

Amendment (Number 1) to the 2012-2015 DEA/BOE Agreement

Section E. Economic Terms and Conditions

Section 6, paragraph 2

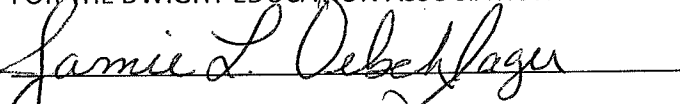
"The districts will provide a mentor to all first year teachers to the profession for two (2) school years, and provide a mentor to all veteran teachers who are new to the Districts for one (1) school year"

The DEA and the BOE agree to the following amendment to section 6, paragraph 2.

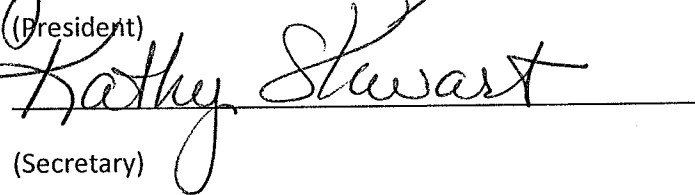
"The Districts will provide a mentor to all first year teachers to the profession and all veteran teachers who are new to the Districts for (1) school year. A second year can be added if the Mentor and Administrator agree that a second year is necessary."

IN WITNESS WHEREOF this Agreement is entered into this 16th day of September, 2013.

FOR THE DWIGHT EDUCATION ASSOCIATION

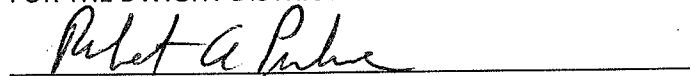


(President)



(Secretary)

FOR THE DWIGHT DISTRICT #230 BOARD OF EDUCATION

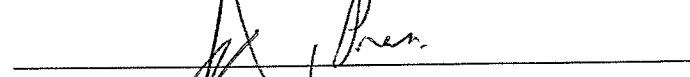


(President)

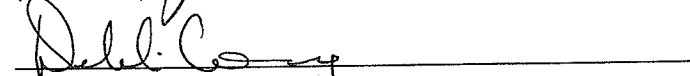


(Secretary)

FOR THE DWIGHT DISTRICT #232 BOARD OF EDUCATION



(President)



(Secretary)

Amendment (Number 2) to the 2012-2015 DEA/BOE Agreement

Section E. Economic Terms and Conditions

Section 6, paragraph 3

“Consideration for selection of mentor teachers shall be the following:

- Tenure status
- Proficient or Excellent evaluation ratings in all past performance reviews
- Administration discretion

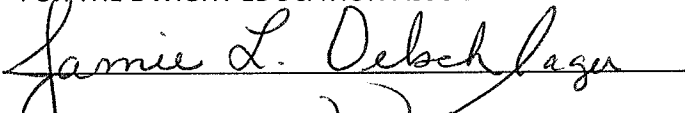
The DEA and the BOE agree to the following amendment to section 6, paragraph 3 for the 2013-2014 school year.

“Due to the lack of trained mentor teachers, the DEA agrees that a trained, retired teacher from the Districts will be able to perform the duties outlined in paragraph 4, page 18, of the 2012-2015 contract.”

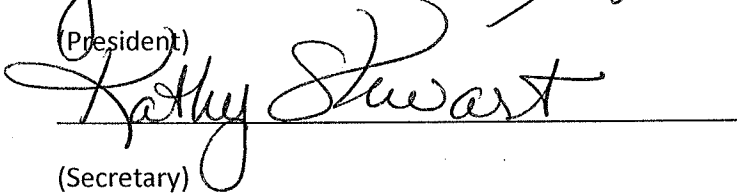
For the last year of the contract (2014-2015) the original language will be reinstated.”

IN WITNESS WHEREOF this Agreement is entered into this 16th day of September, 2013.

FOR THE DWIGHT EDUCATION ASSOCIATION

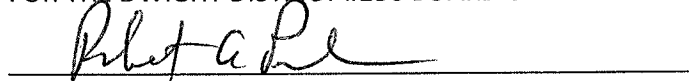


(President)

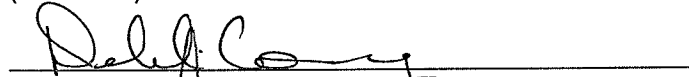


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FOR THE DWIGHT DISTRICT #230 BOARD OF EDUCATION



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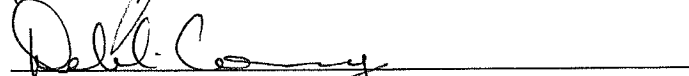


(Secretary)

FOR THE DWIGHT DISTRICT #232 BOARD OF EDUCATION



(President)



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Amendment (Number 3) to the 2013-2015 DEA/BOE Agreement

Section E. Economic Terms and Conditions

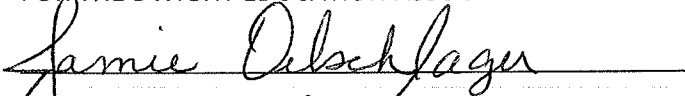
Section 5. Extra Duties Schedules

"The DEA and BOE agrees that the Summer Band camp will take place during the regularly scheduled band period in place of the regular band curriculum, through the first semester of the school year. The band director and Junior High principal have the discretion to decide whether more practice outside of the school day, at the hourly rate of pay (\$25/hour,) is needed."

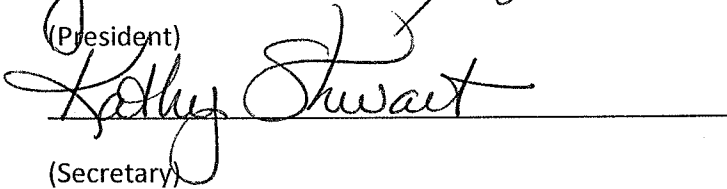
For the 2014-2015 school year, the four day Band Camp (and all necessary preparation leading up to the camp) stipend will be reinstated at 0.02 index.

IN WITNESS WHEREOF this Agreement is entered into this 16th day of September, 2013.

FOR THE DWIGHT EDUCATION ASSOCIATION




(President)



(Secretary)

FOR THE DWIGHT DISTRICT #230 BOARD OF EDUCATION



(President)



(Secretary)

FOR THE DWIGHT DISTRICT #232 BOARD OF EDUCATION



(President)



(Secretary)

Amendment (Number 4) to the 2013-2015 DEA/BOE Agreement


Section E. Economic Terms and Conditions

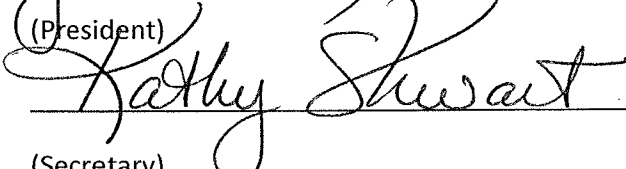
Section 5. Extra Duties Schedules

"The DEA and the BOE agrees to eliminate the "BB/DJ" position from the "Flags/BB/DJ" stipend, changing the index to 0.02 for the remainder of the 2012-2015 agreement."

IN WITNESS WHEREOF this Agreement is entered into this 16th day of September, 2013.

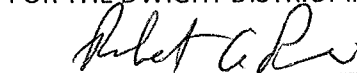
FOR THE DWIGHT EDUCATION ASSOCIATION



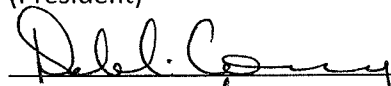
(President)


(Secretary)

FOR THE DWIGHT DISTRICT #230 BOARD OF EDUCATION

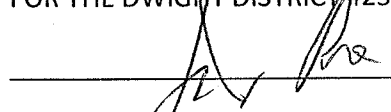


(President)

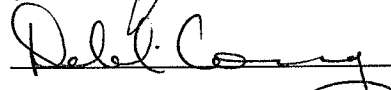


(Secretary)

FOR THE DWIGHT DISTRICT #232 BOARD OF EDUCATION



(President)



(Secretary)