


 <p align="center">DMEA PROPOSAL 2023-2024</p>	  <p align="center">DMPS/DMEA Agreement 2023-2024</p>	 <p align="center">DMPS PROPOSAL 2023-2024</p>
<p>Base salary increase: \$978</p>	<p>Base salary increase: \$</p>	<p>Base salary increase: \$293</p>
<p>Total salary/benefit increase: 5.76%</p>	<p>Total salary/benefit increase: %</p>	<p>Total salary/benefit increase: 3.67%</p>
<p>RN base generator: \$27,842</p>	<p>RN base generator: \$</p>	<p>RN base generator: \$27,272.97</p>
<p>Steps: Everyone advances one step</p>	<p>Steps:</p>	<p>Steps: Everyone advances one step</p>
<p>Longevity:</p> <ul style="list-style-type: none"> • Add a new 2.5% longevity after completion of step 16 and another 2.5% longevity after completion of step 25. • Maintain the current 2.5% longevity earned after completion of step 20. 	<p>Longevity:</p>	<p>Longevity: Keep current contract</p>
<p>Training Increment: Remove the # training increment at step 10 from contract.</p>	<p>Training Increment:</p>	<p>Training Increment: Keep current contract</p>
<p>Beginning Wage Flexibility:</p> <ul style="list-style-type: none"> • Allow recruitment incentive use to be more flexible. • Allow the district to place new hires on step 3 to address issue of being frozen for 3 years after being hired. 	<p>Beginning Wage Flexibility:</p>	<p>Beginning Wage Flexibility: Keep current contract</p>

<p>Sub Coverage Pay:</p> <ul style="list-style-type: none"> • Add language from the MOU for covering during planning period and being paid the hourly rate to the contract • Add extra duty pays for both sub coverage and split classroom coverage for when a substitute teacher is not available. 	<p>Sub Coverage Pay:</p>	<p>Sub Coverage Pay: Keep current contract</p>
<p>Technology Specialist Support:</p> <ul style="list-style-type: none"> • Make current stipend only cover school year activities. • Add extra duty pay for student technology/device preparation & distribution at the hourly rate • Add extra duty pay for student technology/device preparation & collection at the hourly rate. 	<p>Technology Specialist Support:</p>	<p>Technology Specialist Support: Keep current contract</p>
<p>Other notes:</p> <ul style="list-style-type: none"> • DMEA highlighted the costing sheet calculates all FTEs at the IPERS rate, but there are DMTRS employees getting less than the 9.44% and we shared we believe that DMTRS employees should receive a benefit from the district equal to the 9.44%. • Agreed to simplify the salary schedule look in the contract to make it easier for our members to know where they are and how much they should be paid. • Agreed to address proposed TLC changes from the EQPD committee after their committee sends approved changes. 		<p>Other notes:</p> <ul style="list-style-type: none"> • One year duration to contract