

**DeKalb Classroom Teachers' Association  
of the DeKalb Community Unit School District No. 428  
DeKalb, Illinois  
Most Recent Offer – July 25, 2016 Negotiations**

**Overview**

The DeKalb Classroom Teachers' Association (DCTA) has been meeting with the Board of Education of CUSD 428 to reach a new professional agreement since early April. During the course of twelve (12) meetings to date, the Board has failed to make any significant movement in its offers to the DCTA. The DCTA has made proposals that would give DeKalb students the education they deserve. This includes retaining its Blue Ribbon physical education programs, and art and music education. Our students deserve a well-rounded education and the dedicated teachers and support staff are the ones fighting for it. In recent years DCTA has accepted a wage freeze and minimal raises to put the district on solid financial footing. Now that the district is in good financial health, DCTA is asking for modest raises to keep educators in the district, retaining experience in the classroom, and to attract quality new teachers as we prepare for a large number of retirements in the coming four years.

The Board continues to ask the teachers to make financial concessions that no other bargaining group (or unaffiliated employee groups, such as administrators) has made. They have given substantial raises to administrators during this time, increased the number of contract days for administrators, and committed to several financial expenditures that it now seems they are ill-equipped to afford. The district recently learned that it will receive an additional \$2.4 million in state aid for the 16-17 school year as compared to 15-16, but to this date they have conveniently chosen to ignore this information in their offer to the DCTA. It is worthwhile to note that from the day both sides exchanged their initial proposals on April 6th, the Board has increased their salary offering by a grand total of \$100 per teacher (only applying when a teacher earns a Master's degree).

On the contrary, DCTA has shown considerable movement in its salary proposals during this time. After agreeing to a hard freeze for the 13-14 school year and the lowest salary increases in our organization's history for the ensuing two years, we are now asking for modest increases that fairly reflect the economic realities of our times, while still keeping our salaries competitive with surrounding districts so we continue to attract and retain the highest quality teachers for our students.

At the same time, The Board is asking teachers to take on an increased financial risk in health care premiums, forgo existing retirement benefits that administrators are still receiving, and lengthen their work day by 29-30%. In that key area, the Board has failed to provide a clear explanation for why they feel this time is necessary, a clear plan for how that time will be used, or a clear data-driven rationale to show that a problem currently exists. Their implicit and explicit insinuations that a teacher's work day ends when he or she leaves the building is ludicrous, slanderous, and woefully out of touch with what it means to be a dedicated 21st century educational professional.

The DCTA continues to bargain in good faith with the Board, and we will continue to do so until an agreement is reached. We have listened to the Board's arguments about its financial position and other areas of importance to them, and we have incorporated many of their goals into our proposals. We have submitted language that limits salary growth, incorporates CPI into many financial rates, reduces the annual number of sick days teachers are allocated, and lengthens the school day. Yet to this date, the Board has refused every overture and concession we have made, and has stubbornly insisted on getting exactly what it wants without

compromise. Repeating the word “no” and giving one ultimatum after another is not a productive way to reach an agreement.

For the sake of our students and our community, the DCTA pledges to continue to negotiate in good faith to reach an agreement as soon as possible, and to continue to serve the students, families, and taxpayers of District 428.

## **Article 1.2: Definition of Responsibilities and Rights**

### **Section 1: Board Rights**

Board position:	To have the right to hire new employees at whatever arbitrary salary it sees fit, rather than following a set system of salary schedule placement.
DCTA Position:	Follow current practice - new employees should be placed objectively and appropriately on the existing salary schedule according to their level of experience and education.
DCTA rationale:	The Board's proposal does not support equal pay for equal work, instead allowing them to pay new hires at random.
Cost:	No additional cost over current practice.

### **Article 2.3: Duration**

Board position:	1 year.
DCTA Position:	3 years.
DCTA rationale:	A short-term contract does little to provide the stability and security our district needs.
Cost:	No additional cost; could potentially save the district \$100,000+ from not needing their attorney for a longer period of time.

### **Article 3.1: Salary Schedules**

Board position:	Completely eliminate the salary schedule; annual raises based solely on CPI.
DCTA Position:	1.5% increases on the base salary per year Current system of lane and step increases remains intact
DCTA rationale:	This proposal continues a recent trend of modest salary increases for DCTA members. The system proposed adequately and fairly compensates teachers at the beginning of their careers, while also rewarding longevity and encouraging teachers to remain in the district.
Cost:	4.29% net increase in salary for 16-17, including existing retirement agreements already in place. 1.05% net increase in salary for 17-18, including existing retirement agreements already in place. 3.79% net increase in salary for 18-19, including existing retirement agreements already in place.

### **Article 3.3: Salary Adjustments**

Board position:	Article should remain intact.
DCTA Position:	Article should be deleted entirely.
DCTA rationale:	This article contains obsolete language due to new PERA laws. If a teacher's contribution is deemed "unsatisfactory" through the formal evaluation process, that teacher will be terminated and will no longer be in the district for the following year.
Cost:	None.

### **Article 3.4: Retirement Stipend**

Board position:	Reduce stipend from 6% per year to 3% per year. Only offer stipend for the 16-17 school year; then eliminate altogether
DCTA Position:	Maintain existing retirement stipend at its current level.
DCTA rationale:	This long-established practice helps teachers (many of whom have been "maxed out" on the salary schedule for many years) increase their pension amount. The practice is offered to administrators as well (for more than 4 years in some cases), and no details for eliminating the practice for administrators has been shared with us.
Cost:	No additional cost over current agreement.

**Article 3.5: Illinois Downstate TRS**

Board position: Maintain current contract language.  
DCTA Position: Board will pay the teacher's full TRS contribution up to 9.4%.  
DCTA rationale: DCTA is simply seeking to update potentially obsolete language to reflect changes in state law. The Board already stands to save 0.4% per teacher as the Early Retirement Option has not been renewed. This language assures the Board will continue its current practice of paying up to 9.4% per teacher, but no more - if the state were to increase the required TRS contribution, teachers would pay that increase fully.  
Cost: No additional cost over current agreement (Board stands to save over \$118,000 due to changes in state ERO law for 16-17).

**Article 3.6: Extra Duties**

**Section 1C: Summer School**

Board position: Maintain at \$4000/year.  
DCTA Position: Increase by 2015 CPI rate (0.7%) to \$4028 for 2017; indexed to CPI each year thereafter.  
DCTA rationale: The rate for summer school has not increased at all since 2009. This plan incorporates the district's preference for utilizing CPI as the sole factor for increasing rates of pay.  
Cost: An additional \$28 per section of summer school offered in 2017 as compared to 2016; the number of sections offered is at the Board's discretion.

**Article 3.6: Extra Duties**

**Sections 2, 3, and 7: Hourly Rate for Extra Duties**

Board position: Maintain hourly rate at \$25/hour.  
Maintain the current limit to the number of times a teacher can be made to substitute for an absent teacher of ten times per year.  
DCTA Position: Increase by 2015 CPI rate (0.7%) to \$25.18 for 2016-17; indexed to CPI each year thereafter. Limit the number of times a teacher can be made to substitute for an absent teacher to four times per year.  
DCTA rationale: The rate for hourly pay (for extra activities such as substituting for an absent teacher, after-school committee work, summer curriculum work, technology training, etc.) has not increased at all since 2008-09. This plan incorporates the district's preference for utilizing CPI as the sole factor for increasing rates of pay.  
Capping mandatory teacher substitutions to four instances per year is essential to ensure that teachers have adequate planning time to meet instructional goals during the school year - even more essential now that student performance will be an integral part of teacher evaluations beginning in 2016-17.  
Cost: An additional \$0.17 per hour of work performed in 2016-17 as compared to 2015-16.

**Article 3.6: Extra Duties**

**Section 8: District Workshops**

Board position: Keep current system - workshop instructors paid at same rate as attendees.  
DCTA Position: Increase instructor pay to 1.25 times that of attendees; assistant instructors would be paid at the same rate as attendees.  
DCTA rationale: As teacher-led training workshops are becoming more prevalent with the 1:1 technology initiative, our teachers are being asked to lead these workshops with increasing regularity. The slight increase in pay reflects the added responsibilities these instructors are taking on.  
Cost: An additional \$6.25 - \$6.30 per hour of workshop instruction, depending on the rate of attendee pay.

### **Article 3.9: Collaboration Pay**

Board position: Delete this provision.  
DCTA Position: Increase current allotment from \$12,200/year to \$14,000/year.  
DCTA rationale: This item requires the Board to allocate a fixed dollar amount each year into a pool to which teachers may apply for payment when they collaborate outside the school day with co-teachers, specialists, special education teachers, counselors, or social workers for the purpose of sharing information about a student to better meet their educational needs. This allocation is rarely fully spent, but given the trend we believe it could be utilized more in the future.  
Cost: \$0 - \$1800/year, depending on utilization.

### **Article 4.1: Step (Vertical) Movement**

Board position: Eliminate the current salary schedule and implement an increase to teacher annual salary equal to the Consumer Price Index on the teacher's previous year's salary.  
DCTA Position: Maintain current practice of salary schedule with credit for years of experience and additional education.  
DCTA rationale: The Board's proposal would lead to a 35-year teacher with a Master's Degree in our district earning below \$58,000 - and thereby earning a pension nearly equal to their starting salary 35 years earlier - if CPI remains as low as it has recently been. Experienced teachers have a positive impact on the performance of their peers. As teachers gain experience, their students are more likely to do better on other measures of success beyond test scores, such as school attendance. Teachers make greater gains in their effectiveness when they accumulate experience in the same grade level, subject, or district. More experienced teachers confer benefits to their colleagues, their students, and to the school as a whole.  
Cost: No additional cost over current agreement.

### **Article 4.2: Lane (Horizontal) Movement**

Board position: Eliminate the current system of lane movement that occurs when a teacher completes graduate-level coursework and/or a graduate degree.  
Teachers would receive an increase to their annual salary of \$3100 for a Master's Degree earned in one of only six fields determined by the Board, or another area pre-approved by the Superintendent.  
Teachers would receive an increase to their annual salary of \$1000 for an endorsement earned in one of only two fields determined by the Board, or another area pre-approved by the Superintendent.  
The Board would have the right to determine which accredited institutions of higher learning are deemed appropriate for such coursework.  
DCTA Position: Maintain current practice of lane movement upon earning credit for graduate-level coursework and/or a graduate degree in any area pre-approved by the district's bilateral Professional Relations Committee and the Board.  
DCTA rationale: As the field of education is constantly changing, teachers often take graduate-level courses to stay abreast of current developments in the field, learn new techniques for designing and delivering instruction, and broaden their skill set to reach a new group of students - all the more important in a diverse community such as DeKalb. Teachers typically spend their own money to take such classes and earn such degrees. The current system in place provides adequate compensation for teachers pursuing such goals, and fairly reflects their increased contribution to their students and their school.  
We are also deeply concerned about the Board's proposal to give the Superintendent the right to approve certain fields of concentration on a case-by-case basis. We feel this system is ripe with the potential for cronyism and discrimination.  
Cost: No additional cost over current agreement.

### **Article 5.1: General Provisions (Differentials)**

Board position:	Freeze base factor used for compensation at \$38,500. Eliminate experience credit in pay, while adding language that non-bargaining unit employees will have equal priorities for open positions. The board is also asking to be able to reallocate money from one differential to another based on the opinion of administration.
DCTA Position:	Maintain current trend of the base differential used for compensation increasing by \$500 each year for the life of the contract - \$39,000 for 16-17, \$39,500 for 17-18, and \$40,000 for 18-19. This means that a typical differential assignment of 0.08 would increase in actual dollars by \$40 per year, which equates to an increase of just \$0.40 per hour per year for a standard 100-hour-per-year differential assignment.
DCTA Rationale:	Maintain experience factor to reward differential holders for longevity in their position. Extra-curricular activities are an essential component in our school system and our students' lives. We have been recognized over the past few years because of our outstanding participation in events from sports, to band, robotics, choir, forensics, and many more. We believe that the high participation levels and competitive advantage that we have had success with in the past is due largely to the dedicated and certified people who have filled these positions. Not only does it help build relationships with students in a positive environment, but it has a positive educational impact when a coach or sponsor is also their teacher. The experience factor should remain intact to encourage differential holders to remain in their position for extended periods of time, which often translates directly to improved student success in extra-curricular endeavors including sports, music, art, drama, and student government. Indeed, some of our most successful programs (Band, Choir, Wrestling, Cross Country, Track & Field, Badminton, Forensics) are led by some of our most experienced coaches, directors, and sponsors.
Cost:	An additional \$40 per year for a typical differential (0.08).

### **Article 6.3: Board Contributions (Insurance)**

#### **Section 1: Single Coverage**

Board position:	Freeze current maximum Board contribution to single health premiums at current amount of \$10,750 per year.
DCTA Position:	Continue current trend and increase maximum Board contributions to single health premiums by \$250/year each year of agreement.
DCTA rationale:	While the Board pays 95% of single health insurance premiums for each teacher, there is a cap on its annual contribution. To this date that cap has never been reached, but if insurance premiums were to rise significantly one year, or over the course of several years, teachers will bear the full brunt of those increases. Our proposal seeks to share the responsibility of such an increase, and makes it more likely that the Board will actually contribute the 95% share they have bargained in the past.
Cost:	As low as \$0, depending on future insurance premiums.

**Article 6.3: Board Contributions (Insurance)**

**Section 2: Dependent Coverage**

Board position: Freeze current maximum Board contribution to dependent health premiums at current amount of \$7,000 per year.

DCTA Position: Continue current trend and increase maximum Board contributions to dependent health premiums by \$250/year each year of agreement.

DCTA rationale: While the Board pays 50% of dependent health insurance premiums for each teacher, there is a cap on its annual contribution. To this date that cap has never been reached, but if insurance premiums were to rise significantly one year, or over the course of several years, teachers will bear the full brunt of those increases. Our proposal seeks to share the responsibility of such an increase, and makes it more likely that the Board will actually contribute the 50% share they have bargained in the past.

Cost: As low as \$0, depending on future insurance premiums.

**Article 6.3: Board Contributions (Insurance)**

**Section 4: Minimum Employee Contribution for Married Employees**

Board position: In instances in which two married people are both DCTA members, introduce new language requiring both spouses to pay the single health insurance individual contribution.

DCTA Position: DCTA declines this proposal.

DCTA rationale: In such instances, the Board's proposal is strictly punitive, discriminatory, and opportunistic. In normal circumstances when one teacher elects family coverage through the district, he/she pays the 5% single contribution but his/her spouse does not. We fail to see how it should be different if both spouses happen to be DCTA members. The district still saves money when this rare circumstance occurs as compared to having two non-married employees both elect dependent coverage.

Cost: No additional cost compared to current agreement.

**Article 6.7: Teachers' Retirement Insurance Program (TRIP)**

Board position: Only contribute toward a retired teacher's TRIP premiums for five years or until the teacher is Medicare-eligible, whichever comes first.  
92.5% Board contribution for these years capped at \$8,500 annually.

DCTA Position: Continue current practice of Board contributing toward a retired teacher's TRIP premiums until they are Medicare-eligible.  
Continue current trend 92.5% Board contribution capped at \$8,250 for 16-17 plus an additional \$250/year through 2031-32.

DCTA rationale: While the Board pays 92.5% of TRIP premiums for retirees, there is a cap on its annual contribution. To this date that cap has never been reached, but if TRIP premiums were to rise significantly one year, or over the course of several years, retirees will bear the full brunt of those increases. Our proposal seeks to share the responsibility of such an increase, and makes it more likely that the Board will actually contribute the 92.5% share they have bargained in the past.

Cost: No additional cost compared to current agreement.

**Article 7.1: Sick Leave/Bereavement Leave**

- Board position: A tiered system granting more days to current teachers and fewer days to teachers hired after July 1, 2016.
- For teachers hired before July 1, 2016:
- |                         |              |
|-------------------------|--------------|
| 1-15 years of service:  | 15 days/year |
| 16-20 years of service: | 18 days/year |
| 21-25 years of service: | 21 days/year |
| 26+ years of service:   | 25 days/year |
- For teachers hired after July 1, 2016:
- |                         |              |
|-------------------------|--------------|
| 1-15 years of service:  | 10 days/year |
| 16-20 years of service: | 15 days/year |
| 21+ years of service:   | 20 days/year |
- DCTA Position: One system grants the same amount of days regardless of hire date.
- |                        |              |
|------------------------|--------------|
| 1-15 years of service: | 15 days/year |
| 16+ years of service:  | 20 days/year |
- DCTA rationale: In the existing system of sick leave currently in place, a teacher would be granted a total of 620 sick days over 33 years. DCTA’s proposal gives a teacher 585 possible sick day accumulation over 33 years. The current system has a maximum amount of 25 days allotted per year. DCTA’s proposal has a maximum of 20 sick days allotted per year. DCTA is willing to lower the number of sick days granted to current employees in order to keep all employees on the same system regardless of their hire date. It also shows an understanding of the Board’s desire to reduce the overall number of sick days teachers receive.
- Cost: No additional cost; could save the district substantial money in the area of substitute teacher pay if, as they suggest, lowering the allocation of sick days will lead to fewer sick days being taken (though no data has been presented to support this claim).

**Article 7.2: Personal Leave**

- Board position: Imposes new restrictions on how teachers may use Personal Leave days.
- DCTA Position: Alter current language to allow the use of personal days “for personal reasons.”
- DCTA rationale: The very nature of a “personal day” implies that its purpose and use is of a personal nature to the employee, and is not the concern of management. This statement suffices for why a teacher may choose to use a personal day.
- Cost: None.

**Article 8.1: Employment Procedures**

**Section 6: Student Enrollment**

- Board position: The Board declines the DCTA’s proposal.
- DCTA Position: Allow elementary and middle school teachers to enroll their own children in the school at which they teach, if there is space after the normal registration window. Teachers would provide transportation to and from school each day for their children.
- DCTA rationale: For our teachers who both live and work in District 428, having their own children enrolled at their school creates a deeper sense of involvement and community. Teachers are not forced to choose between which school’s open house, spring sing, or PTA events to attend. Teachers are able to spend more time in their building before and/or after school when they don’t have to worry about child care.
- Cost: None.

**Article 8.2: School Calendar, School Year, and School Day**

**Section 3(A): Extended Contract for First-Year Teachers**

Board position: New hires should not be paid for orientation and training days prior to the start of the school year.

DCTA Position: New hires should be paid for orientation and training days prior to the start of the school year at an hourly rate of \$25.18 for 2016-17, indexed to CPI each year thereafter.

DCTA rationale: In nearly every field, the training of new employees is a paid part of their employment - teaching should be no different. The \$25.18 hourly rate we have proposed is roughly half of a starting teacher's per diem rate.

Cost: \$251.80 per new teacher per year, based on a typical 2-day (10-hour) program. Hours worked would remain at the Board's discretion.

**Article 8.2: School Calendar, School Year, and School Day**

**Section 3(B): Extended Contract for Student Services Personnel**

Board position: \$25/hour.

DCTA Position: Student services personnel should be employed on extended annual contracts, paid at their individual per diem rate, as follows:

School Psychologists:	200 days
High School Counselors:	195 days
Middle School Counselors:	185 days
Nurses (all levels):	190 days

DCTA rationale: In each of these four positions, there is essential work that must be completed before the beginning or after the end of the school year. These tasks are often required by law or necessary for the smooth functioning of the start or end of the school year. This proposal allows for the consistent allocation of summer days for personnel in these positions, and pays them a fair wage consistent with what they earn during the school year.

Cost: (data not provided to determine cost)

**Article 8.2: School Calendar, School Year, and School Day**

**Section 5: School Day**

Board position: The teacher work day should be extended to eight hours, exclusive of their duty-free lunch period. The additional time could occur either before or after school, at the discretion of the building principal, and could be changed by the principal at any time.

DCTA Position: The current length of the teacher work day should remain as-is: seven hours at the high school, and six hours 45 minutes at the elementary and middle schools.

DCTA rationale: The Board's insinuation that teachers only work when they are in the building is insulting, slanderous, and out of touch with the realities of modern-day education. Many essential aspects of a teacher's job, including planning, grading, communicating with parents, and collaborating with colleagues, can just as readily be accomplished from home as they can in the school building. If a teacher was failing to adequately perform any of these essential duties, the current system of teacher evaluation clearly allows for administrators to make note of such deficiencies and require the teacher work to improve them. Ultimately, a teacher demonstrating such deficiencies would be terminated. Lacking such evidence, it must be concluded that the teacher is adequately performing his/her duties within the confines of current contractual language. The Board has failed to provide a clear rationale for the need for this additional time. And while they have claimed that District 428 teachers work a shorter day than any surrounding community, in actuality we have more instructional time per day than students in many surrounding communities such as Sycamore, Hinckley-Big Rock, and elementary schools in Genoa-Kingston.

Cost: None.

**Article 8.5: Personnel Files**

**Section 2: Additions to the Confidential Section**

Board position: Notification can be by letter, in person, or by email.  
DCTA Position: Notification must be by email.  
DCTA rationale: The purpose of this article has always been to assure that a letter of complaint cannot be placed in a teacher's personnel file without the teacher being made aware of it. DCTA's proposal simply says that this notification must be by email, to protect all parties involved by leaving an irrefutable electronic trail of dates that could be used to prove in the future that notification was or was not given.  
Cost: None.

**Article 8.5: Personnel Files**

**Section 4: Records Management**

Board position: The Board is seeking to eliminate language that allows a teacher to request that any letters in his/her personnel file be removed after a period of seven years.  
DCTA Position: DCTA declines the Board's proposal.  
DCTA rationale: DCTA feels that the district should not be able to use offenses older than seven years to attempt to establish a pattern of behavior that could lead to further progressive discipline, termination, or threat thereof.  
Cost: None.

**Article 8.8: Disciplinary Action**

Board position: The Board declines the DCTA's proposal.  
DCTA Position: DCTA is proposing language to clearly define "irremediable cause" offenses for which the district may circumvent the normal process of progressive discipline and proceed immediately to termination hearings.  
DCTA rationale: DCTA also proposes language that requires the Board to make a formal declaration to the teacher of any charges levied against him or her, and to provide copies of all gathered evidence to be used against the teacher in hearings that could lead to termination, at least five working days before the hearing is to take place.  
DCTA's proposal also seeks a 48-hour window for decisions to be made by a teacher in the event that he/she is asked to resign from the district due to disciplinary action.  
DCTA is seeking to more clearly establish the occasions in which the Board may invoke certain rights. Current language says that the Board may proceed immediately with the dismissal process for "irremediable cause," but fails to dictate how that determination is to be made. This lack of clarity opens the door to this language being applied in an arbitrary or capricious manner.  
Should the Board proceed with a disciplinary hearing that could result in termination, the second part of our proposal is designed to allow the teacher and his/her representatives to have full access to the charges levied and evidence gathered against him or her, so he or she may have adequate time to prepare a defense against these allegations.  
In the event that the district does go through this process and a teacher is asked to make a decision about resignation, the final part of our proposal is intended to give the teacher ample time to make a decision about resignation. Given the gravity of such a decision, it should not have to be made under duress without due time to consider its full ramifications.  
Cost: None.

**Article 8.10: Employment Contract for Part-Time Certified Teachers**

**Section 7: Personal Leave**

Board position: Imposes new restrictions on how teachers may use Personal Leave days.  
DCTA Position: Alter current language to allow the use of personal days “for personal reasons.”  
DCTA rationale: The very nature of a “personal day” implies that its purpose and use is of a personal nature to the employee, and is not the concern of management. This statement suffices for why a teacher may choose to use a personal day.  
Cost: None.

**Article 9.2: Curriculum**

**Section 2: PE and Art at the Elementary Grades**

Board position: Eliminate this section.  
DCTA Position: Maintain the language and add music education by a specialist for two 30-min periods/week (current practice).  
DCTA rationale: Specials such as music, art, and physical education are essential to the development of the whole child while they are young. DeKalb schools have a long-standing tradition of excellence in these areas, due in large part to the quality programs and experienced specialists we have teaching our students at all levels. Cutting these programs or eliminating specialized teachers in these areas would have negative repercussions not only in these fields, but in other areas of academic performance as well.  
Cost: No additional cost - DCTA’s language is current practice in the district.

**Article 9.4: Class Size**

Board position: The Board may determine class size limits as it sees fit, with no input from the DCTA.  
DCTA Position: K-5 class cap at 25 students, 6-12 class cap at 32 students, PE (6-12) class cap at 40 students, music class cap of 40 students.  
DCTA rationale: Class size directly impacts the quality of education received in schools. Our district has a class size that is currently 22% more than the state average; our proposal seeks to lower class sizes by 10.7% at the elementary levels and 8.6% at the middle and high school levels.  
It is also important to note that child safety is our number one priority. For this reason DCTA proposes caps in class sizes in order to ensure the quality education and safety of the students in our district.  
Cost: 2-3 additional sections (teachers) per elementary grade level.  
1-2 additional sections (teachers) per middle school grade level.  
1-2 additional sections (teachers) per high school grade level.  
1-2 additional sections (teachers) per MS/HS grade level for PE.