

CONTRACT AGREEMENT

between the

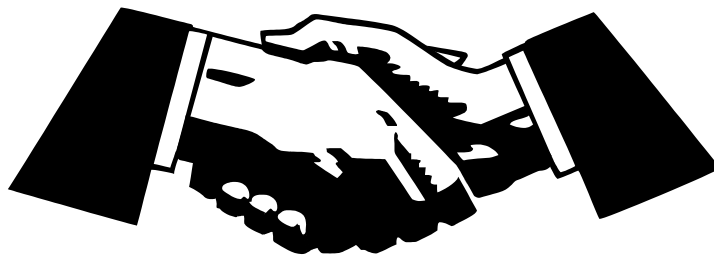
Board of Education
Hillsboro Community Unit School District No. 3
Hillsboro, IL

and the

Hillsboro Unit Education Association
Local 4135

An Affiliate of the
American Federation of Teachers
AFL-CIO

2017-2019



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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.
- 1.3 Non-Union Employees
 - a. All employees covered by this Agreement who are not members of the Union shall, commencing on the effective date of this Agreement, or sixty (60) days after their initial employment, and continuing during the term of this Agreement, and so long as they remain non-members of the Union, pay to the Union each month their proportionate share of the cost of the collective bargaining process and contract administration measured by the amount of dues uniformly required by the members of the Union. Such proportionate share payments shall be deducted by the Board from the earning of the non-member employees and paid to the Union. The Union shall submit to the Board an affidavit that specifies the amount, which constitutes said proportionate share, which shall not exceed the dues uniformly required by members of the Union.
 - b. The Union shall indemnify and hold harmless the Board of Education (or Trustees), its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of complying with the above provisions of this article, or in reliance on any list, notice, certification, affidavit or reassignment furnished under any such provisions.

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, or an employee's proportionate share of the collective bargaining process, 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

The Board agrees to attempt to control teacher workloads in a reasonable manner. A reasonable manner will be defined as follows:

- a. At the junior and senior high levels, no teacher shall have more than 150 student contact hours per day, excluding those students contacted during hall and study hall supervision. (Student contact hours are defined as the total number of students the teacher meets in his/her academic assignment each day.)
- b. When a simple majority of classroom sizes at the same grade level in a given building exceeds thirty (30) students in the elementary system, an aide will be hired in that building to assist the teachers at that grade level. The difference between the highest and lowest classroom enrollment in a given building shall be

no more than 20% of the average classroom size at that grade level building wide.

- c. If the above numbers are exceeded, the affected teacher can request an aide. In addition, a conference with a committee consisting of the building principal, the superintendent, a board member, and three other teachers can be requested.

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.

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.

- 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.

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 his or her principal.
- 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 principal. 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 principal 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 principal'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 principal.

- 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 2017 – 2018 Base Salary: \$34,170
2018 – 2019 Base Salary: \$34,670

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. With the exception of all those who have applied for the retirement bonus by September 1, 2014, 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 or payment 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 or payment 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.

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. Any teacher who opts for the Early Retirement Option resulting in a penalty to the district will not qualify for 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 re-open 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, 2014 until August 15, 2017.

This Agreement ratified by H.U.E.A. membership and by the Hillsboro Board of Education on June 13, 2017.

This Agreement signed this 13th day of June, 2017.

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.

2017-2018
Base Salary w/ TRS Pension Salary (0.098901)
\$34,170 base

Year	BS	BS + 8	BS + 16	BS + 24	BS + 32	MS	MS + 8	MS + 16	MS + 24	MS + 32	
O	1.00 34170 3379 37549	1.02 34853 3447 38300	1.04 35537 3515 39052	1.06 36220 3582 39802	1.08 36904 3650 40554	1.10 37587 3717 41304	1.12 38270 3785 42055	1.14 38954 3853 42807	1.16 39637 3920 43557	1.18 40321 3988 44309	1.20 41004 4055 45059
1	1.04 35537 3515 39052	1.06 36220 3582 39802	1.08 36904 3650 40554	1.10 37587 3717 41304	1.12 38270 3785 42055	1.14 38954 3853 42807	1.16 39637 3920 43557	1.18 40321 3988 44309	1.20 41004 4055 45059	1.22 41687 4123 45810	1.24 42371 4191 46562
2	1.10 37587 3717 41304	1.12 38270 3785 42055	1.14 38954 3853 42807	1.16 39637 3920 43557	1.18 40321 3988 44309	1.20 41004 4055 45059	1.22 41687 4123 45810	1.24 42371 4191 46562	1.26 43054 4258 47312	1.28 43738 4326 48064	1.30 44421 4394 48816
3	1.15 39296 3886 43182	1.17 39979 3954 43933	1.19 40662 4022 44684	1.21 41346 4089 45435	1.23 42029 4157 46186	1.25 42713 4224 46937	1.27 43396 4292 47688	1.29 44079 4359 48438	1.31 44763 4427 49190	1.33 45446 4495 49941	1.35 46130 4562 50692
4	1.20 41004 4055 45059	1.22 41687 4123 45810	1.24 42371 4191 46562	1.26 43054 4258 47312	1.28 43738 4326 48064	1.30 44421 4394 48816	1.32 45104 4461 49565	1.34 45788 4528 50316	1.36 46471 4596 51067	1.38 47155 4664 51819	1.40 47838 4732 52571
5	1.25 42713 4224 46937	1.27 43396 4292 47688	1.29 44079 4359 48438	1.31 44763 4427 49190	1.33 45446 4495 49941	1.35 46130 4562 50692	1.37 46813 4630 51443	1.39 47496 4697 52193	1.41 48180 4765 52945	1.43 48863 4833 53696	1.45 49547 4900 54447
6	1.29 44079 4359 48438	1.31 44763 4427 49190	1.33 45446 4495 49941	1.35 46130 4562 50692	1.37 46813 4630 51443	1.39 47496 4697 52193	1.41 48180 4765 52945	1.43 48863 4833 53696	1.45 49547 4900 54447	1.47 50230 4968 55198	1.49 50913 5035 55948
7	1.33 45446 4495 49941	1.35 46130 4562 50692	1.37 46813 4630 51443	1.39 47496 4697 52193	1.41 48180 4765 52945	1.43 48863 4833 53696	1.45 49547 4900 54447	1.47 50230 4968 55198	1.49 50913 5035 55948	1.51 51597 5103 56700	1.53 52280 5171 57451
8	1.37 46813 4630 51443	1.39 47496 4697 52193	1.41 48180 4765 52945	1.43 48863 4833 53696	1.45 49547 4900 54447	1.47 50230 4968 55198	1.49 50913 5035 55948	1.51 51597 5103 56700	1.53 52280 5171 57451	1.55 52964 5238 58202	1.57 53647 5306 58953
9	1.41 48180 4765 52945	1.43 48863 4833 53696	1.45 49547 4900 54447	1.47 50230 4968 55198	1.49 50913 5035 55948	1.51 51597 5103 56700	1.53 52280 5171 57451	1.55 52964 5238 58202	1.57 53647 5306 58953	1.59 54330 5373 59703	1.61 55014 5441 60455
10	1.45 49547 4900 54447	1.47 50230 4968 55198	1.49 50913 5035 55948	1.51 51597 5103 56700	1.53 52280 5171 57451	1.55 52964 5238 58202	1.57 53647 5306 58953	1.59 54330 5373 59703	1.61 55014 5441 60455	1.63 55697 5508 61205	1.65 56381 5576 61957
11	1.47 50230 4968 55198	1.49 50913 5035 55948	1.51 51597 5103 56700	1.53 52280 5171 57451	1.55 52964 5238 58202	1.57 53647 5306 58953	1.59 54330 5373 59703	1.61 55014 5441 60455	1.63 55697 5508 61205	1.65 56381 5576 61957	1.67 57064 5644 62708
12	1.49 50913 5035 55948	1.51 51597 5103 56700	1.53 52280 5171 57451	1.55 52964 5238 58202	1.57 53647 5306 58953	1.59 54330 5373 59703	1.61 55014 5441 60455	1.63 55697 5508 61205	1.65 56381 5576 61957	1.67 57064 5644 62708	1.69 57747 5711 63458
13	1.51 51597 5103 56700	1.53 52280 5171 57451	1.55 52964 5238 58202	1.57 53647 5306 58953	1.59 54330 5373 59703	1.61 55014 5441 60455	1.63 55697 5508 61205	1.65 56381 5576 61957	1.67 57064 5644 62708	1.69 57747 5711 63458	1.71 58431 5779 64210
14	1.53 52280 5171 57451	1.55 52964 5238 58202	1.57 53647 5306 58953	1.59 54330 5373 59703	1.61 55014 5441 60455	1.63 55697 5508 61205	1.65 56381 5576 61957	1.67 57064 5644 62708	1.69 57747 5711 63458	1.71 58431 5779 64210	1.73 59114 5846 64960
15	1.55 52964 5238 58202	1.57 53647 5306 58953	1.61 55014 5441 60455	1.63 55697 5508 61205	1.65 56381 5576 61957	1.67 57064 5644 62708	1.69 57747 5711 63458	1.71 58431 5779 64210	1.73 59114 5846 64960	1.75 59798 5914 65712	1.77 60481 5982 66463
16	1.57 53647 5306 58953	1.59 54330 5373 59703	1.63 55697 5508 61205	1.65 56381 5576 61957	1.67 57064 5644 62708	1.69 57747 5711 63458	1.71 58431 5779 64210	1.73 59114 5846 64960	1.75 59798 5914 65712	1.77 60481 5982 66463	1.79 61164 6049 67213
17	1.59 54330 5373 59703	1.61 55014 5441 60455	1.65 56381 5576 61957	1.67 57064 5644 62708	1.69 57747 5711 63458	1.71 58431 5779 64210	1.73 59114 5846 64960	1.75 59798 5914 65712	1.77 60481 5982 66463	1.79 61164 6049 67213	1.81 61848 6117 67965
18	1.61 55014 5441 60455	1.63 55697 5508 61205	1.67 57064 5644 62708	1.69 57747 5711 63458	1.71 58431 5779 64210	1.73 59114 5846 64960	1.75 59798 5914 65712	1.77 60481 5982 66463	1.79 61164 6049 67213	1.81 61848 6117 67965	1.83 62531 6184 68715
19	1.63 55697 5508 61205	1.65 56381 5576 61957	1.69 57747 5711 63458	1.71 58431 5779 64210	1.73 59114 5846 64960	1.75 59798 5914 65712	1.77 60481 5982 66463	1.79 61164 6049 67213	1.81 61848 6117 67965	1.83 62531 6184 68715	1.85 63215 6252 69467
20	1.65 56381 5576 61957	1.67 57064 5644 62708	1.71 58431 5779 64210	1.73 59114 5846 64960	1.75 59798 5914 65712	1.77 60481 5982 66463	1.79 61164 6049 67213	1.81 61848 6117 67965	1.83 62531 6184 68715	1.85 63215 6252 69467	1.87 63898 6320 70218
21			1.73 59114 5846 64960	1.75 59798 5914 65712	1.79 61164 6049 67213	1.83 62531 6184 68715	1.85 63215 6252 69467	1.89 64581 6387 70968	1.91 65265 6455 71720	1.93 65948 6522 72470	1.95 66632 6590 73222
22					1.81 61848 6117 67965	1.85 63215 6252 69467	1.87 63898 6320 70218	1.91 65265 6455 71720	1.93 65948 6522 72470	1.95 66632 6590 73222	1.97 67315 6658 73973
23						1.87 63898 6320 70218	1.89 64581 6387 70968	1.93 65948 6522 72470	1.95 66632 6590 73222	1.97 67315 6658 73973	1.99 68000 6726 74724
24						1.9 64923 6421 71344	1.92 65606 6488 72094	1.95 66632 6590 73222	1.97 67315 6658 73973	2.00 68340 6726 74724	2.03 69365 6814 75676
								1.98 67657 6691 74348	2.00 68340 6759 75099	2.03 69365 6860 76225	2.06 70390 6948 77177

Index	Schedule A Salary
TRS Pension	Salary + Pension

2018-2019
Base Salary w/ TRS Pension Salary (0.098901)
\$34,670 base

Year	BS	BS + 8	BS + 16	BS + 24	BS + 32	MS	MS + 8	MS + 16	MS + 24	MS + 32
0	1.00 34670 3429 38099	1.02 35363 3497 38860	1.04 36057 3566 39623	1.06 36750 3635 40385	1.08 37444 3703 41147	1.10 38137 3772 41909	1.12 38830 3840 42670	1.14 39524 3909 43433	1.16 40217 3978 44195	1.18 40911 4046 44957
1	1.04 36057 3566 39623	1.06 36750 3635 40385	1.08 37444 3703 41147	1.10 38137 3772 41909	1.12 38830 3840 42670	1.14 39524 3909 43433	1.16 40217 3978 44195	1.18 40911 4046 44957	1.20 41604 4115 45719	1.22 42297 4183 46480
2	1.10 38137 3772 41909	1.12 38830 3840 42670	1.14 39524 3909 43433	1.16 40217 3978 44195	1.18 40911 4046 44957	1.20 41604 4115 45719	1.22 42297 4183 46480	1.24 42991 4252 47243	1.26 43684 4320 48004	1.28 44378 4389 48767
3	1.15 39871 3943 43814	1.17 40564 4012 44576	1.19 41257 4080 45337	1.21 41951 4149 46100	1.23 42644 4218 46862	1.25 43338 4286 47624	1.27 44031 4355 48386	1.29 44724 4423 49147	1.31 45418 4492 49910	1.33 46111 4560 50671
4	1.20 41604 4115 45719	1.22 42297 4183 46480	1.24 42991 4252 47243	1.26 43684 4320 48004	1.28 44378 4389 48767	1.30 45071 4458 49529	1.32 45764 4526 50290	1.34 46458 4595 51053	1.36 47151 4663 51814	1.38 47845 4732 52577
5	1.25 43338 4286 47624	1.27 44031 4355 48386	1.29 44724 4423 49147	1.31 45418 4492 49910	1.33 46111 4560 50671	1.35 46805 4629 51434	1.37 47498 4698 52196	1.39 48191 4766 52957	1.41 48885 4835 53720	1.43 49578 4903 54481
6	1.29 44724 4423 49147	1.31 45418 4492 49910	1.33 46111 4560 50671	1.35 46805 4629 51434	1.37 47498 4698 52196	1.39 48191 4766 52957	1.41 48885 4835 53720	1.43 49578 4903 54481	1.45 50272 4972 55244	1.47 50965 5040 56005
7	1.33 46111 4560 50671	1.35 46805 4629 51434	1.37 47498 4698 52196	1.39 48191 4766 52957	1.41 48885 4835 53720	1.43 49578 4903 54481	1.45 50272 4972 55244	1.47 50965 5040 56005	1.49 51658 5109 56767	1.51 52352 5178 57530
8	1.37 47498 4698 52196	1.39 48191 4766 52957	1.41 48885 4835 53720	1.43 49578 4903 54481	1.45 50272 4972 55244	1.47 50965 5040 56005	1.49 51658 5109 56767	1.51 52352 5178 57530	1.53 53045 5246 58291	1.55 53739 5315 59054
9	1.41 48885 4835 53720	1.43 49578 4903 54481	1.45 50272 4972 55244	1.47 50965 5040 56005	1.49 51658 5109 56767	1.51 52352 5178 57530	1.53 53045 5246 58291	1.55 53739 5315 59054	1.57 54432 5383 59815	1.59 55125 5452 60577
10	1.45 50272 4972 55244	1.47 50965 5040 56005	1.49 51658 5109 56767	1.51 52352 5178 57530	1.53 53045 5246 58291	1.55 53739 5315 59054	1.57 54432 5383 59815	1.59 55125 5452 60577	1.61 55819 5521 61340	1.63 56512 5589 62101
11	1.47 50965 5040 56005	1.49 51658 5109 56767	1.51 52352 5178 57530	1.53 53045 5246 58291	1.55 53739 5315 59054	1.57 54432 5383 59815	1.59 55125 5452 60577	1.61 55819 5521 61340	1.63 56512 5589 62101	1.65 57206 5658 62864
12	1.49 51658 5109 56767	1.51 52352 5178 57530	1.53 53045 5246 58291	1.55 53739 5315 59054	1.57 54432 5383 59815	1.59 55125 5452 60577	1.61 55819 5521 61340	1.63 56512 5589 62101	1.65 57206 5658 62864	1.67 57899 5726 63625
13	1.51 52352 5178 57530	1.53 53045 5246 58291	1.55 53739 5315 59054	1.57 54432 5383 59815	1.59 55125 5452 60577	1.61 55819 5521 61340	1.63 56512 5589 62101	1.65 57206 5658 62864	1.67 57899 5726 63625	1.69 58592 5795 64387
14	1.53 53045 5246 58291	1.55 53739 5315 59054	1.57 54432 5383 59815	1.59 55125 5452 60577	1.61 55819 5521 61340	1.63 56512 5589 62101	1.65 57206 5658 62864	1.67 57899 5726 63625	1.69 58592 5795 64387	1.71 59286 5863 65149
15	1.55 53739 5315 59054	1.57 54432 5383 59815	1.59 55125 5452 60577	1.61 55819 5521 61340	1.63 56512 5589 62101	1.65 57206 5658 62864	1.67 57899 5726 63625	1.69 58592 5795 64387	1.71 59286 5863 65149	1.73 59979 6001 66674
16	1.57 54432 5383 59815	1.59 55125 5452 60577	1.61 55819 5521 61340	1.63 56512 5589 62101	1.65 57206 5658 62864	1.67 57899 5726 63625	1.69 58592 5795 64387	1.71 59286 5863 65149	1.73 59979 6001 66674	1.75 60673 6138 68197
17	1.59 55125 5452 60577	1.61 55819 5521 61340	1.63 56512 5589 62101	1.65 57206 5658 62864	1.67 57899 5726 63625	1.69 58592 5795 64387	1.71 59286 5863 65149	1.73 59979 6001 66674	1.75 60673 6138 68197	1.77 61366 6206 68959
18	1.61 55819 5521 61340	1.63 56512 5589 62101	1.65 57206 5658 62864	1.67 57899 5726 63625	1.69 58592 5795 64387	1.71 59286 5863 65149	1.73 59979 6001 66674	1.75 60673 6138 68197	1.77 61366 6206 68959	1.79 62059 6344 70484
19	1.63 56512 5589 62101	1.65 57206 5658 62864	1.67 57899 5726 63625	1.69 58592 5795 64387	1.71 59286 5863 65149	1.73 59979 6001 66674	1.75 60673 6138 68197	1.77 61366 6206 68959	1.79 62059 6344 70484	1.81 62753 6412 71245
20	1.65 57206 5658 62864	1.67 57899 5726 63625	1.69 58592 5795 64387	1.71 59286 5863 65149	1.73 59979 6001 66674	1.75 60673 6138 68197	1.77 61366 6206 68959	1.79 62059 6344 70484	1.81 62753 6412 71245	1.83 63446 6481 72007
21			1.73 59979 5932 65911	1.75 60673 6001 66674	1.77 61366 6138 68197	1.79 62059 6275 69721	1.81 62753 6344 70484	1.83 63446 6412 71245	1.85 64140 6481 72007	1.87 64833 6549 72769
22					1.81 62753 6206 68959	1.83 63446 6344 70484	1.85 64140 6412 71245	1.87 64833 6481 72007	1.89 65526 6549 72769	1.91 66220 6618 73531
23						1.87 64833 6412 71245	1.89 65526 6481 72007	1.91 66220 6618 73531	1.93 66913 6686 74293	1.95 67607 6755 75055
24						1.9 65873 6515 72388	1.92 66566 6583 73149	1.95 67607 6686 74293	1.97 68300 6755 75055	2.00 69340 6858 76198
								1.98 68647 6789 75436	2.00 69340 6858 76198	2.03 70380 6961 77341

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	(7%)	Boys' Tennis – H.S. Girls' Tennis – H.S. Golf – H.S. (2 coaches)
Category VIII	(6%)	Academic Achievement Bowl – H.S. Builders' Club – J.H.S. F.C.C.L.A. – H.S. Key Club – H.S. Rembrandt Society – H.S. School-To-Work Coordinator Student Council – H.S. Yearbook Sponsor – H.S. Webmaster
Category IX	(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).