.81	\$22.75	\$23.69
21	\$22.05	\$23.00	\$23.95
22	\$22.29	\$23.25	\$24.21
23	\$22.53	\$23.50	\$24.47
24	\$22.77	\$23.75	\$24.73
25	\$23.01	\$24.00	\$24.99
26	\$23.25	\$24.25	\$25.25
27	\$23.49	\$24.50	\$25.51
28	\$23.73	\$24.75	\$25.77
29	\$23.97	\$25.00	\$26.03
30	\$24.21	\$25.25	\$26.29
31	\$24.45	\$25.50	\$26.55
32	\$24.69	\$25.75	\$26.81
33	\$24.93	\$26.00	\$27.07
34	\$25.17	\$26.25	\$27.33
35	\$25.41	\$26.50	\$27.59
36	\$25.65	\$26.75	\$27.85
37	\$25.89	\$27.00	\$28.11
38	\$26.13	\$27.25	\$28.37
39	\$26.37	\$27.50	\$28.63
40	\$26.61	\$27.75	\$28.89
41	\$26.85	\$28.00	\$29.15
42	\$27.09	\$28.25	\$29.41
43	\$27.33	\$28.50	\$29.67

44	\$27.57	\$28.75	\$29.93
45	\$27.81	\$29.00	\$30.19
46	\$28.05	\$29.25	\$30.45
47	\$28.29	\$29.50	\$30.71

2022-2023

Step	A	B	C
1	\$17.90	\$18.70	\$19.50
2	\$18.13	\$18.94	\$19.75
3	\$18.36	\$19.18	\$20.00
4	\$18.59	\$19.42	\$20.25
5	\$18.82	\$19.66	\$20.50
6	\$19.05	\$19.90	\$20.75
7	\$19.28	\$20.14	\$21.00
8	\$19.51	\$20.38	\$21.25
9	\$19.74	\$20.62	\$21.50
10	\$19.97	\$20.86	\$21.75
11	\$20.20	\$21.10	\$22.00
12	\$20.43	\$21.34	\$22.25
13	\$20.66	\$21.58	\$22.50
14	\$20.89	\$21.82	\$22.75
15	\$21.12	\$22.06	\$23.00
16	\$21.35	\$22.30	\$23.25
17	\$21.58	\$22.54	\$23.50
18	\$21.81	\$22.78	\$23.75
19	\$22.04	\$23.02	\$24.00
20	\$22.27	\$23.26	\$24.25
21	\$22.50	\$23.50	\$24.50
22	\$22.73	\$23.74	\$24.75
23	\$22.96	\$23.98	\$25.00
24	\$23.19	\$24.22	\$25.25
25	\$23.42	\$24.46	\$25.50
26	\$23.65	\$24.70	\$25.75
27	\$23.88	\$24.94	\$26.00
28	\$24.11	\$25.18	\$26.25
29	\$24.34	\$25.42	\$26.50
30	\$24.57	\$25.66	\$26.75
31	\$24.80	\$25.90	\$27.00
32	\$25.03	\$26.14	\$27.25
33	\$25.26	\$26.38	\$27.50
34	\$25.49	\$26.62	\$27.75
35	\$25.72	\$26.86	\$28.00
36	\$25.95	\$27.10	\$28.25
37	\$26.18	\$27.34	\$28.50
38	\$26.41	\$27.58	\$28.75
39	\$26.64	\$27.82	\$29.00
40	\$26.87	\$28.06	\$29.25
41	\$27.10	\$28.30	\$29.50

42	\$27.33	\$28.54	\$29.75
43	\$27.56	\$28.78	\$30.00
44	\$27.79	\$29.02	\$30.25
45	\$28.02	\$29.26	\$30.50
46	\$28.25	\$29.50	\$30.75
47	\$28.48	\$29.74	\$31.00

2023-24

Step	A	B	C
1	\$18.15	\$18.95	\$19.75
2	\$18.39	\$19.20	\$20.01
3	\$18.63	\$19.45	\$20.27
4	\$18.87	\$19.70	\$20.53
5	\$19.11	\$19.95	\$20.79
6	\$19.35	\$20.20	\$21.05
7	\$19.59	\$20.45	\$21.31
8	\$19.83	\$20.70	\$21.57
9	\$20.07	\$20.95	\$21.83
10	\$20.31	\$21.20	\$22.09
11	\$20.55	\$21.45	\$22.35
12	\$20.79	\$21.70	\$22.61
13	\$21.03	\$21.95	\$22.87
14	\$21.27	\$22.20	\$23.13
15	\$21.51	\$22.45	\$23.39
16	\$21.75	\$22.70	\$23.65
17	\$21.99	\$22.95	\$23.91
18	\$22.23	\$23.20	\$24.17
19	\$22.47	\$23.45	\$24.43
20	\$22.71	\$23.70	\$24.69
21	\$22.95	\$23.95	\$24.95
22	\$23.19	\$24.20	\$25.21
23	\$23.43	\$24.45	\$25.47
24	\$23.67	\$24.70	\$25.73
25	\$23.91	\$24.95	\$25.99
26	\$24.15	\$25.20	\$26.25
27	\$24.39	\$25.45	\$26.51
28	\$24.63	\$25.70	\$26.77
29	\$24.87	\$25.95	\$27.03
30	\$25.11	\$26.20	\$27.29
31	\$25.35	\$26.45	\$27.55
32	\$25.59	\$26.70	\$27.81
33	\$25.83	\$26.95	\$28.07
34	\$26.07	\$27.20	\$28.33
35	\$26.31	\$27.45	\$28.59
36	\$26.55	\$27.70	\$28.85
37	\$26.79	\$27.95	\$29.11
38	\$27.03	\$28.20	\$29.37
39	\$27.27	\$28.45	\$29.63

40	\$27.51	\$28.70	\$29.89
41	\$27.75	\$28.95	\$30.15
42	\$27.99	\$29.20	\$30.41
43	\$28.23	\$29.45	\$30.67
44	\$28.47	\$29.70	\$30.93
45	\$28.71	\$29.95	\$31.19
46	\$28.95	\$30.20	\$31.45
47	\$29.19	\$30.45	\$31.71
48	\$29.43	\$30.70	\$31.97

2024-25

Step	A	B	C
1	\$18.60	\$19.45	\$20.30
2	\$18.84	\$19.70	\$20.56
3	\$19.08	\$19.95	\$20.82
4	\$19.32	\$20.20	\$21.08
5	\$19.56	\$20.45	\$21.34
6	\$19.80	\$20.70	\$21.60
7	\$20.04	\$20.95	\$21.86
8	\$20.28	\$21.20	\$22.12
9	\$20.52	\$21.45	\$22.38
10	\$20.76	\$21.70	\$22.64
11	\$21.00	\$21.95	\$22.90
12	\$21.24	\$22.20	\$23.16
13	\$21.48	\$22.45	\$23.42
14	\$21.72	\$22.70	\$23.68
15	\$21.96	\$22.95	\$23.94
16	\$22.20	\$23.20	\$24.20
17	\$22.44	\$23.45	\$24.46
18	\$22.68	\$23.70	\$24.72
19	\$22.92	\$23.95	\$24.98
20	\$23.16	\$24.20	\$25.24
21	\$23.40	\$24.45	\$25.50
22	\$23.64	\$24.70	\$25.76
23	\$23.88	\$24.95	\$26.02
24	\$24.12	\$25.20	\$26.28
25	\$24.36	\$25.45	\$26.54
26	\$24.60	\$25.70	\$26.80
27	\$24.84	\$25.95	\$27.06
28	\$25.08	\$26.20	\$27.32
29	\$25.32	\$26.45	\$27.58
30	\$25.56	\$26.70	\$27.84
31	\$25.80	\$26.95	\$28.10
32	\$26.04	\$27.20	\$28.36
33	\$26.28	\$27.45	\$28.62
34	\$26.52	\$27.70	\$28.88
35	\$26.76	\$27.95	\$29.14
36	\$27.00	\$28.20	\$29.40

37	\$27.24	\$28.45	\$29.66
38	\$27.48	\$28.70	\$29.92
39	\$27.72	\$28.95	\$30.18
40	\$27.96	\$29.20	\$30.44
41	\$28.20	\$29.45	\$30.70
42	\$28.44	\$29.70	\$30.96
43	\$28.68	\$29.95	\$31.22
44	\$28.92	\$30.20	\$31.48
45	\$29.16	\$30.45	\$31.74
46	\$29.40	\$30.70	\$32.00
47	\$29.64	\$30.95	\$32.26
48	\$29.88	\$31.20	\$32.52
49	\$30.12	\$31.45	\$32.78

### CLASSIFICATION SCHEDULE

A B C	DAYS and HOURS	POSITION
A	190 4hrs or 8hrs	Pre-K-8 Secretary Main Office Receptionist
A	200 8hrs	Small Learning Communities Secretary Library Secretary Itinerant
B	220 8hrs	Secretary to the Assistant Principal Pre-K Grant Secretary Secretary to SEAP Program Principal
B	261 8hrs	Registrar Secretary to the Principal Library Secretary-Collections and Processing Curriculum/Textbook Secretary District Receptionist Mail Clerk Secretary to Coordinator of Health Services Secretary to Assistant Director of Special Education Special Education Student Records
C	261 8hrs	Secretary to Director of Building and Grounds HR Secretary Payroll Analyst Secretary to Assistant Superintendent Claims Analyst Accounts Payable Analyst Purchasing Analyst Transportation Analyst Secretary to P12 Director of Teaching and Learning Research Data Analyst Secretary to the Director of Student Services Secretary to the Director of Special Education Special Education Claims Analyst Special Education Data Analyst Special Education Fee for Service Analyst Itinerant Secretary