

# HERSCHER COMMUNITY UNIT SCHOOL DISTRICT #2

Kankakee County, Illinois

## AGREEMENT BETWEEN THE BOARD OF EDUCATION AND THE U2CT

Effective July 1, 2012 – June 30, 2015

2012 – 2013  
2013 – 2014  
2014 – 2015

# Table of Contents

Article I: Recognition and Representation .....	5
1.1 Parties to the Agreement.....	5
1.2 Recognition, Jurisdiction and Scope .....	5
1.3 Conformity to Law.....	5
1.4 Conformity to Law.....	5
Article II: Management Rights .....	6
2.1 Management Rights .....	6
Article III: Grievance Procedure .....	7
3.1 Definition.....	7
3.2 Procedure.....	7
3.3 Informal Conference .....	7
3.4 Formal Procedure for Adjustment of Grievances .....	7
3.5 Bypass to Superintendent.....	8
3.6 Bypass to Arbitration .....	9
3.7 Class Grievance .....	9
3.8 U2CT Participation - Teacher Not Represented.....	9
Article IV: Negotiation Procedures .....	10
4.1 .....	10
4.2 .....	10
4.3 .....	10
4.4 .....	10
4.5 .....	10
4.6 .....	10
4.7 .....	10
4.8 .....	10
4.9 .....	10
Article V: U2CT – Board Relations.....	11
5.1 Right to Representation .....	11
5.2 U2CT/Administrators’ Meetings .....	11
5.3 U2CT/Principal Meetings .....	11
5.4 Information to the U2CT .....	11
5.5 Meetings Notes and General Information .....	12
5.6 Dues Check Out.....	12
5.7 Copies of the Agreement .....	12
5.8 Fair Share .....	12
5.9 Release Time .....	13

Article VI: No Strike Provision .....	14
6.1    No Strike.....	14
Article VII: Conditions of Employment.....	15
7.1    School Calendar .....	15
7.2    Employee Work Day.....	15
7.3    Right to Review Personnel File.....	15
7.4    Notification of Assignment .....	15
7.5    Vacancies, Promotions and Transfers.....	16
7.6    Class Size .....	16
Article VIII: Reduction in Force.....	17
8.1    Reduction Through Attrition .....	17
8.2    Reduction in Force and Recall.....	17
8.3    Seniority .....	17
8.4    Reduction in Force Joint Committee.....	17
8.5    PERA Committee .....	18
Article IX: Leaves .....	19
9.1    Sick Leave .....	19
9.2    Bereavement Leave .....	19
9.3    Leave of Absence Without Pay .....	19
9.4    FMLA (Leave of Absence with Pay) .....	21
9.5    Uncompensated Sick Leaves of Absence .....	21
9.6    Personal and/or Emergency Leave .....	21
9.7    Right on Leave.....	21
9.8    Jury Duty Leave .....	22
9.9    Borrowed Sick Days.....	22
9.10    Paid Sick Days.....	22
Article X: Salary Payment .....	23
10.1    Pay Options .....	23
10.2    TRS Contributions.....	23
10.3    Definition of Salary.....	23
10.4    National Board Certification .....	23
Article XI: Assignment & Payment of Additional Duties or Responsibilities.....	24
11.1    Assignment and Creation of Duties or Responsibilities .....	24
11.2    Tuition Reimbursement .....	24
11.3    Preparation Days.....	24
11.4    Required Change in Room Assignments .....	25
11.5    Substituting .....	25
11.6    Detention and Tutoring Pay .....	25
11.7    Additional Classes & Noon Duty Supervision.....	26

11.8	District Committee Compensation .....	26
11.9	In-Service/Training Reimbursement .....	26
11.10	Mileage.....	27
11.11	Mentoring .....	27
11.12	Summer School/Night Class.....	27
11.13	Athletic And Extra Curricular Workers.....	27
11.14	Co-Planning .....	27
11.15	Extended Contracts.....	28
11.16	Career and Technical Education Prep Time .....	29
11.17	Payment for Curriculum Work.....	29
11.18	Summer Athletic Camp Funding and Stipend .....	29
Article XII:	Fringe Benefits .....	30
12.1	Group Insurance.....	30
Article XIII:	Retirement Plan .....	31
13.1	Retirement Plan I .....	31
13.2	Retirement Plan II: .....	32
13.3	Early Retirement Plan .....	33
13.4	Miscellaneous .....	33
Article XIV:	Salary Payment Schedule .....	34
2012-2013	.....	34
2013-2014	.....	35
2014-2015	.....	36
Article XV:	Extra-Curricular & Coaching Payments .....	37
2012 – 2015	Extra Curricular Payments.....	37
2012 – 2015	Coaching Schedule .....	39
Article XVI:	Effect of Agreement .....	<b>Error! Bookmark not defined.</b>
16.1	.....	<b>Error! Bookmark not defined.</b>
16.2	.....	<b>Error! Bookmark not defined.</b>
16.3	.....	<b>Error! Bookmark not defined.</b>

# **Article I: Recognition and Representation**

## **1.1 Parties to the Agreement**

This Agreement is made and entered into this 8th day of June, 2009, by and between the Board of Education of Herscher Community Unit School District #2, Kankakee County, Illinois, hereinafter referred to as the "Board" and the Unit Two Classroom Teachers, Council of Local #604, IFT, AFT, AFL-CIO, hereinafter referred to as the "U2CT" pursuant to and in compliance with the Illinois Educational Labor Relations Act, Public Act 83-1014.

## **1.2 Recognition, Jurisdiction and Scope**

For the purpose of collective bargaining with respect to wages, hours, and terms and conditions of employment, the Board recognized the U2CT as the sole and exclusive representative for all full-time and regularly employed part-time certified classroom teachers and Counselors, Librarians, and the Nurse of School District 2, excluding the position of Superintendent, principals, assistant principals, any teacher engaged in managerial or supervisory responsibilities 50 percent or more of his/her working time and the athletic director holding a Supervisory certificate.

## **1.3 Conformity to Law**

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction or in the event the Congress or the Legislature enacts a law in conflict with any article, section, or clause of this Agreement, negotiations shall be reopened with regards to that article, section, or clause that is declared to be illegal or in conflict with the law. The remaining articles, sections, or clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the negotiated article, section, or clause.

If negotiations shall be reopened on that article, section, or clause, that is declared to be illegal or in conflict with the law, teachers shall not have the right to strike, should impasse occur.

## **1.4 Conformity to Law**

The Board agrees not to negotiate with any other employees' organization with regard to items contained in this Agreement unless otherwise provided for in this Agreement during the term of this Agreement. It is understood and agreed, however, that the Board, Administration, individual employees or group of employees in the District retain their right to discuss problems relating to educational matters which are beyond the scope of salaries and the terms covered by the Agreement.

## **Article II: Management Rights**

### **2.1 Management Rights**

The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State and of the United States.

The exercise of the powers, rights, authority, duties, and responsibilities by the Board in adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Illinois and the Constitution and laws of the United States.

However, it is agreed between the parties that the impact of any change resulting from the Board exercising its managerial prerogative will be subject to negotiation.

# Article III: Grievance Procedure

## 3.1 **Definition**

A grievance shall mean only a complaint that there has been an alleged violation or misapplication of any of the specific provisions of this Agreement and that such grievance must be filed 10 days from the time of the original occurrence of the event complained of, and further, every teacher covered by this Agreement shall have the right to present grievances in accordance with these following procedures. The written information contained in the filed grievance shall include: 1) a description of the specific grounds of the grievance, including names, dates and places necessary for a complete understanding of the grievance; 2) a listing of the provisions of this Agreement which are alleged to have been violated, or misapplied; 3) a listing of specific actions requested of the administration which will remedy the grievance.

## 3.2 **Procedure**

Any teacher may at any time present grievances to the administration without the intervention of the U2CT provided that the U2CT has been given the opportunity to be present at all meetings beyond the building level. The U2CT shall receive a copy of any teacher initiated grievance.

The failure of a teacher or the U2CT to act within the time limits will act as a bar to any further appeal, and an administrator's failure to render a decision or meet within the time limits set forth shall permit the teacher(s) to proceed to the next step. Time limits may be extended only by mutual agreement.

Hearings and conferences held under this procedure shall be conducted by mutual agreement. "Days" referred to will be construed to mean actual school days.

## 3.3 **Informal Conference**

Before a grievance is filed, a sincere attempt should be made to resolve any difference informally between the aggrieved and the principal or whoever the grievance is against.

## 3.4 **Formal Procedure for Adjustment of Grievances**

### First Stage

The filing of the grievance at the first stage must be within the (10) school days of the original occurrence of the grievance. The meeting with the principal, or appropriate District representative, will take place within five (5) school days of the receipt of the written grievance. The principal, or appropriate District representative who has authority to make a decision on the grievance, shall make such decision and communicate it in writing within five (5) school days after the meeting, to the teacher, Superintendent and the U2CT President.

## Second Stage

In the event a grievance has not been satisfactorily resolved at the first stage, the aggrieved teacher and his/her U2CT designee will file within five (5) school days of the receipt of the principal's written decision or answer at the first stage, a letter to the Superintendent requesting a meeting.

Within five (5) school days after such written grievances is received by the Superintendent, the aggrieved, the principal, and/or the Superintendent or his designee, will meet to resolve the grievance. The Superintendent will file an answer within ten (10) school days of the second stage grievance meeting and will communicate it in writing to the teacher, principal and U2CT President.

## Third Stage

If the grievance is not resolved satisfactorily to the grievant and the U2CT after the second stage, there shall be a third step of impartial arbitration. The U2CT may submit in writing, within ten (10) days of the Superintendent's decision, a request to enter into such arbitration.

The parties shall jointly request the American Arbitration Association to submit to them a list of five (5) arbitrators' names and qualifications. Either party may reject one list in its entirety and request that another list be submitted. From such list, the party initially requesting the arbitration shall strike two names and the other party shall then strike two names. The person whose name remains shall be the arbitrator. The arbitrator selected shall be jointly notified of this selection and requested to contact the parties with respect to setting up a time for a hearing.

All expenses incurred shall be shared equally by the Board and U2CT. It is understood that such expenses will be limited to the arbitrator's fee. Any legal expenses incurred shall be paid for by the party engaging the legal counsel.

Insofar as such arbitration is limited solely and simply to interpretation and implementation of the terms of this Agreement, both parties agree to abide by the results of the findings of the arbitrator. The arbitrator shall not have the power to add to, subtract from, alter, or modify in any way, any of the terms of conditions of this Agreement. It shall be the function of the arbitrator, and he/she shall be empowered, except as his powers are limited below, after due investigation, to make decision in cases of alleged violation of the specific articles and sections of this Agreement.

- A. The fact that the grievance has been considered by the parties in the preceding steps of the grievance shall not constitute a waiver of jurisdictional limitations upon the arbitrator in this Agreement.
- B. If either party requests a transcript of the proceedings, that party shall bear the full cost of that transcript. If both parties order a transcript, the cost of the two transcripts shall be divided equally between the Board and the U2CT.

## 3.5 **Bypass to Superintendent**

If the U2CT and the Superintendent agree, Stage One of the grievance procedure may be bypassed and the grievance brought directly to Stage Two.



### **3.6 Bypass to Arbitration**

If the Superintendent and the U2CT agree, a grievance may be submitted directly to arbitration.

### **3.7 Class Grievance**

Class grievances involving one or more teachers or one or more supervisors, and grievances involving an administrator above the building level, may be initially filed by the U2CT at Stage Two.

### **3.8 U2CT Participation - Teacher Not Represented**

When a teacher is not represented by the U2CT, the U2CT shall reserve the right to have its local building representative and/or U2CT representative at Stage Two and Three.

## **Article IV: Negotiation Procedures**

### **4.1**

Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. It is understood neither party may have more than seven (7) members on their team during any particular negotiation session.

### **4.2**

Both parties understand and agree to negotiate in good faith. For the purpose of this process, the parties agree “good faith” means the parties will consider proposals and counter proposals presented by either side and will made an effort to arrive at an agreement. It does not imply that either party must make concessions or capitulate in part or totally regarding matters under consideration.

### **4.3**

It is the mutual responsibility of the School Board and the U2CT that their respective negotiating agents be clothed with necessary power and authority to make and consider proposals, counter proposals, and tentative agreements.

### **4.4**

Negotiations shall begin on or about March 1st of the year the Agreement expires. By mutual written agreement, the parties may select an alternate date.

### **4.5**

All tentative agreements shall be written and initialed by the spokesperson of the respective teams at the meeting during which the tentative agreement is reached. Initialed copies shall be given to each negotiating team. The next negotiating session will be scheduled prior to the adjournment.

### **4.6**

The Agreement or any phase of it shall be considered tentative until the entire Agreement is negotiated. After the teachers have ratified the Agreement, the Board will take official action on the tentative Agreement at, or before, its next regularly scheduled Board meeting.

### **4.7**

All negotiating meetings shall be closed sessions.

### **4.8**

If agreement on all items is not reached by the parties by July 15th, the Federal Mediation and Conciliation Service will be used after either party declares an impasse in the negotiations.

### **4.9**

The Board and the U2CT agree not to reopen the contract during its lifetime, unless mutually agreed to.

# **Article V: U2CT – Board Relations**

## **5.1 Right to Representation**

- A. The U2CT agrees to represent equally and without prejudice all members of the bargaining unit for purposes of negotiations with the Board concerning terms and conditions of their employment.
- B. When a teacher is required to appear before the building administrator or supervisor for a reprimand or for any matter which could adversely affect the teacher's continued employment in the District, the teacher shall be entitled to request to have a representative of the Union present. When a teacher is required to appear before the Board for any matter which could affect the teacher's salary or continued employment in the District, the teacher shall be entitled to have a representative of the Union present. Further, when a teacher is required to appear before the Board, the teacher shall be notified in writing of the reason for the appearance.

## **5.2 U2CT/Administrators' Meetings**

The Superintendent and/or his/her designee(s) and a school board representative shall meet with one or more representatives of the U2CT at mutually agreeable times and dates to discuss issues of mutual concern. Agenda items shall be exchanged by the Superintendent and U2CT president at least three (3) school days before each meeting. These meetings shall be "meet & confer" sessions, but this does not prohibit the Parties from arriving at mutually agreed resolutions of issues. The meetings shall be chaired on alternating basis, between the Superintendent and U2CT President. The U2CT and Administration will try to include representatives from more than one attendance center when the meetings involve more than one representative of the Administration and U2CT. Each side will limit its respective representatives to four (4) persons at each of these meetings. The school board representative does not count for either side during the meeting.

## **5.3 U2CT/Principal Meetings**

The Principal of each school shall meet as needed by mutual agreement with the U2CT Building Representative to discuss questions relating to the implementation of this Agreement.

## **5.4 Information to the U2CT**

The Board shall furnish the U2CT President with the following documents as they are received, completed, or compiled:

- A. Board agendas
- B. Official minutes of the Board meetings
- C. Monthly budget summaries
- D. Board policy manual
- E. Annual auditor's report and management letter
- F. Current fiscal year budget
- G. Statistical information, not including teachers' names, pertaining to teacher step placement, salary lane placement, extended service placement, and present insurance coverage.
- H. Faculty lists including home addresses and listed telephone numbers.

## **5.5 Meetings Notes and General Information**

The U2CT shall have the right to request and upon approval of the Building Principal to use the school buildings for meetings provided that such meetings do not interfere with instructional and/or extracurricular programs. Any out-of-pocket expenses, as a result of said meeting(s), will be reimbursed to the District by the U2CT. The U2CT may use teacher school mailboxes and designated teacher lounge bulletin boards for U2CT matters, and the Superintendent shall be given a copy of all open communications. After notification is given to the Building Principal, the U2CT shall be allowed reasonable use of typewriters, computers, and duplicating equipment providing there is no interference with school functions or scheduling. The U2CT will pay for all consumable materials used. No school equipment shall be removed from the premises or used for political purposes.

## **5.6 Dues Check Out**

The Board shall deduct from the regular paycheck of each teacher from whom it receives written authorization to do so the required amount of U2CT dues. The dues and a list of employees from whom the dues have been deducted and the amount deducted from each shall be forwarded to the proper U2CT officer no later than five (5) days after such deductions were made. Deductions shall continue unless and until the authorization is withdrawn by the teacher by written notice to the Superintendent.

## **5.7 Copies of the Agreement**

Within thirty (30) days of ratification of the Agreement, or the first day of school (whichever is later), the Board shall supply all teachers with a copy of the Agreement, plus twenty-five (25) additional copies for U2CT use.

## **5.8 Fair Share**

- A. All employees covered by this Agreement who are not members of the U2CT who commence their employment beginning with the 1989-90 school year, continue during the term of this Agreement, and remain non-members of the U2CT shall pay to the U2CT each month their fair share of the costs of the services rendered by the U2CT that are chargeable to the non-members under state and federal law.
- B. Such fair share payment by non-members shall be deducted by the Board from the earnings of the non-member employees and remitted to the U2CT provided, however, that the U2CT shall certify to the Board of a fair share amount not to exceed the dues uniformly required of members in conformity with the state law and Labor Board rules.
- C. The U2CT shall ascertain the names of all employee non-members of the U2CT from whose earnings the fair share payments shall be deducted, which shall be transmitted, in writing, to the Superintendent of Schools.
- D. The U2CT shall cause to be posted a notice concerning the fair share fee information required or permitted by the Labor Relations Act and Board rules.
- E. Upon adoption of a U2CT internal appeal procedure, the U2CT shall supply the Superintendent with a copy. In addition, the U2CT shall advise the Superintendent of subsequent changes therein.

- F. Upon receipt of formal notice of an objection of unfair labor practice charge to the Labor Board, the U2CT and the Board shall forward the objector's fee or portion of the objector's fees being contested to the Labor Board to be placed in an escrow account pending a decision or mutually agreeable settlement between the U2CT and the objector(s).
- G. The U2CT shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, action, complaints, suits, or other forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with the above provisions of the Article, or in reliance on any list, notice, certification, affidavit, or assignment furnished under any such provisions.
- H. If during the term of this Agreement, the Labor Board of a court of competent jurisdiction rules any part of this Article void or not enforceable, the U2CT and the Board agree to convene negotiations if so ordered by competent jurisdiction on this matter in a reasonable amount of time for the sole purpose of bringing this Article into compliance with the standards or rulings of said Labor Board or Court.
- I. Any substitute teacher who fills a vacancy prior to November 1 of any school year of a teacher who is on leave, resigns, or in any other way leaves the employment of Herscher Community Unit School District #2 shall be deemed a full-time classroom substitute teacher and shall be covered by the terms of this agreement. Fair share shall be prorated at equal percentage of the annual percentage the substitute will be employed.
- J. Teachers who are in a continuous part-time position shall have fair share prorated at the same percentage as the district computes the part-time position percentage.

## **5.9 Release Time**

The Board will permit the U2CT President three (3) days, of his/her choice (with the Superintendent's approval), per year to attend local, state, or national Union Conferences or to do investigative research concerning a grievance within the District. In the event a substitute teacher is needed, the U2CT will pay the substitute's salary.

## **Article VI: No Strike Provision**

### **6.1 No Strike**

- A. It is agreed and understood that there will be no strike, work stoppage, slow-down, picketing, or other concerted action or refusal or failure to perform fully and faithfully job functions and responsibilities or other interference with the operations of the District by the U2CT or by its officers, agents, or members during the term of this Agreement, including compliance with the request of other labor organizations to engage in such activity.
- B. The Union recognizes the duty and obligation of its representatives to comply with the provisions of this Agreement.

## **Article VII: Conditions of Employment**

### **7.1 School Calendar**

The Board shall establish for the coming year, a school calendar which does not exceed one-hundred eighty-five (185) school days. The calendar shall contain no more than one-hundred eighty (180) employee work days. Emergency days that are not used for emergency purposes may be designated as special holidays at the Board's discretion.

### **7.2 Employee Work Day**

The length of the conventional work day is seven hours and thirty-five (7:35) minutes. Teachers will be required to be at their duty station 15 minutes before the start of each teaching day and 15 minutes after the students are dismissed. It is understood that faculty and/or department meetings may be called as deemed necessary by the administration which may extend the regular school day.

The 15 minute requirement may be waived in the event a teacher has a district assignment that would preclude compliance.

During each workday, the administration must provide each employee a duty-free, uninterrupted lunch period equal to that specified in School Code of Illinois, Section 105:5/24-9.

The Administration must provide a minimum of 220 minutes of planning time per week for the K-6 teacher for a normal five-day work week. Junior high and high school teachers must receive planning time equal to a regular class period per day.

### **7.3 Right to Review Personnel File**

The official file of all materials related to an employee shall exist at the Unit Office. Each employee shall have the right to review the contents of said employee's personnel file with the exception of pre-employment confidential materials, and to attach and place therein written reactions to the contents. The employee may review his/her file upon reasonable advance notice submitted to the Superintendent and/or his designee during the regular hours established for the Unit Office. The employee shall acknowledge that he/she has seen such material by affixing his/her signature on the actual copy to be filed. The signature does not indicate agreement with the content of the materials. The employee may not remove any materials from the said file; however, copies of materials shall be made for the employee (at his/her expense) if requested. An employee shall be informed of material being placed in the employee's file which is derogatory to an employee's conduct or service.

### **7.4 Notification of Assignment**

All employees shall be given notice of their tentative assignments for the forthcoming year not later than August 1 preceding the new school term. In the event changes in such assignment are required, the employee affected shall be notified promptly, in writing.

## **7.5 Vacancies, Promotions and Transfers**

The Superintendent will post in all school buildings a notice of all vacancies in positions as they occur. E-mail notification of open positions, will be provided by District Office. This notification is intended to reach all staff; however, under no circumstances is this e-mail notification process considered to be grievable.

Except in the case of emergency, no vacancy shall be filled until such vacancy shall have been posted for at least five (5) working days. Denial of requests to fill vacancy shall be in writing. In the event involuntary transfers are necessary, the employee affected by such involuntary transfer shall receive consideration in a subsequently requested transfer.

## **7.6 Class Size**

The Board and U2CT strive to educate each student to his/her highest potential by trying to maintain class size at an acceptable level. The parties recognize that fluctuations in class size are unavoidable. The administration will strive for the following pupil-teacher ratio:

K-3	not to exceed 25
4-8	not to exceed 30

This section is non-grievable.



## **Article VIII: Reduction in Force**

### **8.1 Reduction Through Attrition**

When the Board of Education deems it necessary to reduce the number of teachers in the District because of reasons, such as, but not limited to, declining enrollments, inadequate finance, and the elimination of programs, every effort will be made to make reduction through attrition.

### **8.2 Reduction in Force and Recall**

If it is determined that a reduction in force is necessary and that reduction is not possible through attrition, the Board shall remove teachers based on each teacher's placement in 1 of 4 performance evaluation groups in the "sequence of honorable dismissal list." Teachers shall be honorably dismissed in group order, with teachers in Group 1 the first to be honorably dismissed and teachers in Group 4 the last to be honorably dismissed. From amongst those teachers in Group 1, the district may honorably dismiss in any sequence. Within Group 2 the district shall honorably dismiss based on the average scores of the past two evaluations of said teachers. The teachers with the lowest average scores will be dismissed first. Within average groups, teachers will be honorably dismissed using inverse seniority. Within Groups 3 or 4, teachers shall be honorably dismissed using inverse seniority.

If the Board has any vacancies for the following school term, or within two calendar years from the beginning of the following school term, teachers who are honorably dismissed from Group 3 and Group 4 shall have the right to be recalled, provided said teachers are qualified to hold the vacant position based on legal qualifications. Such teachers shall be recalled in inverse order of the honorable dismissal. In the event the School Code requires a longer recall period, the District shall recognize a longer recall period.

### **8.3 Seniority**

For the purpose of this Article, length of service in the District (seniority) will be defined as the length of continuous service within the District. Said service will be computed from the first day of uninterrupted employment within the District. The "first day" will be defined as the day upon which classroom instruction and/or academic programs are available to the students and duties are performed. Should two staff members have the same "first day," seniority shall be determined by the date at which the employee first was hired by the School Board. Should two staff members have been hired by the School Board on the same date, seniority shall then be determined by the date at which the employee signed the acceptance of employment letter.

### **8.4 Reduction in Force Joint Committee**

It is understood by the parties to this Agreement that School Code 24-12 shall apply with respect to reduction-in-force.

The Administration and U2CT shall form a joint committee for the purpose of initiating and monitoring the reduction-in-force procedures as required by 105 ILCS 5/24-12(c). The committee shall be made up of a minimum of four (4) members divided equally between Administration and U2CT members. The U2CT and Administration shall select their own members to the committee and each shall designate one of their members as the co-conveners. The co-conveners shall establish the agenda and meeting times of the committee. The committee shall establish the criteria for moving individuals from Group 2 into Group 3 and any

alternate definition of placement into Group 4. If no agreement is reached, statutory definition of Groups 2 and 4 will govern. Placement parameters shall be determined by February 1 of each year in order to affect RIF sequencing for that spring. The committee shall also monitor the evaluation rating trends in the District and shall prepare an annual report for the School Board and U2CT. Any member of the committee may request and receive the past two (2) evaluation ratings of any employee in the District as well as that employee's length of service. All decisions of the committee shall be made by majority vote.

## **8.5 PERA Committee**

The Board and U2CT shall establish a committee which will meet yearly to determine the successor evaluation plan that shall conform to requirements set forth by the Performance Evaluation Reform Act (PERA) by the 2012 deadline and develop the Student Growth Model to be implemented by the 2016 deadline, including but not limited to the types and methods of measurement used for determining student growth and the percentage of weight of the student growth component upon the performance evaluation. The Evaluation Committee shall examine best practices for evaluation and develop the successor plan. The committee shall determine timelines needed to meet the aforementioned deadlines and shall make regular report to the Board and U2CT. The Evaluation Committee will include an equal number of representatives of no less than five (5) and no more than seven (7) for each side as appointed by the President of the U2CT and the superintendent. The U2CT and Administration shall select their own members to the committee and each shall designate one of their members as co-conveners. The committee shall operate by consensus.

## **Article IX: Leaves**

### **9.1 Sick Leave**

Each full-time employee will be entitled to twelve (12) days sick leave per school year. Sick leave will be allowed to accumulate up to a maximum of three hundred forty (340) days. Sick leave will be determined to mean personal illness, quarantine at home, or serious illness or death in one's immediate family or household. All disabilities and pregnancy will be treated as sick leave. Immediate family will mean parents, spouse, civil-union partner\*, brothers, sisters, children, grandchildren, grandparents, parents-in-law, grand-parents-in-law, brothers/sisters-in-law, and legal guardians.

The number of unused sick leave days available, up to maximum three hundred forty days (340), will be included on the employee's check stub.

The District will keep records of employee's unused sick leave days beyond the District maximum of three hundred forty (340) days. These days beyond the District recognized 340 days are for TRS purposes and will not be included on the employee's check stub, but will be made available to the TRS should this information be necessary for the employee's retirement purposes.

\* - A district employee's civil union partner is a person established pursuant to 750 ILCS 75/1 et.seq. and has not been dissolved pursuant to 750 ILCS 75/46.

### **9.2 Bereavement Leave**

In the case of a death of an employee's immediate family member (as defined in Section 9.1), a teacher shall be given one (1) day per occurrence for the funeral attendance, with no loss of pay and no loss of sick or personal days.

Additional bereavement days not covered above may come from sick leave subject to administrative approval.

### **9.3 Leave of Absence Without Pay**

- A. Leaves of absence may be granted without pay to tenured teachers who have rendered satisfactory service to the District and who desire to return to employment in a similar capacity at a time, as defined below, consistent with the needs of the District.
- B. Leaves of absence without pay for not more than one (1) year may be granted to tenured teachers according to the following conditions:
  - 1. Written requests for leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the board.
  - 2. Dates of departure, return, and notification of intent to return shall be determined by the teacher and the Superintendent prior to initiating the request to the Board.
  - 3. Leaves may, unless stipulated to the contrary in this Agreement, be granted for:
    - a. Advanced study leading to a degree in an approved university.

- b. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel shall improve the educational program.
  - c. Military service.
  - d. Maternity/child care leave.
  - e. Other reasons acceptable to the Board which will improve the educational program in the District.
- 4. Teachers shall not advance on the salary schedule while on any approved leave of absence without pay unless they have worked ninety (90) days during the school year in which said leave is granted.
- 5. If, due to extenuating circumstances, an employee no longer has the need for an extended leave of absence without pay and wishes to return to active employment in the District and so notifies the Superintendent, consideration will be given for the utilization of said employee's services prior to the termination date of the leave of absence.
- 6. The Board may grant a leave of absence without pay, as an extension to a maternity leave, to full-time teachers in the District subject to the following conditions:
  - a. All such leaves shall be for a fixed period with specific beginning and ending dates not to exceed one calendar year in duration. The length of such leaves shall be mutually agreed upon by the teacher and the Board.
  - b. The teacher may apply for an extension of a leave granted at any time to thirty (30) days before the leave is to terminate. Granting of such an extension shall be at the sole discretion of the Board and will in each case terminate with a fixed date.
  - c. Requests to the Board for maternity leave shall be in writing and made no later than sixty (60) days prior to the date the teacher is requesting the leave to commence.
  - d. At the request of the Board, a pregnant teacher shall provide a physician's statement indicating her ability to continue working.
  - e. Physicals by a physician, mutually agreed upon by the Board and the teacher, at Board's expense may be required of a pregnant teacher in order to substantiate her ability to continue employment.
  - f. A teacher returning to work after a pregnancy related absence may be required to provide a physician's statement indicating her ability to resume employment.

#### **9.4 FMLA (Leave of Absence with Pay)**

In addition to sick leave, teachers shall be granted leave per the Family and Medical Leave Act of 1993. A teacher who qualifies for leave under FMLA has up to twelve (12) weeks of leave in a twelve (12) month period. A week will be defined as having three or more school attendance days. Under this FMLA leave a teacher may elect to use some or all of his/her accumulated sick leave to cover this absence with pay. Any days that the teacher elects not to cover with paid sick days will be considered unpaid days per administrative approval. Sick days and unpaid days will only be used to cover school attendance days.

Teachers will be informed of their rights under the Family and Medical Leave Act via a link to the statute and accompanying regulations provided on the District website. Additionally, a flier featuring an overview of FMLA information will be posted in each building and attached to this document.

#### **9.5 Uncompensated Sick Leaves of Absence**

Any teacher who becomes ill or physically incapacitated and who has used all allowable sick leave during any school year shall be granted an uncompensated leave of absence for the duration of said school year. In case of any disagreement between the teacher and the Board of Education as to the necessity of such leave of absence, the Board of Education may require the certificate of a medical doctor of the Board's choice evidencing such disability, and the evidence of the doctor shall be final. All accrued medical fees for this examination shall be paid by the Board.

#### **9.6 Personal and/or Emergency Leave**

Each teacher shall be granted two (2) days personal leave at full pay per school year for the purpose of attending to legal, personal business, and moral obligations which cannot be attended to at any other time except during school hours. Except in the case of emergency, written advance notice of the personal leave shall be submitted two (2) school days prior to date of leave to the Superintendent or his/her designee. In the case of an emergency, the teacher must provide reason for the leave as soon as possible and in any event, no later than the day he/she returns to duty.

Personal leave, except in the case of an emergency, shall not be granted the day prior to or after vacation periods, holidays, institute days, nor during the first or last two weeks of the school year, except for religious holidays. Exceptions may be granted at the Superintendent's discretion. This article will be **NON-GRIEVABLE**.

Unused personal and/or emergency leave days for any employee as of June 30 each year shall be added to said employee's accrued sick leave.

#### **9.7 Right on Leave**

Any teacher on leave authorized by the Board shall be accorded the opportunity, if the carrier approves, to maintain at his/her expense the insurance benefits to which an employee would have been entitled were the employee regularly employed.

## **9.8 Jury Duty Leave**

The Board shall pay the regular salary to teachers called for jury duty but shall deduct any compensation received for such duty with the exception of compensation received for travel allowance.

## **9.9 Borrowed Sick Days**

Teachers may, during an extended illness or injury, borrow from their own “future” sick leave days (not to exceed twenty-four which equals two years of sick leave) upon the depletion of their accumulated sick leave. These days will be subtracted from the sick leave days they accumulate in the future.

In the event that a teacher who has borrowed future sick leave days leaves the employ of Unit #2, for whatever reason, the sick leave days that the employee has borrowed from future years shall be considered dock days, and the amount of salary for these days shall be deducted from the employee’s final paycheck(s). The Superintendent is responsible for its implementation and recommendation to the Board for its approval. This article will be **NON-GRIEVEABLE**.

## **9.10 Paid Sick Days**

Any teacher not currently receiving the retirement incentive must be notified in writing by the administration sixty (60) days before the end of the school year that reimbursement for sick leave days is an option. A teacher may, at his/her option, receive \$40 per unused sick or personal day if it (a) is unused from the current school year allotment of 12 sick or 2 personal days; and (b) would result in an accumulation beyond 170 sick days at the end of the school year for that teacher. The teacher must accept or decline the payment of \$40 per day 30 days before the end of the school year. Payment for these days will be made in the last paycheck in June.

In accordance with TRS Rules and Regulations, any unused sick days for which the employee is reimbursed or paid cannot be utilized for accumulation of unused sick days for TRS purposes.

# **Article X: Salary Payment**

## **10.1 Pay Options**

- A. Salary for a school year will be paid from September 1st through August 31th.
- B. All members of the instructional staff will be paid on the 10th and 25th of the month (24 times per year). In the event that the 10th or the 25th fall on a holiday or weekend, they shall be paid the previous Friday or the last day of school before the vacation begins.
- C. Direct deposit shall remain an option for anyone hired prior to opening of the 2002-2003 school year. Direct deposit shall be mandatory for anyone hired after the 2002-2003 school year. Enrollment is open at the beginning of the school year and instructional staff members are allowed one change to their direct deposit per year.
- D. Teachers shall have the option of the July and August payments included in the last payment in June.

## **10.2 TRS Contributions**

The Board will pay the sum equal to 10.28 percent (9.4 percent of creditable earnings for TRS and in addition 0.92 percent of creditable earnings for THIS), due such teacher pursuant to compensation schedules to the State of Illinois Teachers Retirement System (TRS) to be applied for the retirement account of such teacher (rather than the survivor's annuity account). If the state changes the percentages, this section of the contract will be renegotiated. It is the intent of the parties by this agreement to qualify these payments as employer payments (employer pick up of employee contributions) under Section 414 (h) (2) of the Internal Revenue Code. The teachers have no right or claim to the funds so remitted except as they may become available from the TRS, pursuant to statute or regulation, upon retirement or resignation.

The Association and each teacher will indemnify and hold harmless the Board of Education, its members, agents, and employees from any and all claims, demands, actions, complaints, suits, or other liability by reason of a faithful payment of contributions to the TRS pursuant to the provision of this section. No such claim, demand, action, or suit will be settled or compromised in any manner without the express written consent of both parties.

## **10.3 Definition of Salary**

In the matter of arbitration between Herscher Community Unit School District #2 and the Unit 2 Classroom Teachers, Council of Local 604, AFT, on April 24, 2001, Matthew W. Finkin, Arbitrator, defined salary as "All Teachers' Retirement System reportable compensation received in the year immediately preceding the employee's last year of service."

## **10.4 National Board Certification**

- A. Those teachers who successfully complete the coursework for National Board Certification will also receive the State reimbursement for this work within 30 days if received by the District.
- B. Any teacher who completes the coursework and passes the test to become a National Board Certified teacher will be placed on the Master's degree pay schedule or, if he/she already holds a Master's degree, on the second Master's pay schedule.

# **Article XI: Assignment & Payment of Additional Duties or Responsibilities**

## **11.1 Assignment and Creation of Duties or Responsibilities**

When it is necessary for a building administrator to assign any extra duty assignments outside the basic classroom function of instruction as an extra assignment, it shall be first offered on a voluntary basis. If the administration is unable to fill said assignment on a volunteer basis, they retain the right to assign said duties. These involuntary assignments will be rotated on an annual basis; however, qualifications and/or experience in the area could preempt the rotation requirement, not more than one (1) additional year or season.

In the event a new extra duty position or area of responsibility is created, Administration will work with the president and representatives of U2CT to determine how to compensate for the new position. That agreement will serve as a Memorandum of Understanding for the remainder of the contract and then will be incorporated into the next new contract.

## **11.2 Tuition Reimbursement**

Coursework must be in an approved program leading to a Master's Degree or a subject area related to the teacher's teaching assignment. Reimbursement is applicable when coursework is initially approved by the Superintendent, receives a grade of B or better (pass in a pass/fail course), and the teacher fulfills one additional year of employment in the Herscher C.U.S.D. #2.

The board shall reimburse a teacher in the amount of \$150 per credit hour of the cost of fees and tuition, of any duly accredited college or university graduate level course. Reimbursement will be limited to no more than nine (9) credit hours per fiscal year (September 1 – August 31) for graduate level course work.

The board shall reimburse a teacher in the amount of \$60 per credit hour of the cost of fees and tuition, of any duly accredited college or university undergraduate level course. Reimbursement will be limited to no more than six (6) credit hours per fiscal year (September 1 – August 31) for undergraduate level course work.

No reimbursement will be allowed to any teacher for classes taken as a penalty for non-compliance with recertification requirements.

## **11.3 Preparation Days**

For the duration of this contract, prior to the beginning of the school year, the Board agrees to compensate each teacher involved for working in and preparing his or her classroom.

The preparation day is defined as an eight (8) hour work day. Teachers shall be free to choose the preparation days from the two calendar weeks in August prior to the first week of school. The compensation will be a flat rate of \$100.00 per day. The teacher has the option NOT to utilize any or all of the above two (2) paid preparation days.

Teachers may elect to work one or a combination of the following four (4) options: not to exceed 16 hours of work:

- |                        |                         |
|------------------------|-------------------------|
| a. two (2) 8-hour days | c. two (2) 4-hour days  |
| b. one (1) 8-hour day  | d. four (4) 4-hour days |



#### **11.4 Required Change in Room Assignments**

Any teacher required to move from assigned classroom to another classroom will be compensated at \$12.50 per hour, not to exceed 15 hours. If any teacher is required to move more than 1 classroom, he/she will be compensated at \$12.50 per hour, not to exceed five (5) additional hours.

Any teacher required to change grade level assignment will be compensated \$12.50 per hour for prep work done in a district building outside of the regular school day, not to exceed 15 hours.

#### **11.5 Substituting**

Administration will provide substitute coverage of a teacher's class when the teacher (a) takes a sick, personal, or professional day; (b) is required to attend a district meeting or leave early to attend said meeting; or (c) is required to leave for district extra-curricular or coaching obligations.

Every effort will be made to secure qualified substitute teachers to assume the duties of regularly employed teachers in their absence. For emergency situations (when no substitute is available) each school will maintain a list of teachers who would be willing to substitute during any portion of their planning period. Should it be necessary for a teacher to teach or supervise during his/her planning time due to the unavailability of a substitute teacher, such teacher will be compensated

In the event there are not an adequate number of volunteer internal substitutes, administration reserves the right to designate or assign the responsibility. Involuntary assignments will be rotated on an equitable basis.

Teachers substituting at the request of the Administration will be compensated according to the following scale per planning period. Teachers substituting for at least half their planning period will receive this full amount while teachers substituting for less than half their planning period will receive half this amount.

K - 6	\$16.00
7 - 8	\$18.00
9 - 12	\$20.00

#### **11.6 Detention and Tutoring Pay**

- A. Certified Staff Members will be paid for Administration directed/requested after school and/or Saturday detention at the rate of \$25.00 per hour.
- B. Administration requested tutoring/remediation before the beginning or after the ending of the regular teaching school day or during a teacher's prep period will be paid by the district at the rate of \$30.00 per hour.
- C. Parent/guardian requested tutoring/remediation before the beginning or after the ending of the regular teaching school day will be paid by the parent/guardian at the rate of \$30.00 per hour. Administration notification is required.
- D. Teachers employed as homebound tutor shall receive \$30.00 per hour not to exceed 4 hours per week plus mileage during the duration of the student's homebound status.

## **11.7 Additional Classes & Noon Duty Supervision**

### **A. Additional Classes**

Any high school teacher teaching six (6) and/or seven (7) fully accredited ( $\frac{1}{2}$  credit per semester) classes on a seven-period class schedule will be compensated for the sixth and seventh class. Any high school teacher who teaches a seventh class waives his/her right to a prep period.

<u>YEAR</u>	<u>SIXTH CLASS / SEMESTER</u>	<u>SEVENTH CLASS/SEMESTER</u>
Length of Contract	\$1,900	\$1,900

Any 7th/8th grade teacher teaching seven (7) fully accredited academic classes on an eight-period academic class schedule will be compensated for the seventh class.

<u>YEAR</u>	<u>SEVENTH CLASS / SEMESTER</u>
Length of Contract	\$1,900

### **B. Noon Duty Supervision**

Any high school teacher assigned lunch duty supervision will be compensated for that duty.

<u>YEAR</u>	<u>SUPERVISION / SEMESTER</u>
Length of Contract	\$500.00

Compensation will be paid the second payday in November to those teaching an additional class/supervising noon duty the first semester and the second payday in April to those teaching an additional class/supervising noon duty the second semester.

## **11.8 District Committee Compensation**

Members of a district wide committee will be compensated for attending committee meetings at the rate of \$80.00 per school year should they:

1. Serve on a committee that meets at a minimum of 4 times per year; and
2. Serve on a committee that meets outside the regular school day; and
3. Attend a minimum of 75% of said meetings.

Compensation will be paid on the June 25th pay date upon the submission of the proper paperwork as approved by administration. Should a staff member serve on multiple committees he/she will be compensated separately for each committee that meets the above stated requirements.

## **11.9 In-Service/Training Reimbursement**

Certified Staff Members will be reimbursed for District State-approved Teacher In-Service Workshop presentations or training classes taught to district employees in the amount of \$50.00 per hour (per presentation per individual). These presentations must be requested by the District Administration and approved by the Superintendent.

This reimbursement is for presentations of a District-wide nature that require preparation and specialized knowledge. This reimbursement does not include leading discussions or reporting or monitoring activities at building or grade-level meetings.

### **11.10 Mileage**

The Board of Education will reimburse mileage at the IRS rate. Staff members who work in more than one building will be reimbursed mileage for one-way per day.

### **11.11 Mentoring**

The Herscher CUSD #2 recognizes that a mentoring program will help to develop highly accomplished professionals through learning-focused relationships that have a direct impact on student learning and achievement. All District mentors will be trained through the Herscher CUSD2 accredited mentoring program. Each mentor will be assigned one protégé per two year mentoring cycle. Upon completion of the program requirements, the mentor shall receive a stipend amount of \$600 per year.

### **11.12 Summer School/Night Class**

In the case of teachers who volunteer to teach either a summer school class or an after-school class for high school credit, said teacher(s) will be compensated \$30.00 per student contact hour. It is further agreed that the teacher(s) of such a class will be given a stipend of \$250 to compensate for the preparation time required for such a class outside of the instructional time for the class. It is understood that teacher(s) of such classes will be volunteers and will possess the State certification necessary for the class(es) to be taught.

### **11.13 Athletic And Extra Curricular Workers**

Any teacher working athletic or extracurricular events shall be reimbursed as follows:

- A. Ticket Taker: \$13.75/hour, rounded to the nearest quarter hour
- B. Announcer: \$13.75/hour, rounded to the nearest quarter hour
- C. Score Board/Clock Operator: \$13.75/hour rounded to the nearest quarter hour
- D. Spelling/Scholastic Bowl Reader: \$13.75/hour, rounded to the nearest quarter hour
- E. Official Scorer: \$13.75/hour, rounded to the nearest quarter hour
- F. Hospitality Room: \$13.75/hour, rounded to the nearest quarter hour
- G. Official Timer/FAT System: \$13.75/hour, rounded to the nearest quarter hour
- H. Grade School Concession Stand Supervisor: \$13.75/hour, rounded to the nearest quarter hour
- I. Track Starter: \$50/meet

### **11.14 Co-Planning**

Teachers will be paid at the rate of \$22.50/hour for meeting outside the regular school day or during a common planning time to co-plan; not to exceed four hours per month.

### **11.15 Extended Contracts**

Persons hired to work for the school district in the following capacities are required to work beyond the 180-day, 7 hour 35 minute contract. These persons will be compensated for the contract extension as described below.

#### **A. Guidance Counselors**

1. One guidance counselor at the high school will be paid a stipend of \$3,000 to work thirty (30) minutes prior to the school day and thirty (30) minutes after the school day to be paid evenly over twenty-four (24) pay periods.
2. All guidance counselors will work an additional ten (10) days prior to and ten (10) days after the contract year to fulfill duties. This will be compensated at the employee's daily rate which is defined as  $\frac{1}{180}$ th of the employee's salary per day and paid evenly over twenty-four (24) pay periods.

#### **B. RTI Coordinator**

1. The District's RTI Coordinator will receive a \$5,000 stipend to be paid evenly over twenty-four (24) pay periods.
2. The District's RTI Coordinator will work an additional eight (8) days before or after the school year per contract year to fulfill duties. This will be compensated at the employee's daily rate which is defined as  $\frac{1}{180}$ th of the employee's salary and paid evenly over twenty-four (24) pay periods.

#### **C. School Social Workers**

1. The District's social workers will receive a \$2,500 stipend to be paid evenly over twenty-four (24) pay periods.
2. All school social workers will work an additional fifteen (15) days before or after the school year per contract year to fulfill duties. This will be compensated at the employee's daily rate which is defined as  $\frac{1}{180}$ th of the employee's salary per day and paid evenly over twenty-four (24) pay periods.

#### **D. School Psychologists**

1. The District's school psychologists will receive a \$4,000 stipend to be paid evenly over twenty-four (24) pay periods.
2. All school psychologists will work an additional twenty (20) days before or after the school year per contract year to fulfill duties. This will be compensated at the employee's daily rate which is defined as  $\frac{1}{180}$ th of the employee's salary per day and paid evenly over twenty-four (24) pay periods.

- E. The BOE or appointed designee reserves the right to increase the number of days to work in the contract if necessary. If a situation arises where this is necessary these days will be paid at the employee daily rate which is defined as  $\frac{1}{180}$ th of the employee's salary in the pay period immediately following said work.

#### **11.16 Career and Technical Education Prep Time**

- A. The shop teacher(s) will be paid \$20/hr to prepare the shop prior to the start of the school year and to close the shop at the end of the school year. This pay will be split between any teachers not to exceed a total of \$4,150 and will be paid upon the submission of the time sheet approved by administration.
- B. The foods teacher(s) will be paid for up to four trips to the supermarket per month round trip from Herscher High School from September to May. The compensation will be at the IRS rate and paid upon the submission of the mileage report approved by administration.
- C. The agriculture teacher(s) will be paid \$6,000 per year for their work relating to their agriculture co-curricular activities including but not limited to the sponsorship of the Future Farmers of America (FFA). A new hire in this position will be paid \$20/hour upon submission of a time sheet; not to exceed the \$6,000 per year. In year two that said person will be paid \$22.50/hour upon submission of a time sheet; not to exceed the \$6,000 per year. In year three that said person will be paid \$25/hour upon submission of a time sheet; not to exceed the \$6,000 per year. Following a person's third year this stipend will be paid in the full amount evenly over all twenty-four (24) pay periods. Should there be multiple agriculture teachers the stipend will be split equally.

#### **11.17 Payment for Curriculum Work**

When it is necessary to request teachers to work on curricular matters on days not part of the normal 180-day work year, the District will reimburse teachers so employed at the rate of \$22.50/hour.

#### **11.18 Summer Athletic Camp Funding and Stipend**

The Board of Education and the Unit 2 Classroom Teachers are in agreement that summer camps for athletics are an important part of the success of the programs and help to build stronger relationships with the community. As a result, fees collected from summer camps will be turned into the Unit Office and the monies will be distributed as described below.

The money collected will be used for three areas: camp expenses, like tee shirts and equipment; district expenses, like building/field maintenances; and coach's direction, either to help fund the program and/or pay stipends for camp coaches and assistants.

From the total amount collected, first, camp expenses will be deducted; next, the district will receive 10% of the balance; and finally, the amount remaining will be distributed to the appropriate activity fund.

## **Article XII: Fringe Benefits**

### **12.1 Group Insurance**

The Board of Education will pay the eligible individual employee's Health/Medical insurance premium to a maximum of \$675 per month for 2012-2013; \$675 per month for 2013-2014; \$700 per month for 2014-2015. If an employee has the family Health/Medical insurance option, the amount of the individual employee's premium will be applied to the family option. In no case will the district pay more than the amount of the single individual premium.

If, for any reason, the district would have to change insurance carriers, every effort will be made to obtain a policy at comparable cost with comparable benefits. If such a situation should occur during the lifetime of this contract, the Superintendent, the U2CT, and the staff will work together concerning the policy change.

The Board will provide group term life insurance coverage for each employee in the amount of \$50,000.

The Board of Education will implement a Section 125 plan for employees.

## Article XIII: Retirement Plan

### 13.1 Retirement Plan I

Salary Enhancement: Teachers who qualify under this plan, may elect salary enhancement for a minimum of one (1) year to a maximum of three (3) years. For teachers who qualify under this plan, the annual salary enhancement will be six (6) percent over the previous year's salary (as defined by Matthew W. Finkin, Arbitrator, see Article X). Said amounts will be prorated over the remaining normal pay periods.

Qualification and Limitations: To be eligible for this benefit, a teacher must comply with all of the following requirements and limitations.

1. The teacher must be at least sixty (60) years of age on or before the last day of service in the school district; or be at least fifty-five (55) years of age with at least thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service in the school district.
2. The teacher must have fifteen (15) years of continuous service with the Herscher Community Unit School District #2 upon commencement of the salary increase provisions.
3. To participate in this benefit, the teacher must submit an irrevocable retirement letter by June 1st two school years prior to the commencement of the salary increase provision (a four year notice). Superintendent may waive this requirement under special circumstances.

Example:

- Teacher wishes to retire June 2020, at the end of the 2019-2020 year.
  - Letter is submitted by June 1st, 2016 (the end of the 2015-2016 school year).
  - Teacher teaches 2016-2017 school year without salary enhancement but remaining on the salary schedule.
  - Teacher teaches 2017-2018, 2018-2019, and 2019-2020 with the salary enhancement.
4. An eligible employee shall be removed from the salary schedule, and for each year of eligibility, the employee's creditable earnings will be increased by six (6) percent over the employee's TRS creditable earnings for the prior year of employment.

#### EXAMPLE

An employee applies for the plan one year before retirement. The employee's TRS creditable earnings for the 2008-2009 school year were \$40,000. The employee's final TRS creditable earnings will be \$42,400. ( $\$40,000 \times 1.06 = \$42,400$ ).

An employee applies for the plan three years before retirement. The employee's TRS creditable earnings for the 2008-2009 school year were \$40,000. The employee's first year TRS creditable earnings will be \$42,400 ( $\$40,000 \times 1.06 = \$42,400$ ). The employee's second year TRS creditable earnings will be \$44,944 ( $\$42,400 \times 1.06 = \$44,944$ ). The employee's third year TRS creditable

earnings will be \$47,640 ( $\$44,944 \times 1.06 = \$47,640$ ). The employee's final year TRS creditable earnings will be \$50,498 ( $\$47,640 \times 1.06$ )

If an employee has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program period, the calculation of the employee's six (6) percent increase shall be reduced by the amount of that extra duty compensation.

#### EXAMPLE

An employee applies for the plan three years before retirement. The employee's TRS creditable earnings for the 2008-2009 school year were \$40,000. The employee's first year TRS creditable earnings will be \$42,400 ( $\$40,000 \times 1.06 = \$42,400$ ). The employee's second year TRS creditable earnings will be \$44,944 ( $\$42,400 \times 1.06 = \$44,944$ ). The employee's third year TRS creditable earnings will be \$47,640 ( $\$44,944 \times 1.06 = \$47,640$ ). The employee ceases to perform an extra duty assignment for which he was paid \$2,000 in his final year of employment. The employee's final year TRS creditable earnings will be \$48,378 ( $\$47,640 - \$2,000 \times 1.06$ ).

### **13.2 Retirement Plan II:**

Salary Enhancement: Teachers who qualify under this plan, may elect salary enhancement for a minimum of (1) year to a maximum of three (3) years. For teachers who qualify under this plan, the annual salary enhancement will be six (6) percent over the previous year's salary (as defined by Matthew V. Finkin, Arbitrator, see Article X). Said amounts will be prorated over the remaining normal pay periods.

1. The teacher must be eligible to retire on the date of retirement under Illinois Teacher's Retirement System and receive an immediate retirement benefit. (pg 21 TRS booklet)
  - Age 55, or older with 20 years of services (discounted annuity)
2. The teacher must have fifteen (15) years of continuous service with the Herscher Community Unit School District #2 upon commencement of the salary increase provisions.
3. To participate in this benefit, the teacher must submit an irrevocable retirement letter by June 1st two school years prior to the commencement of the salary increase provision (a four year notice). Superintendent may waive this requirement under special circumstances.

Example:

- Teacher wishes to retire June 2020, at the end of the 2019-2020 year.
  - Letter is submitted by June 1st, 2016 (the end of the 2015-2016 school year).
  - Teacher teaches 2016-2017 school year without salary enhancement but remaining on the salary schedule.
  - Teacher teaches 2017-2018, 2018-2019, and 2019-2020 with the salary enhancement.
4. No teacher may participate in this plan unless he/she agrees to exempt the employer from the payment of any penalty and/or other additional amounts to Teacher Retirement System.



In addition to Plan 1 and Plan II the following option exists:

### **13.3 Early Retirement Plan**

For teachers retiring under the provisions of Early Retirement Option (ERO) under the Teachers' Retirement System (TRS):

These individuals will remain on the salary schedule and will follow the wording of the Illinois School Code.

### **13.4 Miscellaneous**

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra duties or TRS reportable duties not currently being performed without the consent of the employee.

In the event any employee has submitted his/her irrevocable letter of retirement but fails to meet the eligibility requirements because of illness or life-changing circumstances, the Board, in its sole discretion, may allow the employee to rescind his/her letter of retirement, provided the employee returns to the Board any TRS creditable earnings paid to the employee in excess of the amount the employee otherwise would have received under the salary schedule for such year(s) in which the retirement incentive(s) were paid.

If, during the term of this Agreement, legislation is enacted and/or administrative rules are implemented that require the Board to pay a penalty to TRS to incur a greater cost than the costs generated by this Section, by reason of a teacher retiring hereunder, the provisions of this Section shall be null and void.

Employees should not rely upon the continuation of this retirement incentive program in subsequent collective bargaining agreements. Unless the parties agree to continue this Section in a subsequent collective bargaining agreement, the foregoing benefits will be denied to those that have not applied for such program prior to the expiration of this Agreement, June 30, 2015.

# Article XIV: Salary Payment Schedule

## SALARY PAYMENT 2012-2013

Salary Level	Bachelor's Degree	+ 8 hours	+ 16 hours	+ 24 hours	Master's Degree	+ 12 hours	+ 24 hours	2 <sup>nd</sup> Master's/ CAS/NBC
1	\$ 30,000	\$ 30,500	\$ 31,000	\$ 31,500	\$ 33,000	\$ 33,775	\$ 34,550	\$ 35,450
2	\$ 30,625	\$ 31,125	\$ 31,625	\$ 32,125	\$ 33,650	\$ 34,425	\$ 35,200	\$ 36,125
3	\$ 31,250	\$ 31,750	\$ 32,250	\$ 32,750	\$ 34,300	\$ 35,075	\$ 35,850	\$ 36,800
4	\$ 31,875	\$ 32,375	\$ 32,875	\$ 33,375	\$ 34,950	\$ 35,725	\$ 36,500	\$ 37,475
5	\$ 32,500	\$ 33,000	\$ 33,500	\$ 34,000	\$ 35,600	\$ 36,375	\$ 37,150	\$ 38,150
6	\$ 33,175	\$ 33,675	\$ 34,175	\$ 34,675	\$ 36,300	\$ 37,100	\$ 37,875	\$ 38,900
7	\$ 33,850	\$ 34,350	\$ 34,850	\$ 35,350	\$ 37,000	\$ 37,825	\$ 38,600	\$ 39,650
8	\$ 34,525	\$ 35,025	\$ 35,525	\$ 36,025	\$ 37,700	\$ 38,550	\$ 39,325	\$ 40,400
9	\$ 35,200	\$ 35,700	\$ 36,200	\$ 36,700	\$ 38,400	\$ 39,275	\$ 40,050	\$ 41,150
10	\$ 35,875	\$ 36,375	\$ 36,875	\$ 37,375	\$ 39,100	\$ 40,000	\$ 40,775	\$ 41,900
11	\$ 36,675	\$ 37,175	\$ 37,675	\$ 38,175	\$ 39,925	\$ 40,850	\$ 41,625	\$ 42,775
12	\$ 37,475	\$ 37,975	\$ 38,475	\$ 38,975	\$ 40,750	\$ 41,700	\$ 42,475	\$ 43,650
13	\$ 38,275	\$ 38,775	\$ 39,275	\$ 39,775	\$ 41,575	\$ 42,550	\$ 43,325	\$ 44,525
14	\$ 39,075	\$ 39,575	\$ 40,075	\$ 40,575	\$ 42,400	\$ 43,400	\$ 44,175	\$ 45,400
15	\$ 39,875	\$ 40,375	\$ 40,875	\$ 41,375	\$ 43,225	\$ 44,250	\$ 45,025	\$ 46,275
16	\$ 40,675	\$ 41,175	\$ 41,675	\$ 42,175	\$ 44,050	\$ 45,100	\$ 45,875	\$ 47,150
17	\$ 41,475	\$ 41,975	\$ 42,475	\$ 42,975	\$ 44,875	\$ 45,950	\$ 46,725	\$ 48,025
18	\$ 42,275	\$ 42,775	\$ 43,275	\$ 43,775	\$ 45,700	\$ 46,800	\$ 47,575	\$ 48,900
19	\$ 43,075	\$ 43,575	\$ 44,075	\$ 44,575	\$ 46,525	\$ 47,650	\$ 48,425	\$ 49,775
20	\$ 43,875	\$ 44,375	\$ 44,875	\$ 45,375	\$ 47,350	\$ 48,500	\$ 49,275	\$ 50,650
21	\$ 43,875	\$ 45,275	\$ 45,775	\$ 46,275	\$ 48,275	\$ 49,450	\$ 50,225	\$ 51,625
22	\$ 43,875	\$ 46,175	\$ 46,675	\$ 47,175	\$ 49,200	\$ 50,400	\$ 51,175	\$ 52,600
23	\$ 43,875	\$ 47,075	\$ 47,575	\$ 48,075	\$ 50,125	\$ 51,350	\$ 52,125	\$ 53,575
24	\$ 43,875	\$ 47,075	\$ 48,475	\$ 48,975	\$ 51,050	\$ 52,300	\$ 53,075	\$ 54,550
25	\$ 43,875	\$ 47,075	\$ 49,375	\$ 49,875	\$ 51,975	\$ 53,250	\$ 54,025	\$ 55,525
26	\$ 43,875	\$ 47,075	\$ 50,425	\$ 50,925	\$ 53,050	\$ 54,325	\$ 55,100	\$ 56,625
27	\$ 43,875	\$ 47,075	\$ 51,475	\$ 51,975	\$ 54,125	\$ 55,400	\$ 56,175	\$ 57,725
28	\$ 43,875	\$ 47,075	\$ 52,525	\$ 53,025	\$ 55,200	\$ 56,475	\$ 57,250	\$ 58,825
29	\$ 43,875	\$ 47,075	\$ 53,575	\$ 54,075	\$ 56,275	\$ 57,550	\$ 58,325	\$ 59,925
30	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 57,350	\$ 58,625	\$ 59,400	\$ 61,025
31	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 58,600	\$ 59,925	\$ 60,700	\$ 62,375
32	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 59,850	\$ 61,225	\$ 62,000	\$ 63,725
33	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 61,100	\$ 62,525	\$ 63,300	\$ 65,075
34	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 62,350	\$ 63,825	\$ 64,600	\$ 66,425
35	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 63,600	\$ 65,125	\$ 65,900	\$ 67,775
36	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 63,600	\$ 65,125	\$ 65,900	\$ 67,775
37	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 63,600	\$ 65,125	\$ 65,900	\$ 67,775
38	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 63,600	\$ 65,125	\$ 65,900	\$ 67,775
39	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 63,600	\$ 65,125	\$ 65,900	\$ 67,775
40	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 63,600	\$ 65,125	\$ 65,900	\$ 67,775

**SALARY PAYMENT**  
**2013-2014**

Salary Level	Bachelor's Degree	+ 8 hours	+ 16 hours	+ 24 hours	Master's Degree	+ 12 hours	+ 24 hours	2 <sup>nd</sup> Master's/ CAS/NBC
1	\$ 30,000	\$ 30,500	\$ 31,000	\$ 31,500	\$ 33,000	\$ 33,775	\$ 34,550	\$ 35,450
2	\$ 30,625	\$ 31,125	\$ 31,625	\$ 32,125	\$ 33,650	\$ 34,425	\$ 35,200	\$ 36,125
3	\$ 31,250	\$ 31,750	\$ 32,250	\$ 32,750	\$ 34,300	\$ 35,075	\$ 35,850	\$ 36,800
4	\$ 31,875	\$ 32,375	\$ 32,875	\$ 33,375	\$ 34,950	\$ 35,725	\$ 36,500	\$ 37,475
5	\$ 32,500	\$ 33,000	\$ 33,500	\$ 34,000	\$ 35,600	\$ 36,375	\$ 37,150	\$ 38,150
6	\$ 33,175	\$ 33,675	\$ 34,175	\$ 34,675	\$ 36,300	\$ 37,100	\$ 37,875	\$ 38,900
7	\$ 33,850	\$ 34,350	\$ 34,850	\$ 35,350	\$ 37,000	\$ 37,825	\$ 38,600	\$ 39,650
8	\$ 34,525	\$ 35,025	\$ 35,525	\$ 36,025	\$ 37,700	\$ 38,550	\$ 39,325	\$ 40,400
9	\$ 35,200	\$ 35,700	\$ 36,200	\$ 36,700	\$ 38,400	\$ 39,275	\$ 40,050	\$ 41,150
10	\$ 35,875	\$ 36,375	\$ 36,875	\$ 37,375	\$ 39,100	\$ 40,000	\$ 40,775	\$ 41,900
11	\$ 36,675	\$ 37,175	\$ 37,675	\$ 38,175	\$ 39,925	\$ 40,850	\$ 41,625	\$ 42,775
12	\$ 37,475	\$ 37,975	\$ 38,475	\$ 38,975	\$ 40,750	\$ 41,700	\$ 42,475	\$ 43,650
13	\$ 38,275	\$ 38,775	\$ 39,275	\$ 39,775	\$ 41,575	\$ 42,550	\$ 43,325	\$ 44,525
14	\$ 39,075	\$ 39,575	\$ 40,075	\$ 40,575	\$ 42,400	\$ 43,400	\$ 44,175	\$ 45,400
15	\$ 39,875	\$ 40,375	\$ 40,875	\$ 41,375	\$ 43,225	\$ 44,250	\$ 45,025	\$ 46,275
16	\$ 40,675	\$ 41,175	\$ 41,675	\$ 42,175	\$ 44,050	\$ 45,100	\$ 45,875	\$ 47,150
17	\$ 41,475	\$ 41,975	\$ 42,475	\$ 42,975	\$ 44,875	\$ 45,950	\$ 46,725	\$ 48,025
18	\$ 42,275	\$ 42,775	\$ 43,275	\$ 43,775	\$ 45,700	\$ 46,800	\$ 47,575	\$ 48,900
19	\$ 43,075	\$ 43,575	\$ 44,075	\$ 44,575	\$ 46,525	\$ 47,650	\$ 48,425	\$ 49,775
20	\$ 43,875	\$ 44,375	\$ 44,875	\$ 45,375	\$ 47,350	\$ 48,500	\$ 49,275	\$ 50,650
21	\$ 43,875	\$ 45,275	\$ 45,775	\$ 46,275	\$ 48,275	\$ 49,450	\$ 50,225	\$ 51,625
22	\$ 43,875	\$ 46,175	\$ 46,675	\$ 47,175	\$ 49,200	\$ 50,400	\$ 51,175	\$ 52,600
23	\$ 43,875	\$ 47,075	\$ 47,575	\$ 48,075	\$ 50,125	\$ 51,350	\$ 52,125	\$ 53,575
24	\$ 43,875	\$ 47,075	\$ 48,475	\$ 48,975	\$ 51,050	\$ 52,300	\$ 53,075	\$ 54,550
25	\$ 43,875	\$ 47,075	\$ 49,375	\$ 49,875	\$ 51,975	\$ 53,250	\$ 54,025	\$ 55,525
26	\$ 43,875	\$ 47,075	\$ 50,425	\$ 50,925	\$ 53,050	\$ 54,325	\$ 55,100	\$ 56,625
27	\$ 43,875	\$ 47,075	\$ 51,475	\$ 51,975	\$ 54,125	\$ 55,400	\$ 56,175	\$ 57,725
28	\$ 43,875	\$ 47,075	\$ 52,525	\$ 53,025	\$ 55,200	\$ 56,475	\$ 57,250	\$ 58,825
29	\$ 43,875	\$ 47,075	\$ 53,575	\$ 54,075	\$ 56,275	\$ 57,550	\$ 58,325	\$ 59,925
30	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 57,350	\$ 58,625	\$ 59,400	\$ 61,025
31	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 58,600	\$ 59,925	\$ 60,700	\$ 62,375
32	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 59,850	\$ 61,225	\$ 62,000	\$ 63,725
33	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 61,100	\$ 62,525	\$ 63,300	\$ 65,075
34	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 62,350	\$ 63,825	\$ 64,600	\$ 66,425
35	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 63,600	\$ 65,125	\$ 65,900	\$ 67,775
36	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 63,600	\$ 65,125	\$ 65,900	\$ 67,775
37	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 63,600	\$ 65,125	\$ 65,900	\$ 67,775
38	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 63,600	\$ 65,125	\$ 65,900	\$ 67,775
39	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 63,600	\$ 65,125	\$ 65,900	\$ 67,775
40	\$ 43,875	\$ 47,075	\$ 53,575	\$ 55,125	\$ 63,600	\$ 65,125	\$ 65,900	\$ 67,775

**SALARY PAYMENT**  
**2014-2015**

Salary Level	Bachelor's Degree	+ 8 hours	+ 16 hours	+ 24 hours	Master's Degree	+ 12 hours	+ 24 hours	2nd Master's/ CAS/NBC
1	\$ 30,200	\$ 30,700	\$ 31,200	\$ 31,700	\$ 33,200	\$ 33,975	\$ 34,750	\$ 35,650
2	\$ 30,825	\$ 31,325	\$ 31,825	\$ 32,325	\$ 33,850	\$ 34,625	\$ 35,400	\$ 36,325
3	\$ 31,450	\$ 31,950	\$ 32,450	\$ 32,950	\$ 34,500	\$ 35,275	\$ 36,050	\$ 37,000
4	\$ 32,075	\$ 32,575	\$ 33,075	\$ 33,575	\$ 35,150	\$ 35,925	\$ 36,700	\$ 37,675
5	\$ 32,700	\$ 33,200	\$ 33,700	\$ 34,200	\$ 35,800	\$ 36,575	\$ 37,350	\$ 38,350
6	\$ 33,375	\$ 33,875	\$ 34,375	\$ 34,875	\$ 36,500	\$ 37,300	\$ 38,075	\$ 39,100
7	\$ 34,050	\$ 34,550	\$ 35,050	\$ 35,550	\$ 37,200	\$ 38,025	\$ 38,800	\$ 39,850
8	\$ 34,725	\$ 35,225	\$ 35,725	\$ 36,225	\$ 37,900	\$ 38,750	\$ 39,525	\$ 40,600
9	\$ 35,400	\$ 35,900	\$ 36,400	\$ 36,900	\$ 38,600	\$ 39,475	\$ 40,250	\$ 41,350
10	\$ 36,075	\$ 36,575	\$ 37,075	\$ 37,575	\$ 39,300	\$ 40,200	\$ 40,975	\$ 42,100
11	\$ 36,875	\$ 37,375	\$ 37,875	\$ 38,375	\$ 40,125	\$ 41,050	\$ 41,825	\$ 42,975
12	\$ 37,675	\$ 38,175	\$ 38,675	\$ 39,175	\$ 40,950	\$ 41,900	\$ 42,675	\$ 43,850
13	\$ 38,475	\$ 38,975	\$ 39,475	\$ 39,975	\$ 41,775	\$ 42,750	\$ 43,525	\$ 44,725
14	\$ 39,275	\$ 39,775	\$ 40,275	\$ 40,775	\$ 42,600	\$ 43,600	\$ 44,375	\$ 45,600
15	\$ 40,075	\$ 40,575	\$ 41,075	\$ 41,575	\$ 43,425	\$ 44,450	\$ 45,225	\$ 46,475
16	\$ 40,875	\$ 41,375	\$ 41,875	\$ 42,375	\$ 44,250	\$ 45,300	\$ 46,075	\$ 47,350
17	\$ 41,675	\$ 42,175	\$ 42,675	\$ 43,175	\$ 45,075	\$ 46,150	\$ 46,925	\$ 48,225
18	\$ 42,475	\$ 42,975	\$ 43,475	\$ 43,975	\$ 45,900	\$ 47,000	\$ 47,775	\$ 49,100
19	\$ 43,275	\$ 43,775	\$ 44,275	\$ 44,775	\$ 46,725	\$ 47,850	\$ 48,625	\$ 49,975
20	\$ 44,075	\$ 44,575	\$ 45,075	\$ 45,575	\$ 47,550	\$ 48,700	\$ 49,475	\$ 50,850
21	\$ 44,075	\$ 45,475	\$ 45,975	\$ 46,475	\$ 48,475	\$ 49,650	\$ 50,425	\$ 51,825
22	\$ 44,075	\$ 46,375	\$ 46,875	\$ 47,375	\$ 49,400	\$ 50,600	\$ 51,375	\$ 52,800
23	\$ 44,075	\$ 47,275	\$ 47,775	\$ 48,275	\$ 50,325	\$ 51,550	\$ 52,325	\$ 53,775
24	\$ 44,075	\$ 47,275	\$ 48,675	\$ 49,175	\$ 51,250	\$ 52,500	\$ 53,275	\$ 54,750
25	\$ 44,075	\$ 47,275	\$ 49,575	\$ 50,075	\$ 52,175	\$ 53,450	\$ 54,225	\$ 55,725
26	\$ 44,075	\$ 47,275	\$ 50,625	\$ 51,125	\$ 53,250	\$ 54,525	\$ 55,300	\$ 56,825
27	\$ 44,075	\$ 47,275	\$ 51,675	\$ 52,175	\$ 54,325	\$ 55,600	\$ 56,375	\$ 57,925
28	\$ 44,075	\$ 47,275	\$ 52,725	\$ 53,225	\$ 55,400	\$ 56,675	\$ 57,450	\$ 59,025
29	\$ 44,075	\$ 47,275	\$ 53,775	\$ 54,275	\$ 56,475	\$ 57,750	\$ 58,525	\$ 60,125
30	\$ 44,075	\$ 47,275	\$ 53,775	\$ 55,325	\$ 57,550	\$ 58,825	\$ 59,600	\$ 61,225
31	\$ 44,075	\$ 47,275	\$ 53,775	\$ 55,325	\$ 58,800	\$ 60,125	\$ 60,900	\$ 62,575
32	\$ 44,075	\$ 47,275	\$ 53,775	\$ 55,325	\$ 60,050	\$ 61,425	\$ 62,200	\$ 63,925
33	\$ 44,075	\$ 47,275	\$ 53,775	\$ 55,325	\$ 61,300	\$ 62,725	\$ 63,500	\$ 65,275
34	\$ 44,075	\$ 47,275	\$ 53,775	\$ 55,325	\$ 62,550	\$ 64,025	\$ 64,800	\$ 66,625
35	\$ 44,075	\$ 47,275	\$ 53,775	\$ 55,325	\$ 63,800	\$ 65,325	\$ 66,100	\$ 67,975
36	\$ 44,075	\$ 47,275	\$ 53,775	\$ 55,325	\$ 63,800	\$ 65,325	\$ 66,100	\$ 67,975
37	\$ 44,075	\$ 47,275	\$ 53,775	\$ 55,325	\$ 63,800	\$ 65,325	\$ 66,100	\$ 67,975
38	\$ 44,075	\$ 47,275	\$ 53,775	\$ 55,325	\$ 63,800	\$ 65,325	\$ 66,100	\$ 67,975
39	\$ 44,075	\$ 47,275	\$ 53,775	\$ 55,325	\$ 63,800	\$ 65,325	\$ 66,100	\$ 67,975
40	\$ 44,075	\$ 47,275	\$ 53,775	\$ 55,325	\$ 63,800	\$ 65,325	\$ 66,100	\$ 67,975

# **Article XV: Extra-Curricular & Coaching Payments**

## **2012 – 2015 Extra Curricular Payments**

<b>Grade School</b>	<b>2012-2013</b>	<b>2013-2014</b>	<b>2014-2015</b>
Grade School Yearbook	\$ 510	\$ 520	\$ 531
Head Teacher -- BGS	\$ 2,550	\$ 2,601	\$ 2,653
Head Teacher -- RGS	\$ 2,550	\$ 2,601	\$ 2,653
Media Services	\$ 439	\$ 447	\$ 456
<b>Junior High School</b>	<b>2012-2013</b>	<b>2013-2014</b>	<b>2014-2015</b>
AD-HGS With Out Release Time	\$ 3,876	\$ 3,954	\$ 4,033
AD-HGS With Release Time	\$ 1,938	\$ 1,977	\$ 2,016
AD-LGS With Out Release Time	\$ 3,876	\$ 3,954	\$ 4,033
AD-LGS With Release Time	\$ 1,938	\$ 1,977	\$ 2,016
Jr. High Student Council	\$ 388	\$ 395	\$ 403
LGS Math Team* (5 events)	\$ 270	\$ 276	\$ 281
HGS Math Team* (6 events)	\$ 270	\$ 276	\$ 281
Media Services	\$ 439	\$ 447	\$ 456
LGS Scholastic Bowl* (9 events)	\$ 270	\$ 276	\$ 281
HGS Scholastic Bowl* (10 events)	\$ 270	\$ 276	\$ 281
LGS Spelling Team* (2 events)	\$ 270	\$ 276	\$ 281
HGS Spelling Team* (3 events)	\$ 270	\$ 276	\$ 281
LGS Speech Team* (1 event)	\$ 500	\$ 510	\$ 520
HGS Speech Team* (1 event)	\$ 500	\$ 510	\$ 520
<b>High School</b>	<b>2012-2013</b>	<b>2013-2014</b>	<b>2014-2015</b>
ACT Night Prep Class (2hrs & 2 teachers/per night)	\$ 51	\$ 52	\$ 53
AD-HHS With Release Time	\$ 9,000	\$ 9,180	\$ 9,364
Best Buddies	\$ 388	\$ 395	\$ 403
Computer Club	\$ 388	\$ 395	\$ 403
French Club	\$ 388	\$ 395	\$ 403
Freshmen Registration Night (3 teachers)	\$ 26	\$ 26	\$ 27
Interact Club##	\$ 1,224	\$ 1,248	\$ 1,273
Match Points* (1 event)	\$ 270	\$ 276	\$ 281
Math Team* (3 events)	\$ 270	\$ 276	\$ 281
Media Services	\$ 439	\$ 447	\$ 456
National Honor Society	\$ 867	\$ 884	\$ 902
Newspaper High School##	\$ 2,142	\$ 2,185	\$ 2,229
Peer Tutoring Coordination	\$ 2,000	\$ 2,020	\$ 2,040
Peer Tutoring Coordination & Supervision	\$ 3,000	\$ 3,020	\$ 3,040
Play – Fall	\$ 1,887	\$ 1,925	\$ 1,963
Play – Spring	\$ 1,887	\$ 1,925	\$ 1,963
Prom	\$ 765	\$ 780	\$ 796
SADD##	\$ 1,224	\$ 1,248	\$ 1,273
Scholastic Bowl* Varsity (14 events)	\$ 270	\$ 276	\$ 281
Scholastic Bowl* JV (11 events)	\$ 270	\$ 276	\$ 281
SEA##	\$ 1,224	\$ 1,248	\$ 1,273
Senior Class Sponsor #1	\$ 464	\$ 473	\$ 483
Senior Class Sponsor #2	\$ 464	\$ 473	\$ 483
Spanish Club	\$ 388	\$ 395	\$ 403
Speech Team* (no events)	\$ 270	\$ 276	\$ 281
Student Assistant Club	\$ 388	\$ 395	\$ 403
Student Council	\$ 2,601	\$ 2,653	\$ 2,706
Team Quest* (3 events)	\$ 270	\$ 276	\$ 281
Winter Ball	\$ 541	\$ 551	\$ 562
WYSE* (3 events)	\$ 270	\$ 276	\$ 281
Yearbook High School##	\$ 2,754	\$ 2,809	\$ 2,865

\* Per event/competition with administrative approval of competition schedule

\*Building principal may approve amount that exceed those listed above

## New person assigned to this position would receive the scheduled amount less 20% the first year, less 10% the second year

Unless otherwise designated, when there are 2 people sponsoring a club/activity, the pay/money will be split accordingly.

### Marching Band and Music Contest Payments

<b>Grade School &amp; Junior High</b>	<b>2012-2013</b>	<b>2013-2014</b>	<b>2014-2015</b>
Grade School Music Evening Concert*	\$ 61	\$ 62	\$ 64
LGS Band	\$ 689	\$ 702	\$ 716
HGS Band	\$ 689	\$ 702	\$ 716
HGS Chorus	\$ 439	\$ 447	\$ 456
LGS Chorus	\$ 439	\$ 447	\$ 456
HGS Band (as High School Asst.)	\$ 4,029	\$ 4,110	\$ 4,192
HHS Chorus	\$ 439	\$ 447	\$ 456
Jr. High Jazz Band (2 event min.)	\$ 255	\$ 250	\$ 250
HGS Orchestra	\$ 689	\$ 702	\$ 716
LGS Orchestra	\$ 689	\$ 702	\$ 716
After School/Summer Music Lessons **	\$ 21/hr	\$ 21/hr	\$ 21/hr

  

<b>High School</b>	<b>2012-2013</b>	<b>2013-2014</b>	<b>2014-2015</b>
HHS Chorus	\$ 439	\$ 447	\$ 456
HHS Jazz Band##	\$ 3,417	\$ 3,485	\$ 3,555
HHS Marching Band Summer Camps	\$ 2,040	\$ 2,081	\$ 2,122
HHS Marching Camp Asst	\$ 1,836	\$ 1,873	\$ 1,910
HHS Orchestra (including strolling strings)##	\$ 979	\$ 999	\$ 1,019
HHS Show Choir##	\$ 3,417	\$ 3,485	\$ 3,555
HHS Band	\$ 5,202	\$ 5,306	\$ 5,412
After School/Summer Music Lessons **	\$ 21/hr	\$ 21/hr	\$ 21/hr

\* Per event/competition with administrative approval of competition schedule

\*Building principal may approve amount that exceed those listed above

\*\* All compensation for afterschool and summer lessons will be paid weekly after lessons are completed.

The lesson schedule, daily log of lesson, listing of student's time/duration of lesson will be given to the superintendent before reimbursement is made.

## New person assigned to this position would receive the scheduled amount less 20% the first year, less 10% the second year

Unless otherwise designated, when there are 2 people sponsoring a club/activity, the pay/money will be split accordingly.

## 2012 – 2015 Coaching Schedule

Year	1	2	3	4	5	6	7	8	9	10	
<b>Head Coaches-High School</b>											
Head Football	\$ 4,350	\$ 4,475	\$ 4,600	\$ 4,725	\$ 4,875	\$ 5,025	\$ 5,175	\$ 5,325	\$ 5,500	\$ 5,675	\$
Head Basketball	\$ 4,350	\$ 4,475	\$ 4,600	\$ 4,725	\$ 4,875	\$ 5,025	\$ 5,175	\$ 5,325	\$ 5,500	\$ 5,675	\$
Head Volleyball	\$ 4,125	\$ 4,250	\$ 4,375	\$ 4,500	\$ 4,625	\$ 4,750	\$ 4,875	\$ 5,025	\$ 5,175	\$ 5,325	\$
Head Wrestling	\$ 4,025	\$ 4,150	\$ 4,275	\$ 4,400	\$ 4,525	\$ 4,650	\$ 4,775	\$ 4,925	\$ 5,075	\$ 5,225	\$
Head Baseball	\$ 3,575	\$ 3,700	\$ 3,825	\$ 3,950	\$ 4,075	\$ 4,200	\$ 4,325	\$ 4,475	\$ 4,625	\$ 4,775	\$
Head Softball	\$ 3,575	\$ 3,700	\$ 3,825	\$ 3,950	\$ 4,075	\$ 4,200	\$ 4,325	\$ 4,475	\$ 4,625	\$ 4,775	\$
Head Track	\$ 3,475	\$ 3,600	\$ 3,725	\$ 3,850	\$ 3,975	\$ 4,100	\$ 4,225	\$ 4,375	\$ 4,525	\$ 4,675	\$
Head Soccer	\$ 3,475	\$ 3,600	\$ 3,725	\$ 3,850	\$ 3,975	\$ 4,100	\$ 4,225	\$ 4,375	\$ 4,525	\$ 4,675	\$
Head Cross Country	\$ 3,300	\$ 3,425	\$ 3,550	\$ 3,675	\$ 3,800	\$ 3,950	\$ 4,100	\$ 4,250	\$ 4,400	\$ 4,550	\$
Head Bowling	\$ 1,800	\$ 1,875	\$ 1,950	\$ 2,025	\$ 2,100	\$ 2,175	\$ 2,250	\$ 2,325	\$ 2,400	\$ 2,475	\$
Head FB Cheerleading	\$ 2,100	\$ 2,150	\$ 2,200	\$ 2,250	\$ 2,300	\$ 2,400	\$ 2,500	\$ 2,600	\$ 2,700	\$ 2,800	\$
Head Bkb Cheerleading	\$ 2,720	\$ 2,770	\$ 2,820	\$ 2,870	\$ 2,920	\$ 3,020	\$ 3,120	\$ 3,220	\$ 3,320	\$ 3,420	\$
<b>Asst. Coaches-High School</b>											
Asst. Football	\$ 3,000	\$ 3,100	\$ 3,225	\$ 3,350	\$ 3,475	\$ 3,600	\$ 3,750	\$ 3,900	\$ 4,050	\$ 4,200	\$
Asst. Basketball	\$ 3,000	\$ 3,100	\$ 3,225	\$ 3,350	\$ 3,475	\$ 3,600	\$ 3,750	\$ 3,900	\$ 4,050	\$ 4,200	\$
Asst. Volleyball	\$ 2,800	\$ 2,925	\$ 3,050	\$ 3,175	\$ 3,300	\$ 3,425	\$ 3,550	\$ 3,675	\$ 3,800	\$ 3,925	\$
Asst. Wrestling	\$ 2,700	\$ 2,800	\$ 2,900	\$ 3,000	\$ 3,100	\$ 3,225	\$ 3,350	\$ 3,475	\$ 3,600	\$ 3,725	\$
Asst. Baseball	\$ 2,600	\$ 2,700	\$ 2,800	\$ 2,900	\$ 3,000	\$ 3,125	\$ 3,250	\$ 3,375	\$ 3,500	\$ 3,625	\$
Asst. Softball	\$ 2,600	\$ 2,700	\$ 2,800	\$ 2,900	\$ 3,000	\$ 3,125	\$ 3,250	\$ 3,375	\$ 3,500	\$ 3,625	\$
Asst. Track	\$ 2,550	\$ 2,650	\$ 2,750	\$ 2,850	\$ 2,950	\$ 3,050	\$ 3,150	\$ 3,275	\$ 3,400	\$ 3,525	\$
Asst. Soccer	\$ 2,550	\$ 2,650	\$ 2,750	\$ 2,850	\$ 2,950	\$ 3,050	\$ 3,150	\$ 3,275	\$ 3,400	\$ 3,525	\$
Asst. Cross Country	\$ 2,375	\$ 2,450	\$ 2,525	\$ 2,625	\$ 2,725	\$ 2,825	\$ 2,925	\$ 3,025	\$ 3,125	\$ 3,250	\$
<b>Summer Pre-Season Practice – Maximum of 10 days of practices</b>											
Per day:	FB Head \$55	FB Asst. \$45		VB Head \$35		Soccer Head \$35		VB Asst \$25		Soccer Asst \$25	
<b>Coaches-Grade School</b>											
7-8 Basketball Boys	\$ 2,800	\$ 2,900	\$ 3,000	\$ 3,100	\$ 3,200	\$ 3,325	\$ 3,450	\$ 3,575	\$ 3,700	\$ 3,825	\$
7-8 Basketball Girls	\$ 2,800	\$ 2,900	\$ 3,000	\$ 3,100	\$ 3,200	\$ 3,325	\$ 3,450	\$ 3,575	\$ 3,700	\$ 3,825	\$
6 Basketball Boys	\$ 2,200	\$ 2,275	\$ 2,350	\$ 2,425	\$ 2,500	\$ 2,600	\$ 2,700	\$ 2,800	\$ 2,900	\$ 3,000	\$
6 Basketball Girls	\$ 2,200	\$ 2,275	\$ 2,350	\$ 2,425	\$ 2,500	\$ 2,600	\$ 2,700	\$ 2,800	\$ 2,900	\$ 3,000	\$
7-8 Volleyball	\$ 2,800	\$ 2,900	\$ 3,000	\$ 3,100	\$ 3,200	\$ 3,325	\$ 3,450	\$ 3,575	\$ 3,700	\$ 3,825	\$
6 Volleyball	\$ 2,100	\$ 2,175	\$ 2,250	\$ 2,325	\$ 2,400	\$ 2,500	\$ 2,600	\$ 2,700	\$ 2,800	\$ 2,900	\$
7-8 Track	\$ 2,100	\$ 2,175	\$ 2,250	\$ 2,325	\$ 2,400	\$ 2,500	\$ 2,600	\$ 2,700	\$ 2,800	\$ 2,900	\$
7-8 Cross Country	\$ 1,850	\$ 1,925	\$ 2,000	\$ 2,075	\$ 2,150	\$ 2,250	\$ 2,350	\$ 2,450	\$ 2,550	\$ 2,650	\$
7-8 Wrestling	\$ 1,900	\$ 1,975	\$ 2,050	\$ 2,125	\$ 2,200	\$ 2,300	\$ 2,400	\$ 2,500	\$ 2,600	\$ 2,700	\$

**Associate Varsity Coaches** \$1500 Flat Fee

**Summer Weights** Amount is split among the coaches who log summer hours with their athletes based on the % of their hours in the total hours logged.

Anyone who has more than fifteen (15) years experience will have \$100 added to his/her contract for each year over the fifteen (15) year salary level.

Administration, in the case of head coaches, may allow experience acquired outside the district. When advancing from assistant to head coach, only years experience with district shall be credited.

Teachers shall be placed on the extra duty schedule according to years of experience in that extra duty assignment in the district.

If a coach moves to another position within the same sport at either the high school or the grade school level:

a) the coach, when moving to a higher level vertically, will not earn less than the previous year; b) the coach, when moving to a lower level vertically, will not lose years of experience.

**Multiple Coaching Stipend** Only persons employed by the school district with a start date prior to the 2012-2013 school year are eligible for the Multiple Coaching Stipend as outlined below.

Coaches of 2 sports will receive an additional \$400 on December 10<sup>th</sup> payday. Coaches of 3 sports will receive an additional \$700 on the December 10<sup>th</sup> payday.

## Article XVI: Effect of Agreement

### 16.1

This agreement shall become effective on July 1, 2012, and shall continue in effect until June 30, 2015. When either party executed written notification to the other party prior to April 1 of the year the contract terminates that it wishes to renegotiate the agreement, the Board shall meet with the U2CT no later than April 15 to receive the U2CT proposal and negotiations will continue in an effort to reach an agreement. The agreement may be continued by mutual consent.

### 16.2

The terms and conditions set forth in this agreement represent the full and complete understanding between the parties and may be modified only through written mutual consent of the parties. It is understood that all rights, powers and authority of the Board not specifically limited by the language of this agreement are retained by the Board. The Board shall take no action which will violate any of the specific provisions of this agreement.

### 16.3

This agreement is signed this 13 th day of August, 2012, in witness thereof:

FOR THE HERSCHER UNIT TWO  
CLASSROOM TEACHERS

Kristin M. Rink  
Cara Hudson

FOR THE BOARD OF EDUCATION  
HERSCHER CUSD #2

Marcie Kolberg  
David M. Erling



## **10.2 TRS Contributions**

The Board will pay the sum equal to 10.37 percent (9.4 percent of creditable earnings for TRS and in addition 0.97 percent of creditable earnings for THIS), due such teacher pursuant to compensation schedules to the State of Illinois Teachers Retirement System (TRS) to be applied for the retirement account of such teacher (rather than the survivor's annuity account). If the state changes the percentages, this section of the contract will be renegotiated. It is the intent of the parties by this agreement to qualify these payments as employer payments (employer pick up of employee contributions) under Section 414 (h) (2) of the Internal Revenue Code. The teachers have no right or claim to the funds so remitted except as they may become available from the TRS, pursuant to statute or regulation, upon retirement or resignation.

The Association and each teacher will indemnify and hold harmless the Board of Education, its members, agents, and employees from any and all claims, demands, actions, complaints, suits, or other liability by reason of a faithful payment of contributions to the TRS pursuant to the provision of this section. No such claim, demand, action, or suit will be settled or compromised in any manner without the express written consent of both parties.

## **11.19 Music Department Support Position Stipends**

Any teacher working in coordination with the music department in any capacity as described below shall be reimbursed as follows:

- A.     Marching Band
  - 1.   Guard Fully Instructor and/or Guard Assistant: \$500/year
  - 2.   Drill Writer: \$5000/year
  - 3.   Music Arranger: \$4000/year for a full marching band show, \$400/song outside of the marching band show
  - 4.   Full Instruction: \$200/year maximum
  - 5.   Sectional Instructor: \$200/year maximum
- B.     Swing & Sing Show Choir
  - 1.   Choreographer: \$750/song
  - 2.   Sound System Manager: \$200/year maximum
  - 3.   Contest Manager: \$200/year maximum
  - 4.   Director Host Position: \$200/year maximum
  - 5.   Judge: \$400/year maximum
- C.     Accompanists
  - 1.   Concerts: \$25 each
  - 2.   Rehearsals: \$20 per hour
- D.     Instrumental Work
  - 1.   Repair: \$25/hour
  - 2.   Piano Tuning: \$75 per piano
- E.     Judging Organizational and Solo & Ensemble
  - 1.   Elementary and Junior High – As determined by IESA
  - 2.   High School – As determined by IHSA

# Article XV: Extra-Curricular & Coaching Payments

## 2012 – 2015 Extra Curricular Payments

Grade School	2012-2013	2013-2014	2014-2015
Grade School Yearbook position #1	\$ 510	\$ 520	\$ 531
Grade School Yearbook position #2	\$ 510	\$ 520	\$ 531
Media Services	\$ 439	\$ 447	\$ 456
Junior High School	2012-2013	2013-2014	2014-2015
AD- LMS With Out Release Time	\$ 3,876	\$ 3,954	\$ 4,033
AD- LMS With Release Time	\$ 1,938	\$ 1,977	\$ 2,016
Jr. High Student Council position #1	\$ 388	\$ 395	\$ 403
Jr. High Student Council position #2	\$ 388	\$ 395	\$ 403
LMS Math Team* (6 events) position #1	\$ 270	\$ 276	\$ 281
LMS Math Team* (6 events) position #2	\$ 270	\$ 276	\$ 281
Media Services	\$ 439	\$ 447	\$ 456
LMS Scholastic Bowl* (10 events)	\$ 270	\$ 276	\$ 281
LMS Spelling Team* (3 events)	\$ 270	\$ 276	\$ 281
LMS Speech Team* (1 event) position #1	\$ 500	\$ 510	\$ 520
LMS Speech Team* (1 event) position #2	\$ 500	\$ 510	\$ 520
High School	2012-2013	2013-2014	2014-2015
ACT Night Prep Class (2hrs & 2 teachers/per night)	\$ 51	\$ 52	\$ 53
AD-HHS With Release Time	\$ 9,000	\$ 9,180	\$ 9,364
Best Buddies	\$ 388	\$ 395	\$ 403
Computer Club	\$ 388	\$ 395	\$ 403
French Club	\$ 388	\$ 395	\$ 403
Freshmen Registration Night (3 teachers)	\$ 26	\$ 26	\$ 27
Interact Club##	\$ 1,224	\$ 1,248	\$ 1,273
Match Points* (1 event)	\$ 270	\$ 276	\$ 281
Math Team* (3 events)???	\$ 270	\$ 276	\$ 281
Media Services	\$ 439	\$ 447	\$ 456
National Honor Society	\$ 867	\$ 884	\$ 902
Newspaper High School##	\$ 2,142	\$ 2,185	\$ 2,229
Peer Tutoring Coordination	\$ 2,000	\$ 2,020	\$ 2,040
Peer Tutoring Coordination & Supervision	\$ 3,000	\$ 3,020	\$ 3,040
Play – Fall	\$ 1,887	\$ 1,925	\$ 1,963
Play – Spring	\$ 1,887	\$ 1,925	\$ 1,963
Prom	\$ 765	\$ 780	\$ 796
SADD##	\$ 1,224	\$ 1,248	\$ 1,273
Scholastic Bowl* Varsity (14 events)	\$ 270	\$ 276	\$ 281
Scholastic Bowl* JV (11 events)	\$ 270	\$ 276	\$ 281
SEA##	\$ 1,224	\$ 1,248	\$ 1,273
Senior Class Sponsor #1	\$ 464	\$ 473	\$ 483
Senior Class Sponsor #2	\$ 464	\$ 473	\$ 483
Spanish Club	\$ 388	\$ 395	\$ 403
Speech Team* (no events)	\$ 270	\$ 276	\$ 281
Student Assistant Club	\$ 388	\$ 395	\$ 403
Student Council	\$ 2,601	\$ 2,653	\$ 2,706
Team Quest* (3 events)	\$ 270	\$ 276	\$ 281
Winter Ball	\$ 541	\$ 551	\$ 562
WYSE* (3 events)	\$ 270	\$ 276	\$ 281
Yearbook High School##	\$ 2,754	\$ 2,809	\$ 2,865

\* Per event/competition with administrative approval of competition schedule

\*Building principal may approve amount that exceed those listed above

## New person assigned to this position would receive the scheduled amount less 20% the first year, less 10% the second year

Unless otherwise designated, when there are 2 people sponsoring a club/activity, the pay/money will be split accordingly.

### Marching Band and Music Contest Payments

<b>Grade School &amp; Junior High</b>	<b>2012-2013</b>	<b>2013-2014</b>	<b>2014-2015</b>
Grade School Music Evening Concert*	\$ 61	\$ 62	\$ 64
LMS Band	\$ 689	\$ 702	\$ 716
LMS Chorus	\$ 439	\$ 447	\$ 456
LMS Band (as High School Asst.)	\$ 4,029	\$ 4,110	\$ 4,192
HHS Chorus	\$ 439	\$ 447	\$ 456
LMS Jazz Band (2 event min.)	\$ 255	\$ 250	\$ 250
LMS Orchestra	\$ 689	\$ 702	\$ 716
After School/Summer Music Lessons **	\$ 21/hr	\$ 21/hr	\$ 21/hr

<b>High School</b>	<b>2012-2013</b>	<b>2013-2014</b>	<b>2014-2015</b>
HHS Chorus	\$ 439	\$ 447	\$ 456
HHS Jazz Band##	\$ 3,417	\$ 3,485	\$ 3,555
HHS Marching Band Summer Camps	\$ 2,040	\$ 2,081	\$ 2,122
HHS Marching Camp Asst	\$ 1,836	\$ 1,873	\$ 1,910
HHS Orchestra (including strolling strings)##	\$ 979	\$ 999	\$ 1,019
HHS Show Choir##	\$ 3,417	\$ 3,485	\$ 3,555
HHS Band	\$ 5,202	\$ 5,306	\$ 5,412
After School/Summer Music Lessons **	\$ 21/hr	\$ 21/hr	\$ 21/hr

\* Per event/competition with administrative approval of competition schedule

\*Building principal may approve amount that exceed those listed above

\*\* All compensation for afterschool and summer lessons will be paid weekly after lessons are completed.

The lesson schedule, daily log of lesson, listing of student's time/duration of lesson will be given to the superintendent before reimbursement is made.

## New person assigned to this position would receive the scheduled amount less 20% the first year, less 10% the second year

Unless otherwise designated, when there are 2 people sponsoring a club/activity, the pay/money will be split accordingly.

## 2012 – 2015 Coaching Schedule

Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>Head Coaches-High School</b>															
Head Football	\$ 4,350	\$ 4,475	\$ 4,600	\$ 4,725	\$ 4,875	\$ 5,025	\$ 5,175	\$ 5,325	\$ 5,500	\$ 5,675	\$ 5,850	\$ 6,025	\$ 6,200	\$ 6,375	\$ 6,550
Head Basketball	\$ 4,350	\$ 4,475	\$ 4,600	\$ 4,725	\$ 4,875	\$ 5,025	\$ 5,175	\$ 5,325	\$ 5,500	\$ 5,675	\$ 5,850	\$ 6,025	\$ 6,200	\$ 6,375	\$ 6,550
Head Volleyball	\$ 4,125	\$ 4,250	\$ 4,375	\$ 4,500	\$ 4,625	\$ 4,750	\$ 4,875	\$ 5,025	\$ 5,175	\$ 5,325	\$ 5,475	\$ 5,650	\$ 5,825	\$ 6,000	\$ 6,175
Head Wrestling	\$ 4,025	\$ 4,150	\$ 4,275	\$ 4,400	\$ 4,525	\$ 4,650	\$ 4,775	\$ 4,925	\$ 5,075	\$ 5,225	\$ 5,375	\$ 5,550	\$ 5,725	\$ 5,900	\$ 6,075
Head Baseball	\$ 3,575	\$ 3,700	\$ 3,825	\$ 3,950	\$ 4,075	\$ 4,200	\$ 4,325	\$ 4,475	\$ 4,625	\$ 4,775	\$ 4,925	\$ 5,100	\$ 5,275	\$ 5,450	\$ 5,625
Head Softball	\$ 3,575	\$ 3,700	\$ 3,825	\$ 3,950	\$ 4,075	\$ 4,200	\$ 4,325	\$ 4,475	\$ 4,625	\$ 4,775	\$ 4,925	\$ 5,100	\$ 5,275	\$ 5,450	\$ 5,625
Head Track	\$ 3,475	\$ 3,600	\$ 3,725	\$ 3,850	\$ 3,975	\$ 4,100	\$ 4,225	\$ 4,375	\$ 4,525	\$ 4,675	\$ 4,825	\$ 5,000	\$ 5,175	\$ 5,350	\$ 5,525
Head Soccer	\$ 3,475	\$ 3,600	\$ 3,725	\$ 3,850	\$ 3,975	\$ 4,100	\$ 4,225	\$ 4,375	\$ 4,525	\$ 4,675	\$ 4,825	\$ 5,000	\$ 5,175	\$ 5,350	\$ 5,525
Head Cross Country	\$ 3,300	\$ 3,425	\$ 3,550	\$ 3,675	\$ 3,800	\$ 3,950	\$ 4,100	\$ 4,250	\$ 4,400	\$ 4,550	\$ 4,700	\$ 4,850	\$ 5,000	\$ 5,150	\$ 5,300
Head Bowling	\$ 1,800	\$ 1,875	\$ 1,950	\$ 2,025	\$ 2,100	\$ 2,175	\$ 2,250	\$ 2,325	\$ 2,400	\$ 2,475	\$ 2,550	\$ 2,625	\$ 2,725	\$ 2,825	\$ 2,925
Head FB Cheerleading	\$ 2,100	\$ 2,150	\$ 2,200	\$ 2,250	\$ 2,300	\$ 2,400	\$ 2,500	\$ 2,600	\$ 2,700	\$ 2,800	\$ 2,900	\$ 3,000	\$ 3,100	\$ 3,200	\$ 3,300
Head Bkb Cheerleading	\$ 2,720	\$ 2,770	\$ 2,820	\$ 2,870	\$ 2,920	\$ 3,020	\$ 3,120	\$ 3,220	\$ 3,320	\$ 3,420	\$ 3,520	\$ 3,620	\$ 3,720	\$ 3,820	\$ 3,920

### Asst. Coaches-High School

Asst. Football	\$ 3,000	\$ 3,100	\$ 3,225	\$ 3,350	\$ 3,475	\$ 3,600	\$ 3,750	\$ 3,900	\$ 4,050	\$ 4,200	\$ 4,350	\$ 4,500	\$ 4,650	\$ 4,800	\$ 4,950
Asst. Basketball	\$ 3,000	\$ 3,100	\$ 3,225	\$ 3,350	\$ 3,475	\$ 3,600	\$ 3,750	\$ 3,900	\$ 4,050	\$ 4,200	\$ 4,350	\$ 4,500	\$ 4,650	\$ 4,800	\$ 4,950
Asst. Volleyball	\$ 2,800	\$ 2,925	\$ 3,050	\$ 3,175	\$ 3,300	\$ 3,425	\$ 3,550	\$ 3,675	\$ 3,800	\$ 3,925	\$ 4,050	\$ 4,175	\$ 4,325	\$ 4,475	\$ 4,625
Asst. Wrestling	\$ 2,700	\$ 2,800	\$ 2,900	\$ 3,000	\$ 3,100	\$ 3,225	\$ 3,350	\$ 3,475	\$ 3,600	\$ 3,725	\$ 3,850	\$ 3,975	\$ 4,100	\$ 4,225	\$ 4,350
Asst. Baseball	\$ 2,600	\$ 2,700	\$ 2,800	\$ 2,900	\$ 3,000	\$ 3,125	\$ 3,250	\$ 3,375	\$ 3,500	\$ 3,625	\$ 3,750	\$ 3,875	\$ 4,000	\$ 4,125	\$ 4,250
Asst. Softball	\$ 2,600	\$ 2,700	\$ 2,800	\$ 2,900	\$ 3,000	\$ 3,125	\$ 3,250	\$ 3,375	\$ 3,500	\$ 3,625	\$ 3,750	\$ 3,875	\$ 4,000	\$ 4,125	\$ 4,250
Asst. Track	\$ 2,550	\$ 2,650	\$ 2,750	\$ 2,850	\$ 2,950	\$ 3,050	\$ 3,150	\$ 3,275	\$ 3,400	\$ 3,525	\$ 3,650	\$ 3,775	\$ 3,900	\$ 4,025	\$ 4,150
Asst. Soccer	\$ 2,550	\$ 2,650	\$ 2,750	\$ 2,850	\$ 2,950	\$ 3,050	\$ 3,150	\$ 3,275	\$ 3,400	\$ 3,525	\$ 3,650	\$ 3,775	\$ 3,900	\$ 4,025	\$ 4,150
Asst. Cross Country	\$ 2,375	\$ 2,450	\$ 2,525	\$ 2,625	\$ 2,725	\$ 2,825	\$ 2,925	\$ 3,025	\$ 3,125	\$ 3,250	\$ 3,375	\$ 3,500	\$ 3,625	\$ 3,750	\$ 3,875

### Summer Pre-Season Practice – Maximum of 10 days of practices

Per day:	FB Head \$55	FB Asst. \$45	VB Head \$35	Soccer Head \$35	VB Asst \$25	Soccer Asst \$25	XC \$25								
<b>Coaches-Grade School – *One coach per grade level or team</b>															
7-8 Basketball Boys*	\$ 2,800	\$ 2,900	\$ 3,000	\$ 3,100	\$ 3,200	\$ 3,325	\$ 3,450	\$ 3,575	\$ 3,700	\$ 3,825	\$ 3,975	\$ 4,125	\$ 4,275	\$ 4,425	\$ 4,575
7-8 Basketball Girls*	\$ 2,800	\$ 2,900	\$ 3,000	\$ 3,100	\$ 3,200	\$ 3,325	\$ 3,450	\$ 3,575	\$ 3,700	\$ 3,825	\$ 3,975	\$ 4,125	\$ 4,275	\$ 4,425	\$ 4,575
6 B-Ball Boys (2 teams)*	\$ 2,200	\$ 2,275	\$ 2,350	\$ 2,425	\$ 2,500	\$ 2,600	\$ 2,700	\$ 2,800	\$ 2,900	\$ 3,000	\$ 3,125	\$ 3,250	\$ 3,375	\$ 3,500	\$ 3,625
6 B-Ball Girls (2 teams)*	\$ 2,200	\$ 2,275	\$ 2,350	\$ 2,425	\$ 2,500	\$ 2,600	\$ 2,700	\$ 2,800	\$ 2,900	\$ 3,000	\$ 3,125	\$ 3,250	\$ 3,375	\$ 3,500	\$ 3,625
7-8 Volleyball*	\$ 2,800	\$ 2,900	\$ 3,000	\$ 3,100	\$ 3,200	\$ 3,325	\$ 3,450	\$ 3,575	\$ 3,700	\$ 3,825	\$ 3,975	\$ 4,125	\$ 4,275	\$ 4,425	\$ 4,575
6 Volleyball (2 teams)*	\$ 2,100	\$ 2,175	\$ 2,250	\$ 2,325	\$ 2,400	\$ 2,500	\$ 2,600	\$ 2,700	\$ 2,800	\$ 2,900	\$ 3,025	\$ 3,150	\$ 3,275	\$ 3,400	\$ 3,525
6-8 Track Boys*	\$ 2,100	\$ 2,175	\$ 2,250	\$ 2,325	\$ 2,400	\$ 2,500	\$ 2,600	\$ 2,700	\$ 2,800	\$ 2,900	\$ 3,025	\$ 3,150	\$ 3,275	\$ 3,400	\$ 3,525
6-8 Track Girls*	\$ 2,100	\$ 2,175	\$ 2,250	\$ 2,325	\$ 2,400	\$ 2,500	\$ 2,600	\$ 2,700	\$ 2,800	\$ 2,900	\$ 3,025	\$ 3,150	\$ 3,275	\$ 3,400	\$ 3,525
6-8 Cross Ctry (2 coaches)	\$ 1,850	\$ 1,925	\$ 2,000	\$ 2,075	\$ 2,150	\$ 2,250	\$ 2,350	\$ 2,450	\$ 2,550	\$ 2,650	\$ 2,775	\$ 2,900	\$ 3,025	\$ 3,150	\$ 3,275
6-8 Wrestling (2 coaches)	\$ 1,900	\$ 1,975	\$ 2,050	\$ 2,125	\$ 2,200	\$ 2,300	\$ 2,400	\$ 2,500	\$ 2,600	\$ 2,700	\$ 2,825	\$ 2,950	\$ 3,075	\$ 3,200	\$ 3,325

### Associate Varsity Coaches \$1500 Flat Fee

**Summer Weights** \$3675 - Amount is split among the coaches who log summer hours with their athletes based on the % of their hours in the total hours logged.

Anyone who has more than fifteen (15) years experience will have \$100 added to his/her contract for each year over the fifteen (15) year salary level.

Administration, in the case of head coaches, may allow experience acquired outside the district. When advancing from assistant to head coach, only years experience with district shall be credited.

Teachers shall be placed on the extra duty schedule according to years of experience in that extra duty assignment in the district.

If a coach moves to another position within the same sport at either the high school or the grade school level:

- a) the coach, when moving to a higher level vertically, will not earn less than the previous year;      b) the coach, when moving to a lower level vertically, will not lose years of experience.

### Multiple Coaching Stipend Only persons employed by the school district with a start date prior to the 2012-2013 school year are eligible for the Multiple Coaching Stipend as outlined below.

Coaches of 2 sports will receive an additional \$400 on December 10<sup>th</sup> payday. Coaches of 3 sports will receive an additional \$700 on the December 10<sup>th</sup> payday

