



**AGREEMENT
BETWEEN THE
BOARD OF EDUCATION
AND THE
SUSSEX TECH
EDUCATION ASSOCIATION**

**SUSSEX TECHNICAL SCHOOL
DISTRICT
2023 -2026**

PREAMBLE

This Agreement entered into this 8th day of March, 2023 by and between the Board of Education of the Sussex Technical School District, Georgetown, Delaware, hereinafter called the "Board" and the Sussex Tech Education Association, hereinafter called the "Association."

WITNESSETH

WHEREAS, the Board has an obligation pursuant to Delaware Code, Title 14, Chapter 40 to negotiate with the Association as the representative of employees hereinafter designated with respect to matters concerning or related to wages, salaries, hours, grievance procedures and working conditions.

ARTICLE 1

Duration of Agreement

1.1 Term:

This Agreement shall commence on the date of July 1, 2023, and continue in full force and effect until June 30, 2026. This Agreement shall remain in effect until agreement is reached on a successor contract.

1.2 Modification of the Agreement:

If either party desires to have this Agreement modified or changed after the expiration date, it shall give notice in writing to the President of the Board of Education no later than December 15, preceding the expiration date of the desire to modify or change; otherwise, the parties will renew the Agreement for another period. If notice to modify or change is thus given by either party, the Agreement shall be deemed to have been opened for bargaining on those subjects which are authorized for negotiations between a board of education of the State of Delaware and the exclusive negotiating representation for the public school employees of a school district in the State of Delaware. After the notice to modify or change has been invoked, all the provisions of the Agreement shall continue in full force and effect until modified in accordance with this section.

1.3 Negotiations:

The parties agree to enter into collective negotiations for a successor Agreement in accordance with Delaware Code, Title 14, Chapter 40, in a good faith effort to reach agreement on those subjects which are authorized for negotiations between a board of education in the State of Delaware and the exclusive negotiating representative for the public school employees of a school district in the State of Delaware. Such negotiations shall begin no later than February 1 of the calendar year in which this Agreement expires.

ARTICLE 2

Recognition

- 2.1 The Board hereby recognizes the Association as the exclusive negotiating representative of the certificated non-administrative employees, not including substitutes, para-professional/teaching assistants, supervisory, or staff personnel of the District in all matters specified in for collective negotiations as defined in Delaware Code, Title 14, Chapter 40, unless another provision of the Delaware Code supersedes this section.
- 2.1.1 "Board" as used in this Agreement shall mean the Sussex Technical Board of Education.
- 2.1.2 "Employee" as used in this Agreement means any certificated non-administrative employees not including substitutes, para-professional/teaching assistants, supervisory, or staff personnel; and reference to employees shall be deemed to include both female and male, and both singular and plural. In addition to representing employees in connection with the performance of their regular duties, the Association represents employees with respect to compensation employees receive for extracurricular positions such as Techademic coaches, advisors, and coaches.
- 2.1.3 "Association" as used in this Agreement shall mean the Sussex Tech Education Association, an Affiliate of DSEA/NEA.
- 2.1.4 "District" as used in this Agreement shall mean the Sussex Technical School District.
- 2.1.5 "Days" as used in this Agreement shall mean work days, unless calendar days are specified in the Agreement.
- 2.1.6 "Substitutes" as used in this Agreement shall mean employees not covered by individual, temporary, or regular contracts of employment.
- 2.1.7 "Emergency" as used in this Agreement shall mean a sudden, unexpected happening; an unforeseen occurrence or condition; a complication of circumstances as a result of events not regularly scheduled or planned.
- 2.1.8 All references to Superintendent, Director, Supervisor, Principal, immediate Supervisor, or Administrator shall include the Designee, if any.

ARTICLE 3

Association Rights and Privileges

- 3.1 The rights and privileges of the Association and its representatives as set forth in the Agreement shall be granted only to the Association as the exclusive representative of the employees and to no other employee organizations during its certification as specified in Delaware Code, Title 14, Chapter 40.
- 3.2 The rights and privileges granted to the Association herein shall not be granted to any similar organization during the duration of this Agreement.
- 3.3 The Association shall have the right to use the existing school communications systems to distribute information so long as it does not interfere with District usage. The Association President shall establish with the Principal or designee approval of such usage.
- 3.4 The Association shall have the right to use school facilities and equipment (i.e., meeting rooms, calculating machines, designated computers, and all types of audiovisual equipment) after the regular working day when available and otherwise not in use. Such right is subject to the policies and regulations of the Board and also subject to the approval of the building administrator or designee in charge.
- 3.5 Duly authorized representatives of the Association and their respective affiliate shall have permission to transact official Association business on school property provided that this does not interfere with normal school operation of the District, limited to employees' duty-free lunch period. Other Association business must be conducted outside of the 7.5 hour employee workday. On all occasions, the Association representative shall sign in upon entering the building.
- 3.6 The Board agrees to allot a block of eight (8) total employee days of released time each school year to the Association for Association business which cannot be conducted outside regular school hours. The Association President shall notify the building principal, in writing, at least five (5) school days in advance of the projected absence. In the event the absence will involve more than one employee from a technical or academic area, prior approval must be obtained from the building Principal or Designee. The Association shall compensate for any substitute employees required.
- 3.7 The association shall be granted a minimum of 10 minutes at the end of each staff meeting to conduct association business, unless there is a mutual agreement between the STEA and the building principal to waive the 10 minutes and agree to an alternate time during the morning planning time.

- 3.8 Any member who holds the office of President in the state or national association shall be granted a full leave of absence without pay for the period of the individual's term in office and shall be returned to the same or similar position held prior to the leave of absence. The leave of absence shall not exceed two (2) years. The Board may, at its discretion, grant additional leave time.
- 3.9 The Board agrees to furnish to the Association, in response to reasonable requests to the Superintendent or his designee, all available information concerning the financial resources of the District, including but not limited to: annual financial reports and audits, tentative budgetary requirements and allocations, agendas and minutes of all public Board meetings, individual and group employee health insurance premiums and experience figures, and such other information that shall assist employee associations in developing intelligent, accurate, informed and constructive programs on behalf of the employees and their students, together with information which may be necessary for the Association to process any grievance or complaint. All information shall be in accordance with Delaware Code, Title 29, Chapter 100.
- 3.10 A member of the Sussex Tech Education Association shall be included during the development of the annual school calendar.
- 3.11 The Association and building principal shall meet as a High School Liaison Committee at least once a month to review and discuss local school problems and practices, as well as play an active role in the revision or development of building procedures. Areas for consideration shall include, but not be limited to, such matters as curriculum, textbooks, discipline, parent visitations to classroom, calendar, etc. The High School Liaison Committee shall consist of not more than two (2) employees who are selected by the Association and not more than two (2) building administrators.
- 3.12 Representatives of the Association and the Superintendent or designee, and such others as the Superintendent deems appropriate, shall meet periodically during the school year to review and discuss current areas of mutual concern. District Liaison discussions are to be limited to topics regarding the current school year. The time and place of the meeting shall be mutually agreed upon. Meetings shall be held on an as-needed/when-needed basis, but at least per marking period and no more often than once every two months unless scheduled more often by mutual agreement. The party requesting the meeting must submit an agenda one week prior to the meeting. Items may be added to the agenda by mutual consent whenever practical. This provision is in no way intended to alter, supplant, or duplicate the grievance procedure. Official minutes of the Superintendent Liaison Meeting will be recorded by the administration, mutually reviewed and approved by The Association and the Superintendent, and furnished to all members of the District Liaison committee within five (5) days.

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- 3.13 At least one (1) member of The Association shall serve on the hiring committee for any teaching or specialist position, and have an equal vote in the selection process. All hiring decisions are subject to final Board approval.

ARTICLE 4

Employee Workday, Work Year, and Assignment

- 4.1 The normal in-school workday for employees shall be in accordance with State law. Presently the in-school workday is 7.5 hours per employee day, including a thirty (30) minute, duty-free lunch as assigned. Every other day, each employee shall have a scheduled planning time during the student day equal to the length of a class period. If there is an abbreviated schedule, such planning time may be reduced commensurate with the reduction in the length of class periods. Such planning time shall be in addition to the 30 minute duty free lunch, homeroom, and before or after school duties.
- 4.1.1 Employees shall reserve time one day per month beyond the 7.5 hour workday for staff meetings and/or professional obligations. Except in an emergency situation, twenty-four (24) hours notice shall be given for such meetings and professional obligations. Attendance is voluntary beyond 3:45 p.m.
- 4.1.2 The District will make every reasonable effort to avoid meetings on days when there is a special event during the student day, and/or there is a modification of the regular schedule for reasons other than a delayed opening due to inclement weather.
- 4.2 The work year for employees shall be mandated by state law.
- 4.3 Technical employees shall create an occupational advisory/craft committee which meets at least two (2) times each year. Such employees shall make a reasonable effort (i.e. letters or e-mails and follow up telephone calls) to secure attendance of at least seven (7) business/industry representatives at each such committee meeting.
- 4.4 All employees shall be required to participate in one (1) Advisory dinner/program (2 hours) and two (2) District Open House programs, including a fall evening Parent Open House (2 hours) and an 8th-Grade Open House (3.5 hours). Employees who choose to attend the graduation program will be credited 2 hours, which may be applied to the deducted hours on the last in-service day. Employees must personally sign in for each program they attend, and must attend the full session of each program to achieve the credited hours. The District will provide the official sign-in form. Employees' credited hours for each individual program detailed in this paragraph (up to a total of 7.5 hours) will be deducted from the hours required on the last in-service day of the school year.

ARTICLE 5

Employee Evaluation

5.1. Definition:

Evaluation of employees' professional performance shall be according to the Delaware Performance Appraisal System and the District management by objective system. It shall be conducted for the purpose of improving the educational process, improving employee performance, and to determine if the employee is performing to the standards of the District.

5.2 Procedures for Classroom Observation:

- 5.2.1 All evaluations or observations of the work performance of an employee shall be conducted openly and with the full knowledge of the employee. The use of electronic eavesdropping, public address, audio systems, and similar surveillance devices shall be strictly prohibited.
- 5.2.2 No employee shall be required to sign a blank or incomplete evaluation form, but all employees shall be required to acknowledge receipt of a completed evaluation report upon submission.
- 5.2.3 Any comments on any conference made in conjunction with an evaluation shall be appended to the evaluation report if requested by the employee, but shall be placed in a separate and independent writing and attached thereto.
- 5.2.4 Nothing contained herein shall prohibit evaluation made by observation outside the classroom, providing such observations are made with respect to performance of the employee's professional responsibilities while participating in school activities. Observations of a positive nature are encouraged and shall be attached to the next summative evaluation.

5.3 Final Evaluation:

Final evaluation of an employee upon termination of his/her employment shall be concluded prior to severance, and no documents and/or materials relative to evaluation shall be placed in the personnel file of such employee after severance, other than in accordance with the procedure set forth in this Article, except as prescribed by State Law.

ARTTICLE6

Personnel Files

"Personnel files/folders shall be defined as:

Personnel Files - Maintained in the District office with all appropriate personnel information and documentation pertaining to faculty members' performance.

Staff Folders - Maintained by the supervising principal and/or personnel director. Contains information relevant to the current evaluation cycle and holds communication between the faculty member and those three parties. Information in this file shall become part of the personnel file only if addressed through the summative evaluation process which requires both the evaluator's and employee's signatures. Information in this folder shall be purged after two summative evaluation cycles, and a new evaluation cycle shall begin.

- 6.1 The Board agrees that it shall maintain only one personnel file for each employee. A staff folder may be maintained by the supervising principal and/or principal and/or personnel director. These three locations for holding information will be referred to as file/folder.
- 6.2 Upon making an appointment, an employee shall be given access to his/her file/folders.
- 6.3 An employee shall be permitted to have the material in his/her file/folder reproduced. Such reproduction shall be done in the school or District office and shall be paid for by the employee at the regular District cost per copy.
- 6.4 Original file/folder copies shall not be removed from the District office or the high school administrative office.
- 6.5 A representative of the school administration shall be present at any inspection of the employee's file/folder.
- 6.6 A representative of the STEA may, at the employee's request, accompany the employee during the review of his/her file/folder.
- 6.7 No material derogatory to an employee's conduct, service, character, or personality shall be placed in his/her District personnel file/folder unless the employee has had an opportunity to review such material. The employee shall acknowledge the opportunity to review such material by signing the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents thereof. The employee shall also have the right to submit a written answer to such material, and the employee's answer shall be appended to the file copy of that which is protested and shall be initialed by both parties.

Personnel File:

Upon the request of the employee, if after two years, there has been no reoccurrence of the offense, a letter to that effect shall be appended to the original letter of reprimand. An employee may request that documents the employee deems unfavorable be removed from the employee's personnel file. Such a request shall be in writing and submitted to the District Personnel Officer. The District Personnel Officer shall respond in writing within fifteen (15) days of receipt of the request. If the request is granted, such documents shall be removed from the employee's personnel file. The decision is not subject to the grievance procedure.

- 6.8 No one may review an employee's file/folder except the State Auditor's Office, Superintendent, Board of Education, the Board's counsel, District and local building administrators, the employee and anyone authorized by the employee. Any authorized individual who reviews the file/folder shall indicate such action by affixing his/her name, the date of such review, the reason for review and materials copied.
- 6.9 No anonymous complaints shall be used in the evaluation process or be added to any personnel files.

ARTICLE 7

Reduction in Force /

7.1 When the Board determines that a reduction in the staff is necessary, all such terminations will be in accordance with the following procedures:

7.1.1 The department to be affected shall be determined by the Board.

7.1.1.1 To accomplish the necessary reduction in force, employees will be released from the field of the current major assignment based on their seniority with those being employed most recently being laid off first.

7.1.1.2 Laid off employees shall have the right to bump into another bargaining unit position for which they are fully certified and have taught for at least two (2) years (i.e. at least 91 days per school year) with an effective year-end DPAS-II rating at Sussex Tech. Any such employee exercising the right to bump must notify the Superintendent of the employee's intention to do so within ten (10) days after receiving the District's layoff notification.

Laid off employees shall be placed on the recall list in the seniority classification from which they were laid off.

Employees who are eligible for recall must keep the Personnel Office informed in writing of any changes in their address, telephone number, and/or certification.

When a vacancy occurs, employees on the applicable recall list shall be offered employment in reverse order of layoff.

Notification of recall shall be by certified mail and the person shall respond to the offer within ten (10) calendar days after receipt of the certified letter. No response shall constitute a decision to decline the offer.

An employee who accepts recall shall report to work on the date indicated by the District.

7.1.1.3 Seniority shall be calculated as the length of the most recent continuous service as an employee and/or administrator in the District. A Board approved leave of absence shall not constitute a break in service but shall not be counted toward seniority with the following exceptions: (1) sabbatical leave; (2) military leave; (3) leave for officer of the

Association; (4) workers compensation injury or illness; and (5) other positions mutually agreed to by the District and the Association.

7.1.1.4 If two or more employees have the same seniority, the following criteria shall be used, in the order enumerated, as tie-breakers, and utilized in determining the seniority lists:

1. Total length of Delaware State teaching service for teachers
2. Total length of teaching service for teachers
3. Total number of credits earned as per the Sussex Tech local salary schedule
4. Lottery draw

- 7.2 The district will provide a ranked seniority list annually, to all listed employees, by February 15th. The list will be both posted in a common area and transmitted electronically, to all professional employees by the stated date. Any employees who wish to appeal their placement on this list must do so, in writing, to the District Personnel Office, prior to March 15th. A revised list will again be both posted in a common area and electronically transmitted to all professional employees by March 31st. If an employee's seniority or classification is different on the second list, as compared to the first, such an employee has 15 days, from the second posting, to appeal the change. Rankings not challenged, as provided above, will be regarded as correct.
- 7.3 Board-approved leaves of absence will not constitute a break in service, but will not be counted toward seniority unless a minimum of 91 days of service, per school year, has been completed.
- 7.4 Staff should refer to the Sussex Technical School District Board Policy under the "Additions/Deletions of Educational Programs" section for more information regarding the addition and/or deletion of career-technical programs of study.
- 7.5 Any employee on recall who accepts a temporary or part-time assignment within the District shall not surrender his/her right to a permanent position. All such employment shall accrue seniority.
- 7.6 Any employee to be laid off shall be notified by registered mail no later than May 15th of the year in which the employee is terminated.
- 7.7 Time lost by an employee who is released under provisions of this Article, and is subsequently recalled under provisions of this Article, shall not be considered to interrupt continuous service.
- 7.8 Benefits shall continue through August of the year an employee is terminated, only if the employee is receiving pay and is on the payroll during this time.

ARTICLE 8

Termination

- 8.1 In all cases of termination during the school year, termination at the end of the school year, and the non-renewal of non-tenured employees at the end of the school year, the rights of affected employees are set forth in Chapter 14, Title 14 of the Delaware Code.

ARTICLE 9

Grievance Procedure

The Board and the Association recognize the need to provide for the orderly resolution of any grievance. The Board guarantees that there shall be no reprisals against any employee utilizing the grievance procedures, or a party of interest thereto, by the Board or any employee of the District.

9.1. Purpose:

It is the objective to secure equitable solutions to problems at the lowest possible level. In order to further this practice, the employee will first discuss the problem with his/her immediate supervisor in a confidential meeting.

The purpose of this procedure is to secure, at the lowest possible level, resolutions of "grievances" as herein defined raised under this Article. All parties concerned are encouraged to keep these proceedings as informal and as confidential as may be appropriate at any level of this procedure.

9.2. Definitions:

- 9.2.1 A grievance is a claim arising out of an alleged violation, misinterpretation, or misapplication of this Agreement. An allegation an employee is adversely affected by a violation, misinterpretation, or misapplication of Board policy, administrative regulation, state or federal law, or Department of Education regulation is a complaint which must be pursued through the Complaint Procedure set forth in the District personnel handbook.
- 9.2.2 A grievant shall be an employee, a group of employees, or the Association acting on their behalf. All employees in a group or a class affected by a grievance shall be bound by any resolution accepted by the Association
- 9.2.3 Parties in interest shall include the aggrieved administrators, other administrators, and their representatives.
- 9.2.4 Days, when used in this procedure, shall mean working days unless otherwise stated.
- 9.2.5 A person who participates in a meeting relating to grievance proceedings during working hours shall suffer no loss in pay.

9.3 Procedure:

In the event a grievance shall arise, an earnest effort shall be made to settle said grievance in the sequence listed below. The time limits have been specified, but may be extended or reduced by mutual agreement.

Problems which become grievances shall be resolved in the following manner:

9.4 Level One (I):

9.4.1 It is the objective to secure equitable solutions to problems at the lowest possible level. In order to further this practice, the employee is encouraged to first discuss the problem with the administrator who made the decision which allegedly violated the Agreement. Such discussions shall be informal and confidential.

9.5 Level Two (II):

9.5.1 The first formal contact will be made within fifteen (15) days after the occurrence giving rise to the alleged grievance, or within fifteen (15) days following the date on which the aggrieved party could logically be expected to become aware of the occurrence giving rise to the alleged grievance. The first contact at Level Two (II) shall be made by the grievant in writing setting forth the provision(s) of this Agreement alleged to be violated and citing the provision(s) by reference to Article and paragraph. The writing will state the specifics of the grievance and will indicate if a representative is to act as a speaker for the aggrieved. If there is to be a representative accompanying the aggrieved, the administrator will be notified twenty-four (24) hours prior to the meeting. The administrator has the option of requesting the presence of a second representative other than the Superintendent, and the aggrieved shall be notified of such. The meeting shall be scheduled and held within ten (10) days after the receipt of the grievance in writing. Within five (5) days following the date of the meeting, the administrator shall render a written decision to the grievance with copies to all individuals who attended the Level Two (II) meeting.

9.6 Level Three (III):

9.6.1 Within ten (10) days from the receipt of the Level Two (II) decision, if the grievant is not satisfied with the disposition, or if no decision has been rendered within fifteen (15) days after presentation of the grievance, the grievant may file the grievance with the Superintendent with copies to all individuals who attended the Level Two (II) meeting.

- 9.6.2 The Superintendent shall attempt to resolve the matter as quickly as possible by calling a meeting of the parties in interest within ten (10) days. Following this meeting, the Superintendent shall give a decision in writing within ten (10) days to the grievant with copies to all individuals who attended the Level Three (III) meeting.
- 9.7 Level Four:
- 9.7.1 If the grievant is not satisfied with the disposition of the grievance at Level Three (III), the grievant may, within fifteen (15) days, appeal the matter to arbitration by filing a Demand for Arbitration with the Public Employment Relations Board (PERB). The Demand shall certify a copy of the Demand was sent to the Superintendent. The Demand must be postmarked no later than fifteen (15) days after the Association receives the Level Three (III) decision.
- 9.7.2 The decision of the Arbitrator shall be final and binding upon the parties.
- 9.7.3 Section 4013(c) of Title 14 of the Delaware Code shall control the arbitration proceeding. A copy of the current language of Section. 4013(c) is attached as Appendix (A).
- 9.8 Rights of Employees to Representation:
- 9.8.1 Any aggrieved person may be represented at all stages of the grievance procedure by him/herself, in accordance with Delaware Code, Title 14, Chapter 40, and the aggrieved person may be represented by the Association, DSEA, NEA, or legal counsel.
- 9.8.2 The filing of a formal grievance shall in no way inhibit or impair the right of the Board and administration to pursue any termination proceeding conducted pursuant to the provisions of Delaware Code, Title 14, Chapter 14. In the event any employee receives notice of intention to terminate, such employee's rights shall be governed by Delaware Code, Title 14, Chapter 14.
- 9.8.3 All meetings or hearings held pursuant to this procedure shall be scheduled at the mutual convenience of the parties.
- 9.9 For issues that are not contractual, an employee shall follow a complaint procedure that is structured similarly to the grievance procedure. These procedures can be found in the District's personnel handbook.

ARTICLE 10

Employee Rights

- 10.1 Pursuant to Delaware Code, Title 14, Chapter 40 the Board hereby agrees that employees of the District shall have the right to freely organize, join, and support the Association and its affiliates for the purpose of engaging in collective negotiations. The Board agrees that it shall not discriminate against any employee with respect to hours, wages, or any terms or conditions of employment by reason of his/her membership in the Association and its affiliates, his/her participating in activities of the Association and its affiliates, collective negotiations with the Board or his/her institution of any grievance, complaint, or proceeding under this Agreement.
- 10.2 Nothing contained herein shall be construed to deny or restrict to any employee such rights as he/she may have under Delaware School Laws or other applicable laws and regulations.
- 10.3 Just Cause Provision:
- No employee shall be disciplined, reprimanded, reduced in rank or compensations, denied any professional advantages, or given an adverse evaluation of his/her professional services without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth.
- 10.4 When an employee is requested to participate in a meeting, or an interview conducted by building level staff, the employee shall be informed of the purpose of the meeting or interview. If the employee reasonably believes the meeting or interview shall result in disciplinary action, the employee may refuse to submit to the meeting or interview without Association representation. If an employee is required to appear before the Board or central office administrative staff, for the purpose of confronting the employee with allegations involving the employee's misconduct, and such a confrontation may adversely affect the employee's continued employment, salary, or any increments, the employee shall, at least twenty-four (24) hours prior to such a meeting, be given written notice specifying the allegations of misconduct.
- 10.5 No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates. Such identification shall be in keeping with the standards of the profession.
- 10.6 The employee shall have the primary responsibility to determine grades within the grading policy of the District based upon his/her professional judgment of the available criteria pertinent to any given subject or area or activity to which he/she is responsible.

Grades shall not be changed without written agreement by the employee. Grades determined by the employee which conflict with any grading policy established by the Board shall be subject to change by the Board to conform to the grading policy of the Board.

- 10.7 All vacancies shall be posted throughout the district buildings and offices and on the District Website for a minimum of 8 working days prior to the last day on which applications for such positions shall be accepted. Electronically, the vacancies shall be communicated via email to employees throughout the calendar year.
Postings shall not be tailored to a particular applicant.
All postings/vacancies shall contain: type of vacancy, position description (duties and responsibilities), starting date, requisite qualifications/certifications and salary per state and local schedules.
Employees who apply for the posted vacancy will be granted an interview.
If a member of the bargaining unit and a candidate outside of the bargaining unit are equal in ability, job performance, experience, relevant training and Interview strength, the bargaining unit member is offered the position.
If members of the bargaining unit are equal in ability, job performance, experience, relevant training and interview strength, the bargaining unit member, with the most seniority, is offered the position.
Seniority is determined by 7.1.1.3, 7.1.1.4 and 7.2 in the Current Agreement.
Employees denied a position to which they applied shall be advised of the decision after Board action. If a current employee is not chosen, they shall be entitled to the reasons upon written request.
- 10.8 Employee representation shall be included in the development of any new, developmental or pilot program, which if implemented, would affect them."
- 10.9 Employees shall adhere to all policies and procedures as set forth in both the STSD staff and personnel handbooks; By October 1st, all staff shall be required to electronically sign that they have viewed and understand the information in both handbooks.

ARTICLE 11

Protection of Employees, Students, and Property

- 11.1 Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety, or well-being.
- 11.2 An employee may, within the scope of employment, use and apply such amount of force as is reasonable, necessary and justified as set forth in 11 Delaware Code, Chapter 4, Section 468.
- 11.3 Employees shall immediately report cases of personal injury or student injury in connection with their employment to their principal or other designee.

ARTICLE 12

Deduction from Salary

- 12.1 Upon submission of approved forms, the Board agrees to deduct from the salaries of its employees dues for the Sussex Tech Education Association, the Delaware State Education Association, the National Education Association, the Delaware Vocational Association, and the American Vocational Association. Such deductions shall be made in compliance with Delaware laws and under rules established by the State Treasurer. Said money, together with records of any corrections, shall be transmitted to the appropriate agency the month following the monthly pay period in which deductions were made.
- 12.2 The Board agrees to deduct from employees' salaries money for local, state, and national association services and programs as said employees individually and voluntarily authorize the Board to deduct and to transmit the money promptly to such association or associations. Any employee may have such deductions discontinued in accordance with the authorization signed by the employee.

ARTICLE 13

Local Salary Supplement and Fringe Benefits

- 13.1 The Schedule, Exhibit A, for local supplements to salary for employees, shall apply for the duration of this contract.
- 13.2 Employee Benefits: The benefits hereafter listed are those provided by the Sussex Technical School District and are in addition to those provided by the State of Delaware:
- 13.2.1 Tuition Reimbursement: The District shall reimburse 100% of tuition and registration costs for pre-approved course work for which the employee registers. Maximum value for this benefit will be \$88,000 per fiscal year (July 1 through June 30) beginning with FY22. Resigning from the District shall release the District from making a reimbursement payment
 - 13.2.2 In the event special circumstances develop which require EPER time for staff, they will be compensated at the amount of the current state per hour rate as determined by the State rate for temporary employees. Special circumstances shall not include direct counseling/instruction.
 - 13.2.3 Liability and Wrongful Acts Insurance: Coverage of losses in the amount of \$1,000,000 per occurrence and an aggregate coverage of \$1,000,000 per year.
 - 13.2.4 Benefits for Personnel Involved in Reduction in Force: The District will provide the following benefits for those persons involved in any reduction in force:
 - a. Up to Fifty Dollars (\$50) for resume' services.
 - b. Up to Fifty Dollars (\$50) for situation-wanted advertisements.
 - c. List of benefits available through any federal, state, or local agency(ies), i.e., unemployment benefits, etc.
- 13.3 For those employees approaching retirement, a bonus shall be offered for pension covered service to the Sussex Technical School District. Any employee retiring during the life of this contract qualifies for a bonus of \$100 per year for each year of such service in the District.
- 13.3.1 The employee requesting retirement must qualify for retirement as defined by Delaware State Law.
 - 13.3.2 To receive the bonus, employees desiring to retire at the end of a school year must notify the Board of Education by March 1 of that school year.

13.4 The following longevity bonus shall be in effect and payable during the second quarter of each fiscal year but not included in the salary schedule:

5 - 9 years with the District	\$ 100
10- 14 years with the District	\$ 200
15 - 19 years with the District	\$ 300
20 -- 24 years with the District	\$ 400
25 - 29 years with the District	\$ 600
30 years and beyond with the District	\$ 850

13.5 Any employee involved in school-approved, in or out of state, overnight activities during the regular school year shall be compensated the sum of \$150 (honorarium) per night for supervising/chaperoning of such school related activities. This is subject to prior administrative approval.

13.6 Reopening Negotiations: The parties shall reopen negotiations on Article 13 if, during the term of this Agreement (2023-2026), either party wishes to revisit the financial position of the District.

ARTICLE 14

Miscellaneous

- 14.1 Should state or federal law be revised during the life of this Agreement, those laws shall supersede the pertinent section(s) of the Agreement as it applied to the parties.
- 14.2 All conditions of employment and general personnel practices shall be maintained at the highest level possible. This Agreement is not intended to be interpreted to deprive employees of professional advantages heretofore enjoyed unless expressly stated herein.
- 14.3 For staff reporting time during inclement weather, employees should refer to the District personnel handbook
- 14.4 Every effort should be made by parents and teachers to resolve parental complaints on an informal basis. In the event complaints are not resolved on an informal basis, the parental complaint procedure found in the Student Handbook will be followed.
- 14.5 The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of employees or in the application of administration of the Agreement on the basis of race, marital status, color, religion, national origin, disability, or sex.
- 14.6 If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- 14.7 In recognition of the fact that the laws of the State vest responsibility in the Board for the quality of education in and the efficient and economical operation of the District, it is herein agreed that, except as modified by this Agreement, the Board retains all rights and powers that it has, or may hereafter be granted by law, to control, supervise, direct, establish policy, and manage the District and its staff.
- 14.8 The Board shall be provided a list of officers of the Association within ten (10) days of the effective date of any changes of such officers.
- 14.9 Any individual contract between the Board and an individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement.
- 14.10 Copies of this Agreement shall be printed at the expense of the Board and the Association after agreement with the Association on format within thirty (30) days after the

Agreement is signed. The Agreement shall be presented to all employees now employed, or hereafter employed.

- 14.11 This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of the Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement with the exception of regulations adopted pursuant to the Professional Development and Educator Accountability Act of 2000, if and to the extent such regulations are inconsistent with this Agreement. Under such circumstances, the parties shall address and resolve the inconsistency using an expedited format with no more than two (2) representatives for each party.

ARTICLE 15

Leaves of Absence

- 15.1 Leaves of absence, including sick leave, maternity leave and leaves of absences for other reasons, shall be according to Delaware State Law. Additional leave requested by STHS staff beyond that afforded by Delaware State Law may be requested in writing, and is at the discretion of the Board.
- 15.2 Allowable sick/personal leave for a school year is to be available at the start of the school year. Adjustments for employees who terminate service prior to the end of the school year shall be made in their final pay check. Adjustments shall be prorated based upon sick leave being earned at the rate provided by state law.
- 15.3 Donated Leave shall be in accordance with Title 14, Chapter 1318A of the Delaware Code, with specific procedures detailed in the STSD Personnel Handbook.

IN WITNESS WHEREOF, the Association has caused this Agreement to be signed by its President and the Board has caused this Agreement to be signed by its President and its corporate seal to be placed hereon, all on the day and year noted below.

Dated: Mar 24, 2023

SUSSEX TECH EDUCATION ASSOCIATION

By: 

Dated: 3/8/2023

**SUSSEX COUNTY VOCATIONAL TECHNICAL
SCHOOL DISTRICT BOARD OF EDUCATION**

By: 

KEC
KEC

Appendix A
SUSSEX TECHNICAL SCHOOL DISTRICT
Local Teacher Salary Schedule (Based on 188 days)
Fiscal Year 2024 beginning July 1, 2023
1st Pay September 22, 2023
(Reflects 3% Increase)

Step	ND LTD/STD	T1	T1+15	T1+30	T1+45	B	B+15	B+30	B+45	B+60	T1	M	M15	M30	M45	M60	D	Yrs of Exp
1	17,976	18,618	19,257	19,894	20,534	21,174	21,817	22,458	23,099	23,740	24,381	25,022	25,663	26,304	26,945	27,586	30,312	0
2	18,299	18,936	19,576	20,218	20,854	21,492	22,133	22,774	23,415	24,056	24,697	25,338	25,979	26,620	27,261	27,902	30,628	1
3	18,618	19,257	19,894	20,536	21,174	21,817	22,458	23,099	23,740	24,381	25,022	25,663	26,304	26,945	27,586	28,227	30,953	2
4	18,936	19,576	20,218	20,854	21,492	22,133	22,774	23,415	24,056	24,697	25,338	25,979	26,620	27,261	27,902	28,543	31,269	3
5	19,257	19,894	20,536	21,174	21,817	22,458	23,099	23,740	24,381	25,022	25,663	26,304	26,945	27,586	28,227	28,868	31,594	4
6	19,576	20,218	20,854	21,492	22,133	22,774	23,415	24,056	24,697	25,338	25,979	26,620	27,261	27,902	28,543	29,184	31,910	5
7	19,894	20,536	21,174	21,817	22,458	23,099	23,740	24,381	25,022	25,663	26,304	26,945	27,586	28,227	28,868	29,509	32,235	6
8	20,218	20,854	21,492	22,133	22,774	23,415	24,056	24,697	25,338	25,979	26,620	27,261	27,902	28,543	29,184	29,825	32,561	7
9	20,536	21,174	21,817	22,458	23,099	23,740	24,381	25,022	25,663	26,304	26,945	27,586	28,227	28,868	29,509	30,150	32,887	8
10	20,854	21,492	22,133	22,774	23,415	24,056	24,697	25,338	25,979	26,620	27,261	27,902	28,543	29,184	29,825	30,466	33,213	9
11	21,174	21,817	22,458	23,099	23,740	24,381	25,022	25,663	26,304	26,945	27,586	28,227	28,868	29,509	30,150	30,791	33,539	10
12	21,492	22,133	22,774	23,415	24,056	24,697	25,338	25,979	26,620	27,261	27,902	28,543	29,184	29,825	30,466	31,107	33,865	11
13	21,817	22,458	23,099	23,740	24,381	25,022	25,663	26,304	26,945	27,586	28,227	28,868	29,509	30,150	30,791	31,432	34,191	12
14	22,138	22,774	23,415	24,056	24,697	25,338	25,979	26,620	27,261	27,902	28,543	29,184	29,825	30,466	31,107	31,748	34,517	13
15	22,459	23,094	23,734	24,375	25,016	25,657	26,298	26,939	27,580	28,221	28,862	29,503	30,144	30,785	31,426	32,067	34,843	14
16	22,901	23,536	24,175	24,816	25,457	26,098	26,739	27,380	28,021	28,662	29,303	29,944	30,585	31,226	31,867	32,508	35,169	15
17	23,341	23,977	24,615	25,254	25,895	26,536	27,177	27,818	28,459	29,100	29,741	30,382	31,023	31,664	32,305	32,946	35,495	16
18	23,341	23,977	24,615	25,254	25,895	26,536	27,177	27,818	28,459	29,100	29,741	30,382	31,023	31,664	32,305	32,946	35,821	17
19	23,341	23,977	24,615	25,254	25,895	26,536	27,177	27,818	28,459	29,100	29,741	30,382	31,023	31,664	32,305	32,946	36,147	18
20	23,341	23,977	24,615	25,254	25,895	26,536	27,177	27,818	28,459	29,100	29,741	30,382	31,023	31,664	32,305	32,946	36,473	19
21	23,341	23,977	24,615	25,254	25,895	26,536	27,177	27,818	28,459	29,100	29,741	30,382	31,023	31,664	32,305	32,946	36,799	20
22	23,341	23,977	24,615	25,254	25,895	26,536	27,177	27,818	28,459	29,100	29,741	30,382	31,023	31,664	32,305	32,946	37,125	21
23	23,341	23,977	24,615	25,254	25,895	26,536	27,177	27,818	28,459	29,100	29,741	30,382	31,023	31,664	32,305	32,946	37,451	22
24	23,341	23,977	24,615	25,254	25,895	26,536	27,177	27,818	28,459	29,100	29,741	30,382	31,023	31,664	32,305	32,946	37,777	23
25	23,341	23,977	24,615	25,254	25,895	26,536	27,177	27,818	28,459	29,100	29,741	30,382	31,023	31,664	32,305	32,946	38,103	24
26	23,341	23,977	24,615	25,254	25,895	26,536	27,177	27,818	28,459	29,100	29,741	30,382	31,023	31,664	32,305	32,946	38,429	25
27	23,341	23,977	24,615	25,254	25,895	26,536	27,177	27,818	28,459	29,100	29,741	30,382	31,023	31,664	32,305	32,946	38,755	26
28	23,341	23,977	24,615	25,254	25,895	26,536	27,177	27,818	28,459	29,100	29,741	30,382	31,023	31,664	32,305	32,946	39,081	27
29	23,341	23,977	24,615	25,254	25,895	26,536	27,177	27,818	28,459	29,100	29,741	30,382	31,023	31,664	32,305	32,946	39,407	28
30	23,341	23,977	24,615	25,254	25,895	26,536	27,177	27,818	28,459	29,100	29,741	30,382	31,023	31,664	32,305	32,946	39,733	29

Appendix B

SUSSEX TECHNICAL SCHOOL DISTRICT
 Local Teacher Salary Schedule (Based on 188 days)
 Fiscal Year 2025 beginning July 1, 2024
 1st Pay September 20, 2024
 (Reflects 3% Increase)

Step	ND LTD/STD	T1	T1+15	T1+30	T1+45	B	B+15	B+30	B+45	B+60	T1	M	M15	M30	M45	M60	D	Yrs of Exp
1	18,515	19,177	19,835	20,491	22,798	21,856	22,518	23,176	23,832	24,161	24,824	26,425	28,222	29,008	29,790	30,131	31,221	0
2	18,848	19,504	20,163	20,825	23,132	22,184	22,843	23,500	24,161	24,491	25,147	26,754	28,570	29,350	30,131	30,644	31,671	1
3	19,177	19,835	20,491	21,152	23,457	22,518	23,176	23,832	24,491	24,824	25,482	27,083	28,908	29,691	30,478	31,156	32,186	2
4	19,504	20,163	20,825	21,480	23,787	22,843	23,500	24,161	24,824	25,147	25,807	27,411	29,250	30,033	30,818	31,571	32,703	3
5	19,835	20,491	21,152	21,809	24,113	23,176	23,832	24,491	25,147	25,482	26,136	27,744	29,596	30,379	31,159	32,186	33,216	4
6	20,163	20,825	21,480	22,137	24,446	23,500	24,161	24,824	25,482	25,807	26,466	28,075	29,938	30,720	31,503	32,703	33,730	5
7	20,592	21,152	21,809	22,472	24,776	23,832	24,491	25,147	25,807	26,136	26,799	28,401	30,277	31,057	31,838	33,216	34,244	6
8	20,825	21,480	22,137	22,798	25,101	24,161	24,824	25,482	26,136	26,466	27,126	28,732	30,618	31,401	32,185	33,730	34,760	7
9	21,152	21,809	22,472	23,132	25,434	24,491	25,147	25,807	26,466	26,799	27,454	29,059	30,959	31,747	32,535	34,244	35,275	8
10	21,480	22,137	22,798	23,457	25,760	24,824	25,482	26,136	26,799	27,126	27,788	29,388	31,306	32,096	32,892	34,760	35,793	9
11	21,809	22,472	23,132	23,798	26,093	25,147	25,807	26,466	27,126	27,454	28,116	29,720	31,655	32,449	33,246	35,275	36,305	10
12	22,137	22,798	23,457	24,113	26,423	25,482	26,136	26,799	27,454	27,788	28,442	30,051	32,009	32,804	33,604	35,793	36,818	11
13	22,472	23,132	23,798	24,446	26,748	25,807	26,466	27,126	27,788	28,116	28,770	30,384	32,361	33,154	33,958	36,305	37,335	12
14	22,802	23,457	24,113	24,775	27,081	26,136	26,799	27,454	28,116	28,442	29,102	30,716	32,716	33,506	34,314	36,818	37,850	13
15	23,133	23,787	24,446	25,100	27,407	26,466	27,126	27,788	28,442	28,770	29,433	31,047	33,067	33,861	34,760	37,335	38,363	14
16	23,588	24,242	24,900	25,553	27,865	26,921	27,582	28,245	28,909	29,230	29,889	31,504	33,524	35,562	36,774	37,850	38,879	15
17	24,041	24,696	25,353	26,012	28,319	27,378	28,039	28,696	29,357	29,683	30,343	31,959	33,981	36,100	37,039	38,363	39,394	16
18	24,041	24,696	25,353	26,012	28,775	27,835	28,493	29,154	29,811	30,139	30,799	32,414	34,436	36,362	37,367	38,879	39,910	17
19	24,041	24,696	25,353	26,012	29,233	28,292	28,950	29,608	30,268	30,595	31,254	32,868	34,890	36,626	37,761	39,394	40,423	18
20	24,041	24,696	25,353	26,012	29,687	28,747	29,403	30,065	30,722	31,049	31,712	33,325	35,348	36,893	38,487	39,910	40,938	19
21	24,041	24,696	25,353	26,012	30,142	29,202	29,861	30,521	31,179	31,506	32,168	33,781	35,802	37,157	39,014	40,423	41,454	20
22	24,041	24,696	25,353	26,012	30,595	29,202	29,861	30,521	31,179	31,506	32,168	33,781	35,802	37,157	39,014	40,938	41,968	21
23	24,041	24,696	25,353	26,012	31,049	29,202	29,861	30,521	31,179	31,506	32,168	33,781	35,802	37,157	39,014	41,454	42,480	22
24	24,041	24,696	25,353	26,012	31,506	29,202	29,861	30,521	31,179	31,506	32,168	33,781	35,802	37,157	39,014	41,968	42,998	23
25	24,041	24,696	25,353	26,012	31,963	29,202	29,861	30,521	31,179	31,506	32,168	33,781	35,802	37,157	39,014	42,480	43,512	24
26	24,041	24,696	25,353	26,012	32,420	29,202	29,861	30,521	31,179	31,506	32,168	33,781	35,802	37,157	39,014	42,998	44,028	25
27	24,041	24,696	25,353	26,012	32,877	29,202	29,861	30,521	31,179	31,506	32,168	33,781	35,802	37,157	39,014	43,512	44,541	26
28	24,041	24,696	25,353	26,012	33,334	29,202	29,861	30,521	31,179	31,506	32,168	33,781	35,802	37,157	39,014	44,028	45,056	27
29	24,041	24,696	25,353	26,012	33,791	29,202	29,861	30,521	31,179	31,506	32,168	33,781	35,802	37,157	39,014	44,541	45,573	28
30	24,041	24,696	25,353	26,012	34,248	29,202	29,861	30,521	31,179	31,506	32,168	33,781	35,802	37,157	39,014	45,056	46,085	29

Appendix C
SUSSEX TECHNICAL SCHOOL DISTRICT
 Local Teacher Salary Schedule (Based on 188 days)
 Fiscal Year 2026 beginning July 1, 2025
 1st Pay September 19, 2025
 (Reflects 3% Increase)

Step	ND LTD/STD	TI	TI+15	TI+30	TI+45	B	B+15	B+30	B+45	B+60 TI+B	TI B15	M	M15	M30	M45	M60	D	Yrs of Exp
1	19,070	19,752	20,430	21,106	23,482	22,512	23,194	23,871	24,547	24,886	25,569	27,218	29,069	29,878	30,684	31,035	32,158	0
2	19,413	20,089	20,768	21,450	23,826	22,850	23,528	24,205	24,886	25,226	25,901	27,557	29,427	30,231	31,035	31,563	32,621	1
3	19,752	20,430	21,106	21,787	24,161	23,194	23,871	24,547	25,226	25,569	26,246	27,895	29,775	30,582	31,392	32,091	33,152	2
4	20,089	20,768	21,450	22,124	24,501	23,528	24,205	24,886	25,569	25,901	26,581	28,233	30,128	30,934	31,743	32,621	33,684	3
5	20,430	21,106	21,787	22,463	24,836	23,871	24,547	25,226	25,901	26,246	26,920	28,576	30,484	31,290	32,094	33,152	34,212	4
6	20,768	21,450	22,124	22,801	25,179	24,205	24,886	25,569	26,246	26,581	27,260	28,917	30,836	31,642	32,448	33,684	34,742	5
7	21,210	21,787	22,463	23,146	25,519	24,547	25,226	25,901	26,581	26,920	27,603	29,253	31,185	31,989	32,793	34,212	35,271	6
8	21,450	22,124	22,801	23,482	25,854	24,886	25,569	26,246	26,920	27,260	27,940	29,594	31,537	32,343	33,151	34,742	35,803	7
9	21,787	22,463	23,146	23,826	26,197	25,226	25,901	26,581	27,260	27,603	28,278	29,931	31,888	32,699	33,511	35,271	36,333	8
10	22,124	22,801	23,482	24,161	26,533	25,569	26,246	26,920	27,603	27,940	28,622	30,270	32,245	33,059	33,879	35,803	36,867	9
11	22,463	23,146	23,826	24,501	26,876	25,901	26,581	27,260	27,940	28,278	28,959	30,612	32,605	33,422	34,243	36,333	37,394	10
12	22,801	23,482	24,161	24,836	27,216	26,246	26,920	27,603	28,278	28,622	29,295	30,953	32,969	33,788	34,612	36,867	37,923	11
13	23,146	23,826	24,501	25,179	27,550	26,581	27,260	27,940	28,622	28,959	29,633	31,296	33,332	34,149	34,977	37,394	38,455	12
14	23,486	24,161	24,836	25,518	27,893	26,920	27,603	28,278	28,959	29,295	29,975	31,637	33,697	34,511	35,343	37,923	38,986	13
15	23,827	24,501	25,179	25,853	28,229	27,260	27,940	28,622	29,295	29,633	30,316	31,978	34,059	34,877	35,803	38,455	39,514	14
16	24,296	24,969	25,647	26,320	28,701	27,729	28,409	29,092	29,766	30,107	30,786	32,449	34,530	36,629	37,877	38,986	40,045	15
17	24,762	25,437	26,114	26,792	29,169	28,199	28,880	29,557	30,238	30,573	31,253	32,918	35,000	37,183	38,150	39,514	40,576	16
18	24,762	25,437	26,114	27,259	29,638	28,670	29,348	30,029	30,705	31,043	31,723	33,386	35,469	37,453	38,488	40,045	41,107	17
19	24,762	25,437	26,114	27,259	30,110	29,141	29,819	30,496	31,176	31,513	32,192	33,854	35,937	37,725	38,894	40,576	41,636	18
20	24,762	25,437	26,114	27,259	30,578	29,609	30,285	30,967	31,644	31,980	32,663	34,325	36,408	38,000	39,642	41,107	42,166	19
21	24,762	25,437	26,114	27,259	31,046	30,078	30,757	31,437	32,114	32,451	33,133	34,794	36,876	38,272	40,184	41,636	42,698	20
22	24,762	25,437	26,114	27,259	31,046	30,078	30,757	31,437	32,114	32,451	33,133	34,794	36,876	38,272	40,184	42,166	43,227	21
23	24,762	25,437	26,114	27,259	31,046	30,078	30,757	31,437	32,114	32,451	33,133	34,794	36,876	38,272	40,184	42,698	43,754	22
24	24,762	25,437	26,114	27,259	31,046	30,078	30,757	31,437	32,114	32,451	33,133	34,794	36,876	38,272	40,576	43,227	44,288	23
25	24,762	25,437	26,114	27,259	31,046	30,078	30,757	31,437	32,114	32,451	33,133	34,794	36,876	38,272	40,576	43,227	44,817	24
26	24,762	25,437	26,114	27,259	31,046	30,078	30,757	31,437	32,114	32,451	33,133	34,794	36,876	38,272	40,576	43,227	45,349	25
27	24,762	25,437	26,114	27,259	31,046	30,078	30,757	31,437	32,114	32,451	33,133	34,794	36,876	38,272	40,576	43,227	45,877	26
28	24,762	25,437	26,114	27,259	31,046	30,078	30,757	31,437	32,114	32,451	33,133	34,794	36,876	38,272	40,576	43,227	46,408	27
29	24,762	25,437	26,114	27,259	31,046	30,078	30,757	31,437	32,114	32,451	33,133	34,794	36,876	38,272	40,576	43,227	46,940	28
30	24,762	25,437	26,114	27,259	31,046	30,078	30,757	31,437	32,114	32,451	33,133	34,794	36,876	38,272	40,576	43,227	47,468	29

Appendix G
SUSSEX TECHNICAL SCHOOL DISTRICT
Local Extracurricular Positions Salary Schedule
2023-2024 School Year
(Reflects 3% increase)

Academy Coaches	3,677
Band Director - Per Semester	4,320
Choir Club Advisor	1,279
Class Advisors	1,279
Color Guard - Band Assistant	1,155
Communication Arts Club Advisor	1,279
Dance - Band Assistant	1,155
DECA	1,279
Drama Production Coordinator	4,202
Drama Production Coordinator Assistant	1,366
Drama Tech & Set Design Coordinator	788
Educators Rising	1,279
Fall Play Director	573
FFA	1,279
HOSA	1,279
Honor Society Advisor	853
Instructional Coaches	853
Key Club Advisor	1,279
Math League Advisor	1,279
Mock Trial Advisor	1,279
Multiplying Good Advisor	1,279
Musical Director	573
National Technical Honor Society	853
Percussion - Band Assistant	679
Photography Arts Club Advisor	1,279
Professional Development Team	1,557
Raven Eyes	3,396
School Climate Supervisor	1,279
Science Olympiad Advisor	1,279
Skills USA (2)	1,279
Spanish Honor Society	853
Techademic Coaches/Coordinator	3,397
Weight Room/Open Gym (Fall, Winter, Spring, Summer)	1,705
Y.E.L.L. Advisor	1,279
After-school Testing / In-school Suspension	18.10

Appendix H
SUSSEX TECHNICAL SCHOOL DISTRICT
Local Extracurricular Positions Salary Schedule
2024-2025 School Year
(Reflects 3% increase)

Academy Coaches	3,787
Band Director - Per Semester	4,450
Choir Club Advisor	1,317
Class Advisors	1,317
Color Guard - Band Assistant	1,190
Communication Arts Club Advisor	1,317
Dance - Band Assistant	1,190
DECA	1,317
Drama Production Coordinator	4,328
Drama Production Coordinator Assistant	1,407
Drama Tech & Set Design Coordinator	812
Educators Rising	1,317
Fall Play Director	590
FFA	1,317
HOSA	1,317
Honor Society Advisor	879
Instructional Coaches	879
Key Club Advisor	1,317
Math League Advisor	1,317
Mock Trial Advisor	1,317
Multiplying Good Advisor	1,317
Musical Director	590
National Technical Honor Society	879
Percussion - Band Assistant	699
Photography Arts Club Advisor	1,317
Professional Development Team	1,604
Raven Eyes	3,498
School Climate Supervisor	1,317
Science Olympiad Advisor	1,317
Skills USA (2)	1,317
Spanish Honor Society	878
Techademic Coaches/Coordinator	3,499
Weight Room/Open Gym (Fall, Winter, Spring, Summer)	1,756
Y.E.L.L. Advisor	1,318
After-school Testing / In-school Suspension	18.64

Appendix I
SUSSEX TECHNICAL SCHOOL DISTRICT
Local Extracurricular Positions Salary Schedule
2025-2026 School Year
(Reflects 3% increase)

Academy Coaches	3,901
Band Director - Per Semester	4,584
Choir Club Advisor	1,357
Class Advisors	1,357
Color Guard - Band Assistant	1,226
Communication Arts Club Advisor	1,357
Dance - Band Assistant	1,226
DECA	1,357
Drama Production Coordinator	4,458
Drama Production Coordinator Assistant	1,449
Drama Tech & Set Design Coordinator	836
Educators Rising	1,357
Fall Play Director	608
FFA	1,357
HOSA	1,357
Honor Society Advisor	905
Instructional Coaches	905
Key Club Advisor	1,357
Math League Advisor	1,357
Mock Trial Advisor	1,357
Multiplying Good Advisor	1,357
Musical Director	608
National Technical Honor Society	905
Percussion - Band Assistant	720
Photography Arts Club Advisor	1,357
Professional Development Team	1,652
Raven Eyes	3,603
School Climate Supervisor	1,357
Science Olympiad Advisor	1,357
Skills USA (2)	1,357
Spanish Honor Society	905
Techademic Coaches/Coordinator	3,604
Weight Room/Open Gym (Fall, Winter, Spring, Summer)	1,808
Y.E.L.L. Advisor	1,357
After-school Testing / In-school Suspension	19.20

Signature: Kevin E. Carson

Kevin E. Carson [Mar 22, 2023 12:00 EDT]

Email: kevin.carson@sussexvt.k12.de.us


STEA 2023-2026 Negotiated Agreement

Final Audit Report

2023-03-24

Created:	2023-03-22
By:	Michele Widen (michele.widen@sussexvt.k12.de.us)
Status:	Signed
Transaction ID:	CBJCHBCAABAA1haBWcjdR8mVDX9Wm23XisXD9_juq1_e

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-  Document created by Michele Widen (michele.widen@sussexvt.k12.de.us)
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-  Document emailed to kevin.carson@sussexvt.k12.de.us for signature
2023-03-22 - 3:58:04 PM GMT
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-  Signer kevin.carson@sussexvt.k12.de.us entered name at signing as Kevin E. Carson
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-  Document e-signed by Kevin E. Carson (kevin.carson@sussexvt.k12.de.us)
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-  Signer cathy.young@sussexvt.k12.de.us entered name at signing as Catherine Young
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-  Document e-signed by Catherine Young (cathy.young@sussexvt.k12.de.us)
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