

# **CONTRACT AGREEMENT**

between the

Board of Education  
Hillsboro Community Unit School District No. 3  
Hillsboro, IL

and the

Hillsboro Unit Education Association  
Local 4135

An Affiliate of the  
American Federation of Teachers  
AFL-CIO

**2019-2024**



# Contents

Article I - <b>Recognition</b> .....	2
Article II - <b>Negotiations Procedure</b> .....	2
Article III - <b>Teacher and Union Rights</b> .....	3
Right of Representation .....	3
Personnel File .....	3
Academic Freedom .....	3
Right to Organize .....	4
Dues Deduction .....	4
Meetings, Notices, and General Information .....	5
Article IV - <b>Class Size and Work Day</b> .....	6
Teacher Workloads .....	6
Teacher Work Day .....	6
Notification of Assignment .....	7
Homebound Tutoring .....	7
Supervisory Duties .....	7
Summer School .....	7
Grade Submission Timeline .....	7
Volunteer Substitute .....	7
Article V - <b>Teacher Evaluation</b> .....	8
Article VI - <b>Leaves</b> .....	9
Sick Leave and Sick Leave Bank .....	9
Sick Leave Incentive .....	12
Personal Leave .....	13
Maternity Leave .....	13
Union Leave .....	14
Professional Conferences and Workshops .....	14
Leave of Absence .....	14
Bereavement Leave .....	15
Article VII - <b>Grievance Procedure</b> .....	15
Article VIII - <b>Teacher Termination</b> .....	17
Reduction in Force .....	17
Article IX - <b>Salary and Fringe Benefits</b> .....	18
Insurance .....	18
Retirement Bonus .....	19
Professional Development .....	20
Severance Pay .....	22
National Board Certification/Compensation .....	22
Article X - <b>Effect of Agreement</b> .....	22
Salary Schedules A .....	25
Salary Schedule B .....	30

## **ARTICLE I**

### **RECOGNITION**

- 1.1 The Board of Education of Hillsboro Community Unit School District No. 3, hereinafter referred to as the Board, recognizes the Hillsboro Unit Education Association, AFT Local 4135, AFL-CIO, hereinafter referred to as the Union, as the sole and exclusive negotiating agent for all continuously employed certified personnel, including all part-time and full-time certified employees, including those who have retired under TRS, hereinafter referred to as teachers, except for the Superintendent, non-teaching Principals, non-teaching Assistant Principals and all other administrative or supervisory personnel who have no teaching assignments having the authority to hire, transfer, assign, promote, discharge, discipline, evaluate, or process grievances of other employees or having the responsibility to make recommendations thereon.
- 1.2 The Board agrees not to negotiate with any other teachers' organization purporting to represent teachers defined in 1.1 above as in the Union bargaining unit or with individual teachers within the bargaining unit with regard to negotiable items as defined in Article II, Section 1, unless otherwise provided for in this Agreement or unless mutually agreed to by the parties during the term of this Agreement; provided, it is understood that the Board and the administration retain their right to discuss with individual teachers in the district matters relating to the educational program which are beyond the scope of salaries and terms and conditions of employment covered by this Agreement.

## **ARTICLE II**

### **NEGOTIATIONS PROCEDURE**

- 2.1 The parties agree that their duly designated representative shall negotiate in good faith with respect to terms and conditions of employment. Each party shall select its own representatives. Negotiations shall begin no earlier than March 15.
- 2.2 The negotiations procedure shall encompass salaries, wages, and economic fringe benefits hereinafter referred to as "terms and conditions of employment." It is understood that wages shall encompass what the teacher is required to do to obtain the negotiated salary schedules.
- 2.3 Impasse & Mediation
  - a. If an agreement is not reached after a reasonable period of negotiation and within ninety (90) days of the scheduled start of the forthcoming school year either party may declare to the other that an impasse exists and submit the unresolved items to mediation.

- b. Either party acting for both may submit a letter to the Federal Mediation and Conciliation Service requesting assistance.
- c. Either party may use whatever counsel it deems necessary provided, however, the party using counsel shall pay for the expenses.

## **ARTICLE III**

### **TEACHER AND UNION RIGHTS**

#### **3.1 Right of Representation**

When any teacher is required to meet with an administrator concerning a matter which may result in discipline, the teacher shall be entitled to have a representative of the Union present to advise him and represent him during such meeting if the teacher so desires. When any teacher is required to appear before the Board for a formal discussion concerning potential termination, the teacher shall be given five working days written notice of the reasons for such meeting and shall be entitled to have a representative of the Union present to advise him and represent him during such meeting if the teacher so desires. This clause shall not apply to conferences held between administrators and teachers pursuant to the normal, routine evaluation procedures of the District.

#### **3.2 Personnel File**

Each teacher shall have the right, upon request, to review the contents of his personnel file and to place therein written reactions to any of its contents, excluding confidential materials received prior to employment.

#### **3.3 Academic Freedom**

It is the intent of the parties to assure that teachers enjoy academic freedom in the District. Academic freedom shall mean that teachers are free to present instructional materials which are pertinent to the subject and level taught, within the planned outlines of appropriate course content and within the planned instructional program, as determined by normal instructional and/or administrative procedures and as finally approved by the administration of the District. Academic freedom shall also mean that a teacher shall be entitled to freedom of discussion within the classroom on all matters which are relevant to the subject matter under study within their area of professional competence, assuming that all facts concerning controversial issues shall be presented in a scholarly and objective manner, and assuming that all discussions shall be maintained within the outlines of appropriate course content, be pedagogically

justifiable, and be subject to standards of good taste of the administration and Board of Education.

Any allegation that there has been a violation of academic freedom shall be processed through the grievance and arbitration procedure provided by this agreement.

It is the intent of the parties that this article shall not apply to routine differences of opinion or disagreements among the faculty or between the faculty and the administration regarding curriculum, methodology, selection of materials or conduct of classroom teaching and shall not apply to criticisms and critical analysis resulting from the normal evaluation of classroom teaching performance, but shall be utilized only to process claims that academic freedom, as defined in paragraph 1 above, has been clearly and positively breached by some specific, definitive act or order of the administration of the District.

### 3.4 Right to Organize

Teachers shall have the right to organize, join and assist the Union and to participate in professional negotiations with the Board. Teachers shall also have the right to refrain from any or all activities. The Board shall not discriminate against any teacher for reasons of his membership in the Union or participation in negotiations with the Board.

### 3.5 Dues Deduction

The Board shall deduct from each teacher's pay the current dues of the Union. The amount of which shall annually be certified by the Union. The new amount for payroll deduction shall be given to the Unit Office by the first week of October of any year. If a teacher resigns prior to September 1 of any year, the Board shall deduct the unpaid portion of the annual dues from the employee's final paycheck. All dues deducted by the Board shall be remitted to the Union no later than forty-five days after such deductions are made.

The Union shall indemnify and save harmless the employer from any and all claims, demands, suits and costs incurred in connection with any such claim, demand, or suit, resulting from any reasonable action taken or omitted by the employer for the purpose of complying with the provisions of this section.

### 3.6 Meetings, Notices and General Information

- a. The Union shall have the right to hold a reasonable number of meetings on school district property after regular school hours provided such meetings in no way interfere with any aspect of the instructional program. Any out-of-pocket

expenses to the district resulting from such meetings will be borne by the Union. As appropriate, given school district policy, such meetings will be scheduled with the district office or local school.

- b. The Union shall have the right to use faculty mailboxes and other intra-district communication channels for a reasonable volume of appropriate announcements relating to the conduct of the negotiating agent's business on behalf of the members of the negotiating unit. All material so disseminated through school channels is subject to the approval of the superintendent or his designee.
  - c. The Board shall make available to the Union President the following documents and kinds of information as they are received, completed, or compiled, or as otherwise indicated:
    - 1) Board agendas;
    - 2) Official minutes of Board meetings;
    - 3) Individual school policy manuals and revisions;
    - 4) Board policy manual and revisions;
    - 5) Annual auditor's report and Management Letter;
    - 6) Current fiscal year budget;
    - 7) Statistical information pertaining to step placement, salary lane placement, extended service, and present insurance coverage of all certified employees covered by this agreement;
    - 8) Lists, including home addresses and telephone numbers, with an update list of new employees given to the Union quarterly (October, December, February, and April) as employed by the Board, of those employees that would be members of the bargaining unit covered by this Agreement;
    - 9) Any and all information, statistics, and records which may be relevant to negotiations or necessary for the proper enforcement of the terms of this Agreement, as requested by the Union, as are open to the public by law.
    - 10) Budget summaries when changes occur.
- 3.7 Space will be provided for the Union files and records on the basis of availability.
- 3.8 Prior to the development of the school calendar, the Board or its designee shall meet with teachers from each building appointed by the Union to exchange ideas concerning the calendar.

The school calendar may not include federal holidays without the agreement of the Union, unless a waiver for attendance on such holidays has been approved as provided by law.

## **ARTICLE IV**

### **CLASS SIZE AND WORK DAY**

#### **4.1 Teacher Workload**

A mandatory meeting between the superintendent, building principal, a board member, and union representatives will be held when the following workload limits are exceeded. The topic of the meeting will be to explore ways to resolve the overload.

- In elementary school when a class exceeds 30 students
- In junior high and high school, when a teacher exceeds 150 student contact hours in a day, to exclude study hall supervision

#### **4.2 Teacher Work Day**

The teacher work day shall be no longer than an eight (8) consecutive hour day on days when students are in attendance. One-half day is considered to be no longer than four (4) clock hours. During each workday, a full-time teacher shall be entitled to a duty free lunch period equal to that of the students but in no case less than thirty (30) consecutive minutes. Any teacher who is assigned duties before 8 a.m. shall be able to leave when his/her eighth consecutive hour is over.

- a. The superintendent or his designee shall have the right to assign each teacher to one (1) school sponsored event per each school year. Any additional assignments shall be optional and compensated at a rate of .1% of the base salary per hour per event.
- b. It is agreed and understood that class related events; academic related events; class related trips; faculty meetings with building principals; parent-teacher conferences; and school sponsored open houses are within the teaching duties of the teacher for which no additional compensation is to be paid. Meetings with building principals other than faculty meetings are not within the teaching duties of the teacher. If a teacher is required to be in attendance at a staffing past 4:00 p.m., the teacher will be compensated at the rate of .1% of the base salary per hour in quarter hour increments.

- c. Teachers who are assigned curriculum and other school improvement work outside the normal work day will be compensated at the rate of .1% of the base salary per hour.

#### 4.3 Notification of Assignment

In the event a teacher's academic, extra-curricular, or building site assignment is changed, the teacher affected shall promptly be given written notice by the superintendent or his designee.

During a non-RIF year, tenured teachers who have had "Excellent" summative evaluation ratings on the last two evaluations will be protected from involuntary reassignment between the following grade levels: PreK, Elementary, Jr. High, and High School.

#### 4.4 Homebound Tutoring

Teachers engaged in homebound tutoring shall be paid a stipend of .1% of the base salary per hour.

#### 4.5 Supervisory Duties

No K-5 teacher shall be required to have more than an average of 90 minutes of supervisory (non-instructional activity) duty per week.

#### 4.6 Summer School

Teachers engaged in summer school instruction shall be paid a stipend of .1% of the base salary per hour.

#### 4.7 Grade Submission Timeline

Each teacher shall have four (4) school days in which to submit grades once a grading period has ended.

#### 4.8 Volunteer Substitute

- a. A teacher may volunteer to substitute for an absent teacher during his or her planning time in return for .1% of the base salary per hour/period. Elementary teachers will be paid 1/2 of the hourly rate per 1/2 hour of internal substituting. Teachers who wish to participate in this internal substituting will submit their names to the administrator in his/her building during the first week of the school year. The principal may choose from this list of volunteers. The teacher has the right of refusal on any given day. A pay voucher will be submitted by the building principal on a monthly basis.



- b. A teacher who is assigned students normally scheduled with another teacher will be compensated in the amount of .1% of the base salary per hour or 1/2 of the hourly rate per one-half (1/2) hour.

## **ARTICLE V**

### **TEACHER EVALUATION**

- 5.1 The classroom teaching performance of regular full-time non-tenured teachers shall be observed a minimum of three times yearly, of which two must be formal observations. The first formal observation will be conducted by the end of the first semester. The summative evaluation will be completed by March 15 of each school year.

For each tenured teacher who received either an “excellent” or “proficient” summative rating in his or her last performance evaluation, a minimum of two observations are required during the two year cycle in which the current evaluation is conducted, one of which must be a formal observation. The summative evaluation shall be completed by March 15 of that school year.

For each tenured teacher who received a “needs improvement” or “unsatisfactory” summative rating in his or her last performance evaluation, a minimum of three observations shall be required in the school year immediately following the year in which the “needs improvement” or “unsatisfactory” rating was assigned, of which two must be formal observations. The first formal observation will be conducted by the end of the first semester. The summative evaluation will be completed by March 15 of that school year.

- 5.2 On or before the first day of student attendance, the district shall provide written notice (either electronic or paper) that a summative evaluation will be completed in that school term to each teacher affected. Teachers shall be acquainted by a member of the administrative staff with the evaluation procedures to be employed.

If the affected teacher is hired after the start of the school term, the district shall provide notice no later than 30 days after the contract is executed.

- 5.3 Results of the minimum number of formal classroom observations provided for in Section 5.1 above shall be in writing, with a copy to be given to the teacher.
- 5.4 The teacher shall have the right to submit an explanation or other written statement regarding any evaluation for inclusion in his/her personnel file within 10 school days of the summative evaluation conference.

5.5 All observations of a classroom teacher for the purposes of evaluation shall be conducted openly and with full knowledge of the teacher. All such observations shall be accompanied by written feedback.

5.6 This article deals with but a single method of teacher evaluation, i.e., evaluation of classroom teaching performance. The Board of Education recognizes the evaluation instrument as the principal, but not the only, determinant of employment.

#### 5.7 Effect of Leaves on Evaluation

Bereavement, jury, military, or any leaves granted under the Family Medical Leave Act shall not be counted against the teacher's rating on attendance in the teacher's evaluation.

Improper use of sick leave as personal leave shall impact a teacher's professionalism rating in Classroom Performance component 4F.

#### 5.8 Consulting Teacher

A teacher who assists in the remediation plan of a teacher rated Unsatisfactory as a "consulting teacher" shall be compensated for all time outside of the workday up to but not exceeding twelve (12) hours at the rate of .1% of the base salary.

## **ARTICLE VI**

### **LEAVES**

#### 6.1 Sick Leave and Sick Leave Bank

##### a. Annual Sick Leave

Each full-time teacher shall be entitled to twelve (12) days sick leave per school year without loss of pay. Part-time teachers will receive sick leave on a pro-rata basis. If any teacher does not use the full amount of annual sick leave thus allowed, the unused amount shall have unlimited accumulation. The Superintendent or his designee may request a statement by a physician or spiritual advisor as a basis for pay for sick leave taken the day before or the day after a holiday. A teacher may not use a fractional percent less than one quarter day for sick leave. Fractional portions less than one-quarter day will be considered one-quarter day sick leave.

b. Sick Leave Bank

1. The Board of Education, Hillsboro Community Unit School District in agreement with the Hillsboro Unit Education Association, has established a Sick Leave Bank (Bank) on a voluntary basis. The purpose of the Bank is to have sick days available for certified employees in the event of a catastrophic illness, surgery, and a temporary disability requiring extended hospitalization or home confinement. Normal pregnancy, child-care, or elective surgery, is not considered to be valid reasons for use of the Sick Leave Bank.
2. Any certified employee of Unit District #3 who is eligible for sick leave is entitled to join the Sick Leave Bank when he/she has 20 days accumulated Sick Leave. The certified employee must join the Sick Leave Bank in the first year he becomes eligible.
  - a. Eligibility - Any member must apply to join the Sick Leave Bank on or before September 15 of his first year of eligibility.
  - b. Resignation - Resignation from the Sick Leave Bank must be in writing to the Control Committee before September 15. Any member resigning will forfeit days donated to the Sick Leave Bank and will become ineligible for any future benefits through participation in the Sick Leave Bank.
  - c. Retiring teachers will be permitted to add unused and uncompensated sick leave into the Sick Leave Bank upon retirement.
3. A Control Committee shall be comprised of two Union appointees and two Board Appointees. The Committee will design necessary forms, keep track of the number of days expended and on reserve, and will submit reports to the Superintendent as indicated by the Contract and HUEA Executive Board.
  - a. The Control Committee shall meet annually. The Control Committee may also meet at the request of the Unit Superintendent.
  - b. Resignation - When a Control Committee member cannot attend a meeting due to illness or a move from the Unit, the Control Committee will ask the group represented by the Committee member to appoint a new representative to complete the term of office.
4. Each teacher joining the Sick Leave Bank shall donate two (2) days in each of the first two years of membership to the Bank. In addition to these days, a member shall transfer the necessary maintenance days.

Days remaining in the Bank at the end of the school year will determine the number of sick leave days that will be contributed to the Bank from the member's accumulated sick leave at the beginning of the following school year. At no time will the days taken to replenish the Bank be in quantities other than whole days. Maintenance contributions will be made as follows:

200+ days in Bank	0 days will be contributed
200 – 0 days in Bank	1 day will be contributed

5. The certified employee must have exhausted his own sick leave days before he/she may draw from the Bank. Should the application to the Sick Leave Bank be approved, there would be a one-day lapse between the member's sick leave expiration and the continuation of the Sick Leave Bank benefits where the employee shall lose per diem wage for the one intervening day. A previously covered illness requiring up to one additional day for a doctor's visit will be permitted the member through Sick Leave Bank Benefits under this provision.
6. A request to use sick bank days must be submitted in writing to the Superintendent or his designee; in turn, this form will be submitted to the Control Committee for acceptance or rejection. In addition, a physician's statement must accompany the request.
  - a. Physician's Statement - The physician's statement must contain beginning date of illness, cause of illness, and expected duration of illness.
  - b. Written Report - When an application for sick leave is considered, whether such application is approved or rejected, a written report will be sent to the applicant and a copy of the report will be filed with the Unit Superintendent.
  - c. Appeal - If an application is considered and rejected, the applicant would have the right to appear in person at the Control Committee meeting to appeal the decision. However, the Control Committee will make the final decision.
7. The employee use of days from the Bank will be for the period of contractual obligation. The members of the Control Committee shall determine the number of days to be granted in each individual application. The Control Committee can authorize up to the following maximum days to be withdrawn from the Bank: a) those certified employees who have been a member of the Bank for less than one year—a maximum of 25 days; b) those certified employees who have been a member of the Bank for more than one year, but not more than three years—a maximum of 50 days; c) those certified employees who have been a member of the Bank for more than four years—

a maximum of 150 days. If a member commences to draw benefits under TRS for disability, the member shall cease to draw benefits from the Bank.

8. An initial five (5) year period will begin the day the member uses the first day from the Bank and will end on the five (5) year anniversary date of said first withdrawal. During this five (5) year period, the member may only use one hundred-fifty (150) total days. After the expiration of the initial five (5) year period, members are again eligible to draw to a maximum of one hundred-fifty (150) days for a second five (5) year period. The second five (5) year period will begin on the date of the first withdrawal and end on the five (5) year anniversary date thereof. Thereafter, the member would be eligible for another five (5) year period until the employee is no longer a member of the Bank or employed by the school district.

Example: If a member first draws from the Bank on September 1, 2004, the member, thereafter, can only withdraw a maximum of 150 days through and including September 1, 2009. Thereafter, the member is again eligible for a new five (5) year period, which would run from the date of that first withdrawal. If the next withdrawal is October 1, 2009, the member would be eligible for another five (5) year period, which ends on October 1, 2014.

9. When it is deemed necessary to submit a proposal to amend the Sick Leave Guidelines, such proposal shall be submitted to the Negotiating Committees of the Board and Union. Such an amendment shall be valid in all intent and purposes as a part of this guideline when ratified by each party.

c. Sick Leave Incentive

To qualify for the sick leave incentive program a teacher must have completed or will complete by the end of the school year at least twenty (20) years of TRS service credit, fifteen (15) of which have been in the Hillsboro District.

For each qualifying teacher who notifies the district in writing of his or her intent to retire under TRS, the employee must make a written request for the sick leave incentive by May 15 four calendar years before the effective date (year) of retirement. The number of days granted under this benefit shall not exceed 170 days with total accumulated sick leave not to exceed 340 days. In each subsequent year, the teacher will continue to receive the normal annual allotment of sick leave and those days will accumulate as unused sick leave.

For each qualifying teacher who notifies the district in writing of his or her intent to retire under TRS, the Board shall grant sick leave days at the following rates, plus the normal allotment of sick leave days per year:

20 years of TRS service credit - up to 50% match of accumulated sick days  
25 years of TRS service credit - up to 75% match of accumulated sick days

29 years of TRS service credit - up to 100% match of accumulated sick days

Teachers granted matching sick leave days shall forfeit their right to severance pay under Article IX, Section 9.10 of the collective bargaining agreement.

## 6.2 Personal Leave

- a. The Board shall grant two (2) days of personal leave without loss of pay, unless the day requested falls under one of the following, which may be granted with the Superintendent's or Designee's approval:
  1. Days upon which state mandated tests are to be administered.
  2. The first scheduled student attendance day of the school year.
  3. The last scheduled student attendance day of the school year.
  4. Days on which Parent-Teacher conferences are scheduled.
  5. Days on which semester exams are taken (HS Teachers only)

Other than in cases of emergency, personal leave requests shall be submitted with 48 hours' notice.

Personal leave days shall accumulate up to a maximum of four (4) days; thereafter, the days accumulate as sick days. No reason for requesting the leave need be given. If four (4) consecutive days are requested, an advance of 10 school days' notice must be given. A teacher may not use a fractional percent less than one-half day for personal leave. Fractional portions less than one-half day will be considered one-half day personal leave. No teacher shall be granted personal leave on a day of a scheduled field trip under his/her supervision. The Superintendent's decision shall not be grievable.

Part-time teachers will receive and accumulate personal leave on a pro-rata basis.

- b. After ten (10) years of service to the district, teachers in their eleventh year of service and beyond shall be eligible to use one (1) sick day per year as additional personal leave in extraordinary circumstances.

Use of sick leave as additional personal leave shall require the approval of the Superintendent or his Designee.

In addition to the circumstances surrounding the request, the teacher's attendance record will be considered.

## 6.3 Maternity Leave

Maternity leave shall be granted upon teacher request. If maternity leave is desired, the teacher shall arrange for a meeting with the Building Principal, the

Superintendent or his designee, and representative of the Union if said representative is requested by the teacher. A statement must be submitted in writing to the Superintendent stating the period for which the teacher shall be absent. Written notification of intent to return to the system, accompanied by a physician's written approval, shall be made to the Superintendent by the teacher prior to her reinstatement. If sick leave benefits are to be used during a maternity leave, a duly certified medical doctor must certify the dates in which incapacity to teach and/or return to work are appropriate. Only the inclusive dates of incapacitation may be counted towards sick leave.

#### 6.4 Union Leave

In the event the Union desires to send representatives to local, state, or national conferences or on other business pertinent to Union affairs, the Union shall be granted four working days per year without loss of pay with a two teacher maximum on any one day. The days shall not accumulate from year to year. A two-day advance notice shall be given to the Building Principal.

In the event the Union desires to send an additional representative to a local, state, or national conference, the Union shall reimburse the Board for the total cost of that teacher's salary for the additional day or days, not to exceed four working days.

#### 6.5 Professional Conference and Workshops

The Board of Education may allow, with the approval of the Superintendent or his designee, two days per year per teacher for attendance at conferences and workshops. The district may pay registration fees, one moderately priced meal per day, and mileage. Teachers are expected to submit documentation indicating that the conference or workshop is an essential part of their Professional Development Plan that may be sustained and continued over time. Documentation of how this workshop will bring improvement to the teaching and learning of students within the classroom must be submitted. This documentation will be submitted to the Unit Office within 40 days of the conference. Explanation will accompany denial. If the Unit assigns a teacher to attend a professional conference or workshop, those days shall not count as any part of the two allowed.

#### 6.6 Leave of Absence

After five (5) years of service to the Hillsboro Unit, a tenured teacher shall be granted a leave of absence of up to two (2) semesters, without pay, upon request of the teacher. Each request for such leave must be made in writing to the Superintendent by March 15 if the leave is to be for the year or for the first semester only. If the leave is to begin with the start of the second semester, the request shall be made by August 15.

The board guarantees the teacher on leave of absence a job within the Unit if the teacher notifies the board of his/her intention to return by October 1 before the return if the leave was of a year's duration or for the first semester only; if the leave began with the second semester, notification of return must be made by July 1.

No more than two teachers of those eligible can avail themselves of this leave in any given year. If more than two apply, then leave shall be granted to those with the most seniority.

A teacher can utilize a leave of absence only once in a five-year period.

#### 6.7 Bereavement Leave

The Board shall grant three (3) days for bereavement for family members: parents, children (half, step, foster), grandparents, in-laws, siblings (half, step, foster), aunts, uncles, cousins, nieces, nephews. The superintendent or his designee may grant bereavement leave for other special cases. If additional days are needed for family members, sick leave may be used. A teacher may not use a fractional percent less than one-half day for bereavement leave. Fractional portions less than one-half day will be considered one-half day bereavement leave.

## **ARTICLE VII**

### **GRIEVANCE PROCEDURE**

- 7.1 A grievance shall mean only a complaint that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provision(s) of this Agreement.
- 7.2a. Every teacher covered by this Agreement shall have the right to present grievances in accordance with these procedures. The teacher may have the building representative of the Union present at any step of the grievance if he/she so desires.
- b. Failure of a teacher (or, in the event of an appeal to arbitration, the Union) to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.



- c. It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving teacher or of the teaching staff.
- 7.3a. An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and the relevant administrator.
- b. Second Step: If the grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing and, at a mutually agreeable time, discuss the matter with the administrator. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the grievance, and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within ten (10) days from the date of the occurrence of the event given rise to the grievance. The administrator shall make a decision on the grievance and communicate it in writing to the teacher and the superintendent within ten (10) school days after receipt of the grievance.
  - c. Third Step: In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved teacher shall file, within five (5) school days of the administrator's written decision at the second step, a copy of the grievance with the Superintendent. Within ten (10) school days after such written grievance is filed, the aggrieved and the Superintendent or his designee shall meet to resolve the grievance. The Superintendent or his designee shall file an answer within ten (10) school days of the third step grievance meeting and communicate it in writing to the teacher and the administrator.
  - d. Fourth Step: If the grievance is not resolved satisfactorily at Step 3, there shall be available a fourth step of impartial, binding arbitration. The Union may submit, in writing, a request on behalf of the Union and the grieving teacher to the Superintendent within thirty (30) days from receipt of the Step 3 answer to enter into such arbitration. The arbitration proceeding shall be conducted by an Arbitrator to be selected by the two parties within seven (7) days after said notice is given. If the two parties fail to reach agreement on an Arbitrator within seven (7) days, the American Arbitration Association will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the Arbitrator. The decision of the Arbitrator shall be binding on the parties.
  - e. Expenses of the Arbitrator's services shall be borne equally by the School District and the Union.
  - f. The Arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His authority shall be strictly limited to deciding only the issue or issues presented in writing by the School District and the Union

and his decision must be based solely and only upon his interpretation of the meaning or application of the express relevant language of the Agreement.

- 7.4 If the Union or any teacher files any claim or complaint in any form other than under the grievance procedure of this Agreement, then the School District shall not be required to process the same claim or set of facts through the grievance procedure.

## **ARTICLE VIII**

### **TEACHER TERMINATION**

- 8.1 No tenured teacher may be dismissed or otherwise disciplined except for just cause. Moreover, the Board may not dismiss any teacher for reasons relating to the teacher's competence or classroom performance unless it has complied fully with Article V of this Agreement. Prior to initiating a tenured teacher dismissal for cause, the Board shall notify the affected teacher of the procedures to be followed during the dismissal proceeding.
- 8.2 Prior to the issuance of a written notice of termination, the appropriate administrator will have a conference with the teacher, including therein a review of the teacher's personnel file. If requested by the teacher, a Union representative will be present at the conference.
- 8.3 The Board shall provide the teacher and the Union with a written notice of the specific charges against the teacher.

8.4 **Reduction In Force**

The following procedure shall determine teacher layoffs if a substantial loss in educational revenues make such layoffs mandatory:

- 1) The Teachers and the Board agree that attrition by retirement or resignation shall be the first method of reduction in certificated positions.
- 2) The district shall develop annually a seniority listing. Said listing shall be given to the Union and posted in each teacher's lounge or workroom on or before October 15. The Unit Office is to be notified in writing of any errors within 20 days after the list is posted.
- 3) Reduction in force and recall of teachers shall be as provided by law.
- 4) Teachers who are placed in the same grouping shall be released by criteria in the following order until the tie is broken.

- a) length of full-time continuous teaching service within Hillsboro Community Unit District #3;
  - b) highest degree earned; and
  - c) most graduate hours attained and recognized on the salary schedule.
- 5) Board approved leaves of absence qualify for seniority.

## **ARTICLE IX**

### **SALARY AND FRINGE BENEFITS**

- 9.1 2019 – 2020 Base Salary: \$35,363  
 2020 – 2021 Base Salary: \$36,071  
 2021 – 2022 Base Salary: \$36,792  
 2022 – 2023 Base Salary: \$37,528  
 2023 – 2024 Base Salary: \$38,278

A part-time teacher will receive a salary on a pro-rata basis determined by his/her placement on the salary schedule.

The Board shall pay up to \$666.58 per month toward the cost of the single premium for each full-time teacher enrolled in the District's group health insurance plan. Part-time teachers who work more than 30 hours per week will receive the insurance benefit on a pro rata basis.

Employees who work less than 30 hours each week will not qualify for the health insurance benefit.

The employee's pension contribution will be paid in full by the district up to and including a 10.4% rate and the associated costs as calculated by TRS. Retired employees who are receiving an annuity from TRS are excluded unless TRS post-retirement employment limitations are exceeded. The costs for TRS pension contribution rates exceeding 10.4% (and associated costs) will be shared equally by the individual employee and the district

- 9.2 The Board of Education shall provide individual insurance for each teacher to use for fringe benefit purposes. Teachers initially employed in the District beginning with the 2001-2002 school years or thereafter shall be eligible only for participation in the insurance program. Each teacher employed in the District prior to the 2001-2002 school year shall elect no later than September 25 of the current school year, one of the following options:

a. to have this applied to the current single hospitalization-medical-dental insurance program, or

b. to have the amount applied to an eligible tax sheltered annuity policy.

The premium cost shall be earned on a prorated basis over twelve months.

The current single hospitalization-medical-dental insurance program shall not be changed without consultation and agreement with the union.

A Health Insurance Committee shall be comprised of three (3) Union appointees and two (2) Board appointees. The Committee will review the current health insurance program and study issues that might impact the program. The Committee will also search for options that will maintain a suitable health insurance benefit for Union members while controlling costs. The Health Insurance Committee will meet at least annually at the request of the Superintendent at a time and place agreeable to the Union. Any proposed changes to the current single hospitalization-medical-dental insurance program must be presented to the committee prior to being presented to the membership.

### 9.3 Retirement Bonus

In recognition of the many years of faithful and dedicated service that a teacher has given to the district, a teacher will qualify for a Retirement Bonus under the following conditions.

A teacher must have 18 years of service credit with TRS and have taught for at least 13 years with Hillsboro District before qualifying for the Retirement Bonus. These requirements must be met at the time application is made. Teacher shall submit a copy of his/her TRS report showing years of service credit when submitting the application letter.

Application must be made for the Retirement Bonus by September 1 of the first year in which the employee wishes to receive the Retirement Bonus. An employee may qualify for the Retirement Bonus for no more than four consecutive years. An employee must be eligible to begin receiving TRS retirement benefits at the end of the final year of receiving the retirement bonus.

In the first year that the employee is eligible for the Retirement Bonus, the employee shall receive a salary equivalent to that employee's previous year's Schedule A salary. In the first year that the employee is eligible for the Retirement Bonus, the employee will receive a retirement bonus payment equivalent to 6% of the previous year's Schedule A salary. In each successive year that the employee qualifies for the Retirement Bonus, the employee will receive a salary equivalent to 106% of the previous year's salary or the previous

year's salary, whichever is greater. Additionally, the employee will receive a Retirement Bonus payment equivalent to 106% of that employee's previous year's Retirement Bonus payment in each successive year. In any year that the employee receives a Retirement Bonus payment, any portion of the Retirement Bonus payment that would impose a TRS penalty on the district will not be paid as creditable earnings but will be paid to the teacher post-retirement as non-creditable earnings. An employee shall receive a Retirement Bonus for no more than four consecutive years ending with the year in which retirement is effective.

9.4 The District will provide free athletic passes for each teacher and spouse and/or guest and retired teachers in perpetuity.

9.5 A teacher may move horizontally on the salary schedule by either taking courses in a degree program or by taking graduate level courses in his/her teaching area. All graduate level work beyond the Master's Degree must be in 400 level or higher courses or must be in an approved degree program beyond the Master's degree. Courses in a non-degree program must be approved in advance by the Superintendent.

A teacher must provide official proof of graduate credit or a graduate degree by September 25 in order to move horizontally on the salary schedule.

9.6 The board shall provide to those teachers desiring it a Section 125 Plan, more commonly known as a Cafeteria Plan, as a means of tax sheltering anticipated expenses. The district will be responsible for the initial set-up costs and the printing expenses involved in the program. It is expected that employees will pay their annual enrollments fees. The Board will determine the provider.

9.7 The board shall pay employees for the use of personal vehicles to do approved school business at the rate approved by the state of Illinois on July 1 of each year.

9.8 The Board will determine vertical placement on the salary schedule for new hires not to exceed actual years of teaching experience. Former employees whose employment was terminated and who return to the district will be considered new hires.

9.9 Professional Development

In order to ensure that teachers working within the Hillsboro School District are current with changes that constantly occur within the local educational community and on national and state levels, tenured teachers will receive tuition reimbursement in order to return to school with the following stipulations:

- a. Prior to enrolling in a class, the teacher must request pre-payment or reimbursement of course fees. If the tuition and fees are not pre-paid, the Board

shall, upon receipt of proper documentation as to completion of the course, reimburse the teacher within 45 days for the cost of tuition and fees at the rate of \$275 per semester hour, not to exceed the actual cost. Tuition reimbursement will be granted only at accredited institutions.

- b. Hours earned under this Professional Development will count toward horizontal movement on the salary schedule.
- c. Effective with the 2007 – 2008 school year, teachers who have not yet earned a Master's degree shall receive no more than 36 hours of graduate credit tuition reimbursement or payment prior to completion of the Master's degree. Graduate credit hours for which tuition reimbursement or payment was paid prior to the 2007-2008 school year will not count towards this cap.

During a regular school calendar year, a teacher shall receive tuition reimbursement or payment for no more than 8 hours of graduate credit. Upon request, a teacher shall receive tuition reimbursement or payment for an additional 8 hours of graduate credit during the summer.

Under extraordinary circumstances, a teacher may be exempted by the Superintendent or his/her designee from any of the previously mentioned control mechanisms.

- d. Beyond the Master's degree, a teacher will receive tuition reimbursement or payment at the rate specified in 9.9a for a maximum of eight (8) credit hours every five (5) years. Each five (5) year period will start with the individual teacher's first class date.
- e. Teachers who have filed a notice of intent to retire and teachers who have retired under TRS will receive tuition reimbursement or payment only for purposes of recertification.
- f. National Board Certification

The Board of Education will pay for or reimburse the application and registration fees for teachers who are accepted as candidates for National Board for Professional Teaching Standards (NBPTS) certification. Teachers shall be required to apply for available candidate subsidies from the state and/or federal government before requesting reimbursement for fees that are paid out of pocket.

- g. Any new hire whose permanent residence is outside the district or who is temporarily residing in the district in the home of a parent or parents prior to establishing their own permanent residence, who establishes their permanent residence in the district before the first day of their second contract school year shall receive a \$500.00 bonus to be paid in the first pay period following

verification to the superintendent of the establishment of permanent residency in the district.

#### 9.10 Severance Pay

The Board of Education will grant severance pay upon resignation after twenty years of service or more within the Unit. Teachers will be paid for accumulated sick leave that is not used for TRS service credit. Teachers granted the sick leave incentive forfeit their right to severance pay. Teachers who have retired under TRS are not eligible for the severance benefit for days accumulated after retirement.

Severance pay will be paid at a rate per day of accumulated sick leave equivalent to 50% of the daily rate of pay for substitute teachers in each year that severance pay is collected up to a maximum amount of 175 days. To qualify for the severance benefit, the teacher must have notified the district in writing no later than April 1 two years preceding the final year of employment that he or she wants the severance pay to be paid. To avoid a penalty to the school district, the district may split severance pay between the last two years of employment. After being granted severance pay, then using more sick days than are remaining, the cost for each day used over the allotment will be deducted from the final regular paycheck. Severance pay will be paid in the June payroll of each year that a payment is made.

#### 9.11 National Board Compensation

Teachers who earn and maintain National Board certification will earn additional salary annually in an amount equivalent to 2% of the Schedule A base salary.

## **ARTICLE X**

### **EFFECT OF AGREEMENT**

#### 10.1 Complete Understanding

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties, and that the understanding and agreements arrived at by both parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the School District and the Union for the life of this Agreement, each voluntarily and unqualifiedly waives any right which might otherwise exist under law, practice, or custom to negotiate over any matter

during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in the Agreement or with respect to any subject or matter not specifically referred to or covered in the Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement. If during the term of the Agreement, state statutes regarding teacher retirement benefits are revised by interpretation or new legislation, the parties agree to reopen the Agreement for negotiations on the items enumerated above.

## 10.2 No Reprisal Clause

- a. The Board of Education shall not place in any teacher's personnel file any notices, warnings, or other documents concerning a work stoppage. The Board further agrees that neither the Board nor any District administrator shall take any adverse action with respect to hiring, discharge, promotion, demotion, transfer of assignment, wages benefits, or hours because of a work stoppage, except as herewith provided.
- b. It is agreed that each member of the bargaining unit shall have deducted 1/180 of the member's annual scheduled salary for each day not worked by virtue of a work stoppage.

## 10.3 Individual Contracts

Individual contracts of employment agreements shall not be inconsistent with the terms and condition of the Agreement.

## 10.4 Savings Clause

Should any article, section, or clause, of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.

10.5 During the term of this Agreement, the Union agrees not to strike and to comply with Illinois State Statutes.

10.6 The school year shall consist of 180 days of teacher attendance. In the event the state lengthens the school year by mandate, the parties agree to reopen the contract for further negotiations concerning salary to cover those additional days.

10.7 This Agreement shall be in effect from August 16, 2019 until August 15, 2024.



This Agreement ratified by H.U.E.A. membership and by the Hillsboro Board of Education on July 22, 2019.

This Agreement signed this 24<sup>th</sup> day of July, 2019.

For the  
Hillsboro School District No. 3  
Board of Education

For the  
Hillsboro Unit Education Assoc.  
AFT, Local 4135, AFL-CIO

\_\_\_\_\_ Pres. \_\_\_\_\_ Pres.

\_\_\_\_\_ Sec. \_\_\_\_\_ Sec.

2019-2020  
Base Salary w/ TRS Pension Salary  
\$35,363 base

Year	BS	BS + 8	BS + 16	BS + 24	BS + 32	MS	MS + 8	MS + 16	MS + 24	MS + 32
0	1.00 35363	1.02 36070	1.04 36778	1.06 37485	1.08 38192	1.10 38899	1.12 39607	1.14 40314	1.16 41021	1.18 41728
1	3497 38860	3567 39637	3637 40415	3707 41192	3777 41969	3847 42746	3917 43524	3987 44301	4057 45078	4127 45855
2	1.04 36778	1.06 37485	1.08 38192	1.10 38899	1.12 39607	1.14 40314	1.16 41021	1.18 41728	1.20 42436	1.22 43143
3	3637 40415	3707 41192	3777 41969	3847 42746	3917 43524	3987 44301	4057 45078	4127 45855	4197 46633	4267 47410
4	1.10 38899	1.12 39607	1.14 40314	1.16 41021	1.18 41728	1.20 42436	1.22 43143	1.24 43850	1.26 44557	1.28 45265
5	3847 42746	3917 43524	3987 44301	4057 45078	4127 45855	4197 46633	4267 47410	4337 48187	4407 48964	4477 49742
6	1.15 40667	1.17 41375	1.19 42082	1.21 42789	1.23 43496	1.25 44204	1.27 44911	1.29 45618	1.31 46326	1.33 47033
7	4022 44689	4092 45467	4162 46244	4232 47021	4302 47798	4372 48576	4442 49353	4512 50130	4582 50908	4652 51685
8	1.20 42436	1.22 43143	1.24 43850	1.26 44557	1.28 45265	1.30 45972	1.32 46679	1.34 47386	1.36 48094	1.38 48801
9	4197 46633	4267 47410	4337 48187	4407 48964	4477 49742	4547 50519	4617 51296	4687 52073	4757 52851	4826 53627
10	1.25 44204	1.27 44911	1.29 45618	1.31 46326	1.33 47033	1.35 47740	1.37 48447	1.39 49155	1.41 49862	1.43 50569
11	4372 48576	4442 49353	4512 50130	4582 50908	4652 51685	4722 52462	4791 53238	4861 54016	4931 54793	5001 55570
12	1.29 45618	1.31 46326	1.33 47033	1.35 47740	1.37 48447	1.39 49155	1.41 49862	1.43 50569	1.45 51276	1.47 51984
13	4512 50130	4582 50908	4652 51685	4722 52462	4791 53238	4861 54016	4931 54793	5001 55570	5071 56347	5141 57125
14	1.33 47033	1.35 47740	1.37 48447	1.39 49155	1.41 49862	1.43 50569	1.45 51276	1.47 51984	1.49 52691	1.51 53398
15	4652 51685	4722 52462	4791 53238	4861 54016	4931 54793	5001 55570	5071 56347	5141 57125	5211 57902	5281 58679
16	1.37 48447	1.39 49155	1.41 49862	1.43 50569	1.45 51276	1.47 51984	1.49 52691	1.51 53398	1.53 54105	1.55 54813
17	4791 53238	4861 54016	4931 54793	5001 55570	5071 56347	5141 57125	5211 57902	5281 58679	5351 59456	5421 60234
18	1.41 49862	1.43 50569	1.45 51276	1.47 51984	1.49 52691	1.51 53398	1.53 54105	1.55 54813	1.57 55520	1.59 56227
19	4931 54793	5001 55570	5071 56347	5141 57125	5211 57902	5281 58679	5351 59456	5421 60234	5491 61011	5561 61788
20	1.45 51276	1.47 51984	1.49 52691	1.51 53398	1.53 54105	1.55 54813	1.57 55520	1.59 56227	1.61 56934	1.63 57642
21	5071 56347	5141 57125	5211 57902	5281 58679	5351 59456	5421 60234	5491 61011	5561 61788	5631 62565	5701 63343
22	1.47 51984	1.49 52691	1.53 54105	1.55 54813	1.57 55520	1.59 56227	1.61 56934	1.63 57642	1.65 58349	1.67 59056
23	5141 57125	5211 57902	5351 59456	5421 60234	5491 61011	5561 61788	5631 62565	5701 63343	5771 64120	5841 64897
24	1.49 52691	1.51 53398	1.55 54813	1.57 55520	1.61 56934	1.63 57642	1.65 58349	1.67 59056	1.69 59763	1.71 60471
25	5211 57902	5281 58679	5421 60234	5491 61011	5631 62565	5701 63343	5771 64120	5841 64897	5911 65674	5981 66452
26	1.51 53398	1.53 54105	1.57 55520	1.59 56227	1.63 57642	1.67 59056	1.69 59763	1.71 60471	1.73 61178	1.75 61885
27	5281 58679	5351 59456	5491 61011	5561 61788	5701 63343	5841 64897	5911 65674	5981 66452	6051 67229	6120 68005
28	1.53 54105	1.55 54813	1.59 56227	1.61 56934	1.65 58349	1.69 59763	1.71 60471	1.73 61178	1.75 61885	1.77 62593
29	5351 59456	5421 60234	5561 61788	5631 62565	5771 64120	5911 65674	5981 66452	6120 68005	6191 68784	6260 69560
30	1.55 54813	1.57 55520	1.61 56934	1.63 57642	1.67 59056	1.71 60471	1.73 61178	1.75 61885	1.77 62593	1.79 63300
31	5421 60234	5491 61011	5631 62565	5701 63343	5841 64897	5981 66452	6120 68005	6191 68784	6260 69560	6330 70337
32	1.57 55520	1.59 56227	1.63 57642	1.65 58349	1.69 59763	1.73 61178	1.75 61885	1.79 63300	1.81 64007	1.83 64714
33	5491 61011	5561 61788	5701 63343	5771 64120	5911 65674	6051 67229	6120 68005	6260 69560	6330 70337	6400 71114
34	1.59 56227	1.61 56934	1.65 58349	1.67 59056	1.71 60471	1.75 61885	1.77 62593	1.81 64007	1.83 64714	1.85 65422
35	5561 61788	5631 62565	5771 64120	5841 64897	5981 66452	6120 68005	6191 68784	6330 70337	6400 71114	6470 71892
36	1.61 56934	1.63 57642	1.67 59056	1.69 59763	1.73 61178	1.77 62593	1.79 63300	1.83 64714	1.85 65422	1.87 66129
37	5631 62565	5701 63343	5841 64897	5911 65674	6051 67229	6191 68784	6260 69560	6400 71114	6470 71892	6540 72669
38	1.63 57642	1.65 58349	1.69 59763	1.71 60471	1.75 61885	1.79 63300	1.81 64007	1.85 65422	1.87 66129	1.89 66836
39	5701 63343	5771 64120	5911 65674	5981 66452	6120 68005	6260 69560	6330 70337	6470 71892	6540 72669	6610 73446
40	1.65 58349	1.67 59056	1.71 60471	1.73 61178	1.77 62593	1.81 64007	1.83 64714	1.87 66129	1.89 66836	1.91 67543
41	5771 64120	5841 64897	5981 66452	6051 67229	6191 68784	6330 70337	6400 71114	6540 72669	6610 73446	6680 74223
42			1.73 61178	1.75 61885	1.79 63300	1.83 64714	1.85 65422	1.89 66836	1.91 67543	1.93 68251
43			6051 67229	6120 68005	6260 69560	6400 71114	6470 71892	6610 73446	6680 74223	6750 75001
44					1.81 64007	1.85 65422	1.87 66129	1.91 67543	1.93 68251	1.95 68958
45					6330 70337	6470 71892	6540 72669	6680 74223	6750 75001	6820 75778
46						1.87 66129	1.89 66836	1.93 68251	1.95 68958	1.97 69665
47						6540 72669	6610 73446	6750 75001	6820 75778	6890 76555
48						1.9 67190	1.92 67897	1.95 68958	1.97 69665	2.00 70726
49						6645 73835	6715 74612	6820 75778	6890 76555	6995 77721
50								1.98 70019	2.00 70726	2.03 71787
51								6925 76944	6995 77721	7100 78887

Index	Schedule A Salary
TRS Pension	Salary + Pension

2020-2021  
Base Salary w/ TRS Pension Salary  
\$36,071 base

Year	BS	BS + 8	BS + 16	BS + 24	BS + 32	MS	MS + 8	MS + 16	MS + 24	MS + 32
0	1.00 36071	1.02 36792	1.04 37514	1.06 38235	1.08 38957	1.10 39678	1.12 40400	1.14 41121	1.16 41842	1.18 42564
1	3567 39638	3639 40431	3710 41224	3781 42016	3853 42810	3924 43602	3996 44396	4067 45188	4138 45980	4210 46774
2	1.04 37514	1.06 38235	1.08 38957	1.10 39678	1.12 40400	1.14 41121	1.16 41842	1.18 42564	1.20 43285	1.22 44007
3	3710 41224	3781 42016	3853 42810	3924 43602	3996 44396	4067 45188	4138 45980	4210 46774	4281 47566	4352 48359
4	1.10 39678	1.12 40400	1.14 41121	1.16 41842	1.18 42564	1.20 43285	1.22 44007	1.24 44728	1.26 45449	1.28 46171
5	3924 43602	3996 44396	4067 45188	4138 45980	4210 46774	4281 47566	4352 48359	4424 49152	4495 49944	4566 50737
6	1.15 41482	1.17 42203	1.19 42924	1.21 43646	1.23 44367	1.25 45089	1.27 45810	1.29 46532	1.31 47253	1.33 47974
7	4103 45585	4174 46377	4245 47169	4317 47963	4388 48755	4459 49548	4531 50341	4602 51134	4673 51926	4745 52719
8	1.20 43285	1.22 44007	1.24 44728	1.26 45449	1.28 46171	1.30 46892	1.32 47614	1.34 48335	1.36 49057	1.38 49778
9	4281 47566	4352 48359	4424 49152	4495 49944	4566 50737	4638 51530	4709 52323	4780 53115	4852 53909	4923 54701
10	1.25 45089	1.27 45810	1.29 46532	1.31 47253	1.33 47974	1.35 48696	1.37 49417	1.39 50139	1.41 50860	1.43 51582
11	4459 49548	4531 50341	4602 51134	4673 51926	4745 52719	4816 53512	4887 54304	4959 55098	5030 55890	5102 56684
12	1.29 46532	1.31 47253	1.33 47974	1.35 48696	1.37 49417	1.39 50139	1.41 50860	1.43 51582	1.45 52303	1.47 53024
13	4602 51134	4673 51926	4745 52719	4816 53512	4887 54304	4959 55098	5030 55890	5102 56684	5173 57476	5244 58268
14	1.33 47974	1.35 48696	1.37 49417	1.39 50139	1.41 50860	1.43 51582	1.45 52303	1.47 53024	1.49 53746	1.51 54467
15	4745 52719	4816 53512	4887 54304	4959 55098	5030 55890	5102 56684	5173 57476	5244 58268	5316 59062	5387 59854
16	1.37 49417	1.39 50139	1.41 50860	1.43 51582	1.45 52303	1.47 53024	1.49 53746	1.51 54467	1.53 55189	1.55 55910
17	4887 54304	4959 55098	5030 55890	5102 56684	5173 57476	5244 58268	5316 59062	5387 59854	5458 60647	5530 61440
18	1.41 50860	1.43 51582	1.45 52303	1.47 53024	1.49 53746	1.51 54467	1.53 55189	1.55 55910	1.57 56631	1.59 57353
19	5030 55890	5102 56684	5173 57476	5244 58268	5316 59062	5387 59854	5458 60647	5530 61440	5601 62232	5672 63025
20	1.45 52303	1.47 53024	1.49 53746	1.51 54467	1.53 55189	1.55 55910	1.57 56631	1.59 57353	1.61 58074	1.63 58796
21	5173 57476	5244 58268	5316 59062	5387 59854	5458 60647	5530 61440	5601 62232	5672 63025	5744 63818	5815 64611
22	1.47 53024	1.49 53746	1.53 55189	1.55 55910	1.57 56631	1.59 57353	1.61 58074	1.63 58796	1.65 59517	1.67 60239
23	5244 58268	5316 59062	5458 60647	5530 61440	5601 62232	5672 63025	5744 63818	5815 64611	5886 65403	5958 66197
24	1.49 53746	1.51 54467	1.55 55910	1.57 56631	1.61 58074	1.63 58796	1.65 59517	1.67 60239	1.69 60960	1.71 61681
25	5316 59062	5387 59854	5530 61440	5601 62232	5672 63025	5744 63818	5815 64611	5886 65403	5958 66197	6029 66989
26	1.51 54467	1.53 55189	1.57 56631	1.59 57353	1.63 58796	1.67 60239	1.69 60960	1.71 61681	1.73 62403	1.75 63124
27	5387 59854	5458 60647	5601 62232	5672 63025	5744 63818	5815 64611	5886 65403	5958 66197	6029 66989	6100 67781
28	1.53 55189	1.55 55910	1.59 57353	1.61 58074	1.65 59517	1.69 60960	1.71 61681	1.73 62403	1.75 63124	1.77 63846
29	5458 60647	5530 61440	5672 63025	5744 63818	5886 65403	5958 66197	6029 66989	6100 67781	6243 69367	6314 70160
30	1.55 55910	1.57 56631	1.61 58074	1.63 58796	1.67 60239	1.71 61681	1.73 62403	1.77 63846	1.79 64567	1.81 65289
31	5530 61440	5601 62232	5744 63818	5815 64611	5958 66197	6029 66989	6100 67781	6243 69367	6314 70160	6457 71746
32	1.57 56631	1.59 57353	1.63 58796	1.65 59517	1.69 60960	1.73 62403	1.75 63124	1.79 64567	1.81 65289	1.83 66010
33	5601 62232	5672 63025	5815 64611	5886 65403	6029 66989	6100 67781	6243 69367	6314 70160	6457 71746	6528 72538
34	1.59 57353	1.61 58074	1.65 59517	1.67 60239	1.71 61681	1.75 63124	1.77 63846	1.81 65289	1.83 66010	1.85 66731
35	5672 63025	5744 63818	5886 65403	5958 66197	6100 67781	6243 69367	6314 70160	6457 71746	6528 72538	6600 73331
36	1.61 58074	1.63 58796	1.67 60239	1.69 60960	1.73 62403	1.77 63846	1.79 64567	1.83 66010	1.85 66731	1.87 67453
37	5744 63818	5815 64611	5958 66197	6029 66989	6172 68575	6314 70160	6386 70953	6528 72538	6600 73331	6671 74124
38	1.63 58796	1.65 59517	1.69 60960	1.71 61681	1.75 63124	1.79 64567	1.81 65289	1.85 66731	1.87 67453	1.89 68174
39	5815 64611	5886 65403	6029 66989	6100 67781	6243 69367	6386 70953	6457 71746	6600 73331	6671 74124	6742 74916
40	1.65 59517	1.67 60239	1.71 61681	1.73 62403	1.77 63846	1.81 65289	1.83 66010	1.87 67453	1.89 68174	1.91 68896
41	5886 65403	5958 66197	6100 67781	6172 68575	6314 70160	6457 71746	6528 72538	6671 74124	6742 74916	6814 75710
42			1.73 62403	1.75 63124	1.79 64567	1.83 66010	1.85 66731	1.89 68174	1.91 68896	1.93 69617
43			6172 68575	6243 69367	6386 70953	6528 72538	6600 73331	6742 74916	6814 75710	6885 76502
44					1.81 65289	1.85 66731	1.87 67453	1.91 68896	1.93 69617	1.95 70338
45					6457 71746	6600 73331	6671 74124	6814 75710	6885 76502	6956 77294
46						1.87 67453	1.89 68174	1.93 69617	1.95 70338	1.97 71060
47						6671 74124	6742 74916	6885 76502	6956 77294	7028 78088
48						1.9 68535	1.92 69256	1.95 70338	1.97 71060	2.00 72142
49						6778 73313	6849 76105	6956 77294	7028 78088	7135 79277
50								1.98 71421	2.00 72142	2.03 73224
51								7064 78485	7135 79277	7242 80466

Index	Schedule A Salary
TRS Pension	Salary + Pension



2021-2022  
Base Salary w/ TRS Pension Salary  
\$36,792 base

Year	BS	BS + 8	BS + 16	BS + 24	BS + 32	MS	MS + 8	MS + 16	MS + 24	MS + 32
0	1.00 36792 3639 40431	1.02 37528 3712 41240	1.04 38264 3784 42048	1.06 39000 3857 42857	1.08 39735 3930 43665	1.10 40471 4003 44474	1.12 41207 4075 45282	1.14 41943 4148 46091	1.16 42679 4221 46900	1.18 43415 4294 47709
1	1.04 38264 3784 42048	1.06 39000 3857 42857	1.08 39735 3930 43665	1.10 40471 4003 44474	1.12 41207 4075 45282	1.14 41943 4148 46091	1.16 42679 4221 46900	1.18 43415 4294 47709	1.20 44150 4366 48516	1.22 44886 4439 49325
2	1.10 40471 4003 44474	1.12 41207 4075 45282	1.14 41943 4148 46091	1.16 42679 4221 46900	1.18 43415 4294 47709	1.20 44150 4366 48516	1.22 44886 4439 49325	1.24 45622 4512 50134	1.26 46358 4585 50943	1.28 47094 4658 51752
3	1.15 42311 4185 46496	1.17 43047 4257 47304	1.19 43782 4330 48112	1.21 44518 4403 48921	1.23 45254 4476 49730	1.25 45990 4548 50538	1.27 46726 4621 51347	1.29 47462 4694 52156	1.31 48198 4767 52965	1.33 48933 4840 53773
4	1.20 44150 4366 48516	1.22 44886 4439 49325	1.24 45622 4512 50134	1.26 46358 4585 50943	1.28 47094 4658 51752	1.30 47830 4730 52560	1.32 48565 4803 53368	1.34 49301 4876 54177	1.36 50037 4949 54986	1.38 50773 5022 55795
5	1.25 45990 4548 50538	1.27 46726 4621 51347	1.29 47462 4694 52156	1.31 48198 4767 52965	1.33 48933 4840 53773	1.35 49669 4912 54581	1.37 50405 4985 55390	1.39 51141 5058 56199	1.41 51877 5131 57008	1.43 52613 5203 57816
6	1.29 47462 4694 52156	1.31 48198 4767 52965	1.33 48933 4840 53773	1.35 49669 4912 54581	1.37 50405 4985 55390	1.39 51141 5058 56199	1.41 51877 5131 57008	1.43 52613 5203 57816	1.45 53348 5276 58624	1.47 54084 5349 59433
7	1.33 48933 4840 53773	1.35 49669 4912 54581	1.37 50405 4985 55390	1.39 51141 5058 56199	1.41 51877 5131 57008	1.43 52613 5203 57816	1.45 53348 5276 58624	1.47 54084 5349 59433	1.49 54820 5422 60242	1.51 55556 5495 61051
8	1.37 50405 4985 55390	1.39 51141 5058 56199	1.41 51877 5131 57008	1.43 52613 5203 57816	1.45 53348 5276 58624	1.47 54084 5349 59433	1.49 54820 5422 60242	1.51 55556 5495 61051	1.53 56292 5567 61859	1.55 57028 5640 62668
9	1.41 51877 5131 57008	1.43 52613 5203 57816	1.45 53348 5276 58624	1.47 54084 5349 59433	1.49 54820 5422 60242	1.51 55556 5495 61051	1.53 56292 5567 61859	1.55 57028 5640 62668	1.57 57763 5713 63476	1.59 58499 5786 64285
10	1.45 53348 5276 58624	1.47 54084 5349 59433	1.49 54820 5422 60242	1.51 55556 5495 61051	1.53 56292 5567 61859	1.55 57028 5640 62668	1.57 57763 5713 63476	1.59 58499 5786 64285	1.61 59235 5858 65093	1.63 59971 5931 65902
11	1.47 54084 5349 59433	1.49 54820 5422 60242	1.51 55556 5495 61051	1.53 56292 5567 61859	1.55 57028 5640 62668	1.57 57763 5713 63476	1.59 58499 5786 64285	1.61 59235 5858 65093	1.63 59971 5931 65902	1.65 60707 6004 66711
12	1.49 54820 5422 60242	1.51 55556 5495 61051	1.53 56292 5567 61859	1.55 57028 5640 62668	1.57 57763 5713 63476	1.61 59235 5858 65093	1.63 59971 5931 65902	1.65 60707 6004 66711	1.67 61443 6077 67520	1.69 62178 6149 68327
13	1.51 55556 5495 61051	1.53 56292 5567 61859	1.55 57028 5640 62668	1.57 57763 5713 63476	1.59 58499 5786 64285	1.63 59971 5931 65902	1.67 61443 6077 67520	1.69 62178 6149 68327	1.71 62914 6222 69136	1.73 63650 6295 69945
14	1.53 56292 5567 61859	1.55 57028 5640 62668	1.57 57763 5713 63476	1.59 58499 5786 64285	1.61 59235 5858 65093	1.65 60707 6004 66711	1.69 62178 6149 68327	1.71 62914 6222 69136	1.73 63650 6295 69945	1.75 64386 6368 70754
15	1.55 57028 5640 62668	1.57 57763 5713 63476	1.59 58499 5786 64285	1.61 59235 5858 65093	1.63 59971 5931 65902	1.67 61443 6077 67520	1.71 62914 6222 69136	1.73 63650 6295 69945	1.75 64386 6368 70754	1.77 65122 6441 71563
16	1.57 57763 5713 63476	1.59 58499 5786 64285	1.61 59235 5858 65093	1.63 59971 5931 65902	1.65 60707 6004 66711	1.69 62178 6149 68327	1.73 63650 6295 69945	1.75 64386 6368 70754	1.77 65122 6441 71563	1.79 65858 6513 72371
17	1.59 58499 5786 64285	1.61 59235 5858 65093	1.63 59971 5931 65902	1.65 60707 6004 66711	1.67 61443 6077 67520	1.71 62914 6222 69136	1.75 64386 6368 70754	1.77 65122 6441 71563	1.81 66594 6586 73180	1.83 67329 6659 73988
18	1.61 59235 5858 65093	1.63 59971 5931 65902	1.65 60707 6004 66711	1.67 61443 6077 67520	1.69 62178 6149 68327	1.73 63650 6295 69945	1.77 65122 6441 71563	1.79 65858 6513 72371	1.83 67329 6659 73988	1.85 68065 6732 74797
19	1.63 59971 5931 65902	1.65 60707 6004 66711	1.67 61443 6077 67520	1.69 62178 6149 68327	1.71 62914 6222 69136	1.75 64386 6368 70754	1.79 65122 6441 71563	1.81 66594 6586 73180	1.83 67329 6659 73988	1.85 68065 6732 74797
20	1.65 60707 6004 66711	1.67 61443 6077 67520	1.71 62914 6222 69136	1.73 63650 6295 69945	1.75 64386 6368 70754	1.77 65122 6441 71563	1.81 66594 6586 73180	1.83 67329 6659 73988	1.85 68065 6732 74797	1.89 69537 6877 76414
21			1.73 63650 6295 69945	1.75 64386 6368 70754	1.79 65858 6513 72371	1.83 67329 6659 73988	1.85 68065 6732 74797	1.89 69537 6877 76414	1.91 70273 6950 77223	1.93 71009 7023 78032
22					1.81 66594 6586 73180	1.85 68065 6732 74797	1.87 68801 6804 75605	1.91 70273 6950 77223	1.93 71009 7023 78032	1.95 71744 7096 78840
23						1.87 68801 6804 75605	1.89 69537 6877 76414	1.93 71009 7023 78032	1.95 71744 7096 78840	1.97 72480 7168 79648
24						1.9 69905 6914 76819	1.92 70641 6986 77627	1.95 71744 7096 78840	1.97 72480 7168 79648	2.00 73584 7278 80862
								1.98 72848 7205 80053	2.00 73584 7278 80862	2.03 74688 7387 82075

Index	Schedule A Salary
TRS Pension	Salary + Pension

2022-2023  
Base Salary w/ TRS Pension Salary  
\$37,528 base

Year	BS	BS + 8	BS + 16	BS + 24	BS + 32	MS	MS + 8	MS + 16	MS + 24	MS + 32
0	1.00 37528	1.02 38279	1.04 39029	1.06 39780	1.08 40530	1.10 41281	1.12 42031	1.14 42782	1.16 43532	1.18 44283
	3712 41240	3786 42065	3860 42889	3934 43714	4008 44538	4083 45364	4157 46188	4231 47013	4305 47837	4380 48663
1	1.04 39029	1.06 39780	1.08 40530	1.10 41281	1.12 42031	1.14 42782	1.16 43532	1.18 44283	1.20 45034	1.22 45784
	3860 42889	3934 43714	4008 44538	4083 45364	4157 46188	4231 47013	4305 47837	4380 48663	4454 49488	4528 50312
2	1.10 41281	1.12 42031	1.14 42782	1.16 43532	1.18 44283	1.20 45034	1.22 45784	1.24 46535	1.26 47285	1.28 48036
	4083 45364	4157 46188	4231 47013	4305 47837	4380 48663	4454 49488	4528 50312	4602 51137	4677 51962	4751 52787
3	1.15 43157	1.17 43908	1.19 44658	1.21 45409	1.23 46159	1.25 46910	1.27 47661	1.29 48411	1.31 49162	1.33 49912
	4268 47425	4343 48251	4417 49075	4491 49900	4565 50724	4639 51549	4714 52375	4788 53199	4862 54024	4936 54848
4	1.20 45034	1.22 45784	1.24 46535	1.26 47285	1.28 48036	1.30 48786	1.32 49537	1.34 50288	1.36 51038	1.38 51789
	4454 49488	4528 50312	4602 51137	4677 51962	4751 52787	4825 53611	4899 54436	4974 55262	5048 56086	5122 56911
5	1.25 46910	1.27 47661	1.29 48411	1.31 49162	1.33 49912	1.35 50663	1.37 51413	1.39 52164	1.41 52914	1.43 53665
	4639 51549	4714 52375	4788 53199	4862 54024	4936 54848	5011 55674	5085 56498	5159 57323	5233 58147	5308 58973
6	1.29 48411	1.31 49162	1.33 49912	1.35 50663	1.37 51413	1.39 52164	1.41 52914	1.43 53665	1.45 54416	1.47 55166
	4788 53199	4862 54024	4936 54848	5011 55674	5085 56498	5159 57323	5233 58147	5308 58973	5382 59798	5456 60622
7	1.33 49912	1.35 50663	1.37 51413	1.39 52164	1.41 52914	1.43 53665	1.45 54416	1.47 55166	1.49 55917	1.51 56667
	4936 54848	5011 55674	5085 56498	5159 57323	5233 58147	5308 58973	5382 59798	5456 60622	5530 61447	5604 62271
8	1.37 51413	1.39 52164	1.41 52914	1.43 53665	1.45 54416	1.47 55166	1.49 55917	1.51 56667	1.53 57418	1.55 58168
	5085 56498	5159 57323	5233 58147	5308 58973	5382 59798	5456 60622	5530 61447	5604 62271	5679 63097	5753 63921
9	1.41 52914	1.43 53665	1.45 54416	1.47 55166	1.49 55917	1.51 56667	1.53 57418	1.55 58168	1.57 58919	1.59 59670
	5233 58147	5308 58973	5382 59798	5456 60622	5530 61447	5604 62271	5679 63097	5753 63921	5827 64746	5901 65571
10	1.45 54416	1.47 55166	1.49 55917	1.51 56667	1.53 57418	1.55 58168	1.57 58919	1.59 59670	1.61 60420	1.63 61171
	5382 59798	5456 60622	5530 61447	5604 62271	5679 63097	5753 63921	5827 64746	5901 65571	5976 66396	6050 67221
11	1.47 55166	1.49 55917	1.53 57418	1.55 58168	1.57 58919	1.59 59670	1.61 60420	1.63 61171	1.65 61921	1.67 62672
	5456 60622	5530 61447	5679 63097	5753 63921	5827 64746	5901 65571	5976 66396	6050 67221	6124 68045	6198 68870
12	1.49 55917	1.51 56667	1.55 58168	1.57 58919	1.61 60420	1.63 61171	1.65 61921	1.67 62672	1.69 63422	1.71 64173
	5530 61447	5604 62271	5753 63921	5827 64746	5976 66396	6050 67221	6124 68045	6198 68870	6272 69694	6347 70520
13	1.51 56667	1.53 57418	1.57 58919	1.59 59670	1.63 61171	1.67 62672	1.69 63422	1.71 64173	1.73 64923	1.75 65674
	5604 62271	5679 63097	5827 64746	5901 65571	6050 67221	6198 68870	6272 69694	6347 70520	6421 71344	6495 72169
14	1.53 57418	1.55 58168	1.59 59670	1.61 60420	1.65 61921	1.69 63422	1.71 64173	1.73 64923	1.75 65674	1.77 66425
	5679 63097	5753 63921	5901 65571	5976 66396	6124 68045	6272 69694	6347 70520	6421 71344	6495 72169	6569 72994
15	1.55 58168	1.57 58919	1.61 60420	1.63 61171	1.67 62672	1.71 64173	1.73 64923	1.75 65674	1.77 66425	1.79 67175
	5753 63921	5827 64746	5976 66396	6050 67221	6198 68870	6347 70520	6421 71344	6495 72169	6569 72994	6644 73819
16	1.57 58919	1.59 59670	1.63 61171	1.65 61921	1.69 63422	1.73 64923	1.75 65674	1.79 67175	1.81 67926	1.83 68676
	5827 64746	5901 65571	6050 67221	6124 68045	6272 69694	6421 71344	6495 72169	6569 72994	6644 73819	6718 74644
17	1.59 59670	1.61 60420	1.65 61921	1.67 62672	1.71 64173	1.75 65674	1.77 66425	1.81 67926	1.83 68676	1.85 69427
	5901 65571	5976 66396	6124 68045	6198 68870	6347 70520	6495 72169	6569 72994	6718 74644	6792 75468	6866 76293
18	1.61 60420	1.63 61171	1.67 62672	1.69 63422	1.73 64923	1.77 66425	1.79 67175	1.83 68676	1.85 69427	1.87 70177
	5976 66396	6050 67221	6198 68870	6272 69694	6421 71344	6569 72994	6644 73819	6792 75468	6866 76293	6941 77118
19	1.63 61171	1.65 61921	1.69 63422	1.71 64173	1.75 65674	1.79 67175	1.81 67926	1.85 69427	1.87 70177	1.89 70928
	6050 67221	6124 68045	6272 69694	6347 70520	6495 72169	6644 73819	6718 74644	6866 76293	6941 77118	7015 77943
20	1.65 61921	1.67 62672	1.71 64173	1.73 64923	1.77 66425	1.81 67926	1.83 68676	1.87 70177	1.89 70928	1.91 71678
	6124 68045	6198 68870	6347 70520	6421 71344	6569 72994	6718 74644	6792 75468	6941 77118	7015 77943	7089 78767
21			1.73 64923	1.75 65674	1.79 67175	1.83 68676	1.85 69427	1.89 70928	1.91 71678	1.93 72429
			6421 71344	6495 72169	6644 73819	6792 75468	6866 76293	7015 77943	7089 78767	7163 79592
22					1.81 67926	1.85 69427	1.87 70177	1.91 71678	1.93 72429	1.95 73180
					6718 74644	6866 76293	6941 77118	7089 78767	7163 79592	7238 80418
23						1.87 70177	1.89 70928	1.93 72429	1.95 73180	1.97 73930
						6941 77118	7015 77943	7163 79592	7238 80418	7312 81242
24						1.9 71303	1.92 72054	1.95 73180	1.97 73930	2.00 75056
						7032 78355	7126 79180	7238 80418	7312 81242	7423 82479
								1.98 74305	2.00 75056	2.03 76182
								7349 81654	7423 82479	7534 83716

Index	Schedule A Salary
TRS Pension	Salary + Pension



**2023-2024**  
**Base Salary w/ TRS Pension Salary**  
**\$38,278 base**

Year	BS	BS + 8	BS + 16	BS + 24	BS + 32	MS	MS + 8	MS + 16	MS + 24	MS + 32
0	1.00 38278	1.02 39044	1.04 39809	1.06 40575	1.08 41340	1.10 42106	1.12 42871	1.14 43637	1.16 44402	1.18 45168
1	3786 42064	3861 42905	3937 43746	4013 44588	4089 45429	4164 46270	4240 47111	4316 47953	4391 48793	4467 49635
2	1.10 42106	1.12 42871	1.14 43637	1.16 44402	1.18 45168	1.20 45934	1.22 46699	1.24 47465	1.26 48230	1.28 48996
3	4164 46270	4240 47111	4316 47953	4391 48793	4467 49635	4543 50477	4619 51318	4694 52159	4770 53000	4846 53842
4	1.15 44020	1.17 44785	1.19 45551	1.21 46316	1.23 47082	1.25 47848	1.27 48613	1.29 49379	1.31 50144	1.33 50910
5	4354 48374	4429 49214	4505 50056	4581 50897	4656 51738	4732 52580	4808 53421	4884 54263	4959 55103	5035 55945
6	1.20 45934	1.22 46699	1.24 47465	1.26 48230	1.28 48996	1.30 49761	1.32 50527	1.34 51293	1.36 52058	1.38 52824
7	4543 50477	4619 51318	4694 52159	4770 53000	4846 53842	4921 54682	4997 55524	5073 56366	5149 57207	5224 58048
8	1.25 47848	1.27 48613	1.29 49379	1.31 50144	1.33 50910	1.35 51675	1.37 52441	1.39 53206	1.41 53972	1.43 54738
9	4732 52580	4808 53421	4884 54263	4959 55103	5035 55945	5111 56786	5186 57627	5262 58468	5338 59310	5414 60152
10	1.29 49379	1.31 50144	1.33 50910	1.35 51675	1.37 52441	1.39 53206	1.41 53972	1.43 54738	1.45 55503	1.47 56269
11	4884 54263	4959 55103	5035 55945	5111 56786	5186 57627	5262 58468	5338 59310	5414 60152	5489 60992	5565 61834
12	1.33 50910	1.35 51675	1.37 52441	1.39 53206	1.41 53972	1.43 54738	1.45 55503	1.47 56269	1.49 57034	1.51 57800
13	5035 55945	5111 56786	5186 57627	5262 58468	5338 59310	5414 60152	5489 60992	5565 61834	5641 62675	5716 63516
14	1.37 52441	1.39 53206	1.41 53972	1.43 54738	1.45 55503	1.47 56269	1.49 57034	1.51 57800	1.53 58565	1.55 59331
15	5186 57627	5262 58468	5338 59310	5414 60152	5489 60992	5565 61834	5641 62675	5716 63516	5792 64357	5868 65199
16	1.41 53972	1.43 54738	1.45 55503	1.47 56269	1.49 57034	1.51 57800	1.53 58565	1.55 59331	1.57 60096	1.59 60862
17	5338 59310	5414 60152	5489 60992	5565 61834	5641 62675	5716 63516	5792 64357	5868 65199	5944 66040	6019 66881
18	1.45 55503	1.47 56269	1.49 57034	1.51 57800	1.53 58565	1.55 59331	1.57 60096	1.59 60862	1.61 61628	1.63 62393
19	5489 60992	5565 61834	5641 62675	5716 63516	5792 64357	5868 65199	5944 66040	6019 66881	6095 67723	6171 68564
20	1.47 56269	1.49 57034	1.53 58565	1.55 59331	1.57 60096	1.59 60862	1.61 61628	1.63 62393	1.65 63159	1.67 63924
21	5565 61834	5641 62675	5716 63516	5792 64357	5868 65199	5944 66040	6019 66881	6095 67723	6171 68564	6246 69405
22	1.49 57034	1.51 57800	1.55 59331	1.57 60096	1.61 61628	1.63 62393	1.65 63159	1.67 63924	1.69 64690	1.71 65455
23	5641 62675	5716 63516	5868 65199	5944 66040	6095 67723	6171 68564	6246 69405	6322 70246	6398 71088	6474 71929
24	1.51 57800	1.53 58565	1.57 60096	1.59 60862	1.63 62393	1.67 63924	1.69 64690	1.71 65455	1.73 66221	1.75 66987
25	5716 63516	5792 64357	5944 66040	6019 66881	6171 68564	6322 70246	6398 71088	6474 71929	6625 73612	6701 74453
26	1.53 58565	1.55 59331	1.59 60862	1.61 61628	1.65 63159	1.69 64690	1.71 65455	1.73 66221	1.75 66987	1.77 67752
27	5792 64357	5868 65199	6019 66881	6095 67723	6246 69405	6398 71088	6474 71929	6625 73612	6701 74453	6776 75294
28	1.55 59331	1.57 60096	1.61 61628	1.63 62393	1.67 63924	1.71 65455	1.73 66221	1.75 66987	1.77 67752	1.79 68518
29	5868 65199	5944 66040	6095 67723	6171 68564	6322 70246	6474 71929	6549 72770	6625 73612	6701 74453	6776 75294
30	1.57 60096	1.59 60862	1.63 62393	1.65 63159	1.69 64690	1.73 66221	1.75 66987	1.77 67752	1.79 68518	1.81 69283
31	5944 66040	6019 66881	6171 68564	6246 69405	6398 71088	6549 72770	6625 73612	6701 74453	6776 75294	6852 76135
32	1.59 60862	1.61 61628	1.65 63159	1.67 63924	1.71 65455	1.75 66987	1.77 67752	1.81 69283	1.83 70049	1.85 70814
33	6019 66881	6095 67723	6246 69405	6322 70246	6474 71929	6625 73612	6701 74453	6776 75294	6852 76135	6928 76977
34	1.61 61628	1.63 62393	1.67 63924	1.69 64690	1.73 66221	1.77 67752	1.79 68518	1.83 70049	1.85 70814	1.87 71580
35	6095 67723	6171 68564	6322 70246	6398 71088	6549 72770	6701 74453	6776 75294	6852 76135	6928 76977	7004 77818
36	1.63 62393	1.65 63159	1.69 64690	1.71 65455	1.75 66987	1.79 68518	1.81 69283	1.85 70814	1.87 71580	1.89 72345
37	6171 68564	6246 69405	6398 71088	6474 71929	6625 73612	6776 75294	6852 76135	7004 77818	7079 78659	7155 79500
38	1.65 63159	1.67 63924	1.71 65455	1.73 66221	1.77 67752	1.81 69283	1.83 70049	1.87 71580	1.89 72345	1.91 73111
39	6246 69405	6322 70246	6474 71929	6549 72770	6701 74453	6852 76135	6928 76977	7079 78659	7155 79500	7231 80342
40			1.73 66221	1.75 66987	1.79 68518	1.83 70049	1.85 70814	1.89 72345	1.91 73111	1.93 73877
41			6549 72770	6625 73612	6776 75294	6928 76977	7004 77818	7155 79500	7231 80342	7307 81184
42					1.81 69283	1.85 70814	1.87 71580	1.91 73111	1.93 73877	1.95 74642
43					6852 76135	7004 77818	7079 78659	7231 80342	7307 81184	7382 82024
44						1.87 71580	1.89 72345	1.93 73877	1.95 74642	1.97 75408
45						7079 78659	7155 79500	7307 81184	7382 82024	7458 82866
46						1.9 72728	1.92 73494	1.95 74642	1.97 75408	2.00 76556
47						7193 79921	7269 80763	7382 82024	7458 82866	7571 84127
48								1.98 75790	2.00 76556	2.03 77704
49								7496 83286	7571 84127	7685 85389

Index	Schedule A Salary
TRS Pension	Salary + Pension

## SCHEDULE B

Category I	(20%)	Boys' Basketball – H.S. (2 coaches) Girls' Basketball – H.S. (2 coaches) Football – H.S. (5 coaches) Wrestling – H.S. (1 coach)
Category II	(18%)	Wrestling (2 coaches) Boys' Basketball – H.S. (3 coaches) Girls' Basketball (3 coaches) Football – H.S. (6 coaches)
Category III	(15%)	Athletic Director
Category IV	(14%)	Volleyball – H.S.
Category V	(12%)	Coed Track – H.S. Boys' Soccer – H.S. (1 coach) Girls' Soccer – H.S. (1 coach) Chorus/Operetta Director (with no assistant)
Category VI	(10%)	Baseball – H.S. Girls' Softball – H.S. Girls' Track – H.S. Boys' Track – H.S. Golf – H.S. (1 coach) Cheerleading – H.S. Chorus/Operetta Director – H.S. Cross Country – H.S. F.F.A. – H.S. Boys' Soccer – H.S. (2 coaches) Girls' Soccer – H.S. (2 coaches)
Category VII	(9%)	Boys' Tennis – H.S. Girls' Tennis – H.S. Golf – H.S. (2 coaches)
Category VIII	(8%)	Scholar Bowl – H.S. (2 seasons per year)
Category IX	(6%)	Scholar Bowl – H.S. (one season) Builders' Club – J.H.S. F.C.C.L.A. – H.S. Interact Club H.S. Art Club – H.S. Student Council – H.S. Yearbook Sponsor – H.S. Webmaster
Category X	(3%)	National Honor Society – H.S. Assistant Operetta Director – H.S.

- a. All categories listed apply to the base salary on the H.U.E.A./Hillsboro Board of Education salary index schedule.
- b. Junior High head coaches and High school assistant coaches will receive 65% of the head coaching salary at the High school for like sports.
- c. Junior High assistant coaches will receive 85% of the base coaching salary of the head coach at the Junior High.
- d. Experience factors are:

<u>Years of Experience</u>	<u>% of Base Amount Added to Base of "B"</u>
0-1	0
2-4	5
5-9	10
10-14	15
15-20	20
21-Over	25

- e. The Junior High yearbook sponsor will be paid 65% of the Category VIII, and the Junior High academic team sponsor will be paid 65% of the Category VIII. The Junior High cheerleading sponsor and the Junior High pep club sponsor will be paid 65% of Category VI.
- f. The Board shall accept without qualification the resignation of any employee governed by Schedule B if such resignation has been submitted and rejected the previous year.
- g. Full-time certified personnel who have been honorably discharged due to a reduction in force of Schedule B positions will be offered the first available position in the program from which they were discharged for up to one (1) year (exclusive of head varsity coach).