

HERSCHER COMMUNITY UNIT SCHOOL DISTRICT #2

Kankakee County, Illinois

AGREEMENT BETWEEN THE BOARD OF EDUCATION AND THE U2CT

Effective July 1, 2015 – June 30, 2020

2015 – 2016
2016 – 2017
2017 – 2018
2018 – 2019
2019 – 2020

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 Definitions.....	7
3.2 General Provisions	7
3.3 Procedure.....	8
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	12
5.4 Information to the U2CT	12
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	16
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	Defining a Day of Leave.....	19
9.2	Sick Leave	19
9.3	Bereavement Leave	19
9.4	Leave of Absence Without Pay	19
9.5	FMLA (Leave of Absence with Pay).....	21
9.6	Uncompensated Sick Leaves of Absence	21
9.7	Personal and/or Emergency Leave	21
9.8	Right on Leave.....	21
9.9	Jury Duty Leave	22
9.10	Borrowed Sick Days.....	22
9.11	Paid Sick Days.....	22
9.12	Military Leave.....	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	24
10.5	Statement of Benefits	24
10.6	Salary for Part Time Employees	24
Article XI:	Assignment & Payment of Additional Duties or Responsibilities.....	25
11.1	Assignment and Creation of Duties or Responsibilities	25
11.2	Tuition Reimbursement	25
11.3	Preparation Days.....	25
11.4	Required Change in Room Assignments	26
11.5	Substituting	26
11.6	Detention and Tutoring Pay	26
11.7	Additional Classes & Noon Duty Supervision.....	27
11.8	District Committee Compensation	27
11.9	In-Service/Training Reimbursement	27

11.10	Mileage.....	28
11.11	Mentoring	28
11.12	Summer School/Night Class and Drivers Education	28
11.13	Athletic And Extra Curricular Workers.....	28
11.14	Co-Planning	28
11.15	Extended Contracts.....	29
11.16	Career and Technical Education Prep Time	30
11.17	Payment for Curriculum Work	30
11.18	Summer Athletic Camp Funding and Stipend	30
11.19	Music Department Support Position Stipends.....	30
11.20	Successful Grant Writing Recognition Stipend	31
11.21	Perfect Attendance Incentive	31
11.22	Subbing for an Administrator.....	31
Article XII:	Fringe Benefits.....	32
12.1	Group Insurance.....	32
12.2	Fringe Benefits for Households with Multiple Employees.....	32
12.3	Benefits for Part Time Employees.....	32
Article XIII:	Retirement Plan	33
13.1	Retirement Plan	33
13.2	Miscellaneous	33
Article XIV:	Salary Payment Schedule	35
14.1	Salary Raises	35
14.2	Salary Enhancements for Graduate Coursework.....	35
14.3	Salary for Newly Hired Licensed Employees Without Experience	36
14.4	Salary for Newly Hired Licensed Employees with Experience	36
Article XV:	Extra-Curricular & Coaching Payments	37
	2015 – 2020 Extra Curricular Payments.....	37
	2015 – 2020 Coaching Schedule	39
Article XVI:	Effect of Agreement	40
16.1	40
16.2	40
16.3	40

Article I: Recognition and Representation

1.1 Parties to the Agreement

This Agreement is made and entered into this 10th day of August, 2015, 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 licensed classroom teachers and Counselors, Librarians, and the Nurse of School District 2, excluding the position of Superintendent, principals, assistant principals, any teacher (other than the high school and middle school athletic director) engaged in managerial or supervisory responsibilities 50 percent or more of his/her working time and the athletic director holding an administrative license who does not have classroom responsibilities. Part time employees will be defined as those persons working less than 30 hours per week.

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 Definitions

Claim: A grievance is a claim that there has been a violation, misinterpretation, or misapplication of the terms of this Contract. Any item not included in this contract may not be grieved.

Grievant: A grievant is defined as:

- A member of the U2CT making the allegations;
- The Union acting through its designated representative(s) as the collective (bargaining) agent of the teachers as a group.

Time Limits: All references to time limits consist of school days, except when a grievance is submitted less than ten (10) days before the close of the current school year, time limits shall consist of all weekdays in order that matters may be resolved before the close of the school year or as soon thereafter as possible. School days for the purpose of grievance procedure shall mean mandatory attendance days.

If a grievance is not appealed to the next step or referred to arbitration within the specified time limit, it shall be considered settled on the basis of the last answer. If the District does not answer a grievance or an appeal thereof within the specified time limits, the Union may elect to treat the grievance as denied at that step and appeal the grievance to the next step. Time limits may be extended only by mutual agreement.

Union Representatives: A Union representative is defined as:

- Any building representative(s)
- Union Executive Board Officer(s)

3.2 General Provisions

Informal Resolution: The parties hereto acknowledge that it is usually most desirable for a teacher and his/her immediately involved supervisor to resolve problems through free and informal communications. A Union representative may accompany the Grievant upon request to assist in the informal resolution of the grievance. If, however, such informal processes fail to satisfy the Grievant or the Union, a formal grievance may be processed.

Union Participation: The Board acknowledges the right of the Union's grievance representative to participate in the processing of a grievance filed by the Grievant or the Union at any level. No Grievant shall be required to discuss any grievance if the Union's representative is not present.

At least one Union representative shall be present at any meetings, hearings, appeals, or other proceedings relating to a grievance, which has been formally presented by the Grievant or a member of the Union. Nothing contained herein shall be construed as limiting the right of any Grievant to discuss the matter informally with his/her supervisor and having the grievance adjusted without intervention by the Union, provided the adjustment is not inconsistent with this Contract or coercive.

Access to Information: The Board and the Administration shall provide information and materials as deemed necessary and cooperate with the Union until a satisfactory resolution is obtained and is agreed upon by all parties involved.

Reprisals: No reprisal of any kind shall be taken by the Board or the Administration against a Grievant because of his/her participation in a grievance procedure.

Released Time: If, in the opinion of the Administration, the investigation of processing of any grievance requires that a Grievant or a Union representative be released from his/her regular assignment, she/he may be released without loss of pay or benefits.

File: All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

Withdrawal of Grievance: A grievance may be withdrawn at any level without establishing precedent by the Grievant or the Union.

3.3 **Procedure**

Step One (Grievant/Union)

The filing of the grievance at the first stage must be within the (10) school days of the original occurrence of the grievance.

The written information contained in the filed grievance shall include:

- a description of the specific grounds of the grievance, including names, dates and places necessary for a complete understanding of the grievance;
- a listing of the provisions of this Contract which are alleged to have been violated, or misapplied;
- a listing of specific actions requested of the administration which will remedy the grievance.

The Grievant or the Union may present the grievance to the supervisor immediately involved who shall arrange for a meeting to take place within five (5) days after the receipt of the grievance. If the grievance involves the Union or a Union member, the named representative shall be present for the meeting with the Grievant and the immediately involved supervisor. The supervisor shall provide a written answer to the grievance to all parties concerned five (5) days after the meeting. This answer shall include a reason for the decision.

Step Two (Superintendent)

If the grievance is not resolved at Step One, then the Grievant shall refer the grievance to the Superintendent within five (5) days after receipt of the step one answer or within five (5) days after the Step One meeting, whichever is later.

The Superintendent shall arrange for a meeting with the representatives of the Union and the Grievant to take place within five (5) days of his/her receipt of the appeal. Each party shall have the right to include in its presentation such witnesses and legal representation as it deems necessary to develop facts pertinent to the grievance.

Upon conclusion of the hearing, the Superintendent shall have ten (10) days in which to provide his/her written decision with reasons to all parties concerned.

Step Three (Board)

If the grievance is not resolved at Step Two, the Grievant may refer the grievance to the Board within five (5) days after the receipt of the step two answer or within five (5) days after the step two meeting, whichever is later.

If all parties concerned agree, Steps One and Two of the grievance procedure may be accelerated and the grievance brought directly to the Board.

- The President of the Board shall arrange for a meeting with the representatives of the grievant at the time of the next regularly scheduled board meeting.
- If the matter is of such urgency as he/she deems necessary, the President may call a special meeting at his/her convenience to consider the grievance.
- Each party shall have the right to include in its presentation such witnesses and legal representation as it deems necessary to develop pertinent facts to the grievance.
- Upon conclusion of the hearing, the president of the Board shall have five (5) days in which to provide a written decision with reasons to all parties concerned.

Step Four (Arbitration Limitations)

If the grievance is not resolved at Step Three, the Union makes the decision to submit or not to submit the grievance to final and binding arbitration.

If a demand for arbitration is not filed by the Grievant within ten (10) days of the date for the Step Three decision, the grievance shall be deemed withdrawn.

- The arbitrator shall act in a judicial, not legislative, capacity and shall have no right to recommend to, amend, modify, nullify, ignore, add to or subtract from the provisions of this Contract. He/she shall only consider and make a decision with respect to the specific issue submitted, and shall have no authority to make a decision on any other issue not so submitted to him/her. The arbitrator shall be without power to make a decision contrary to or inconsistent with or modifying or varying in any way the application of statutory or decisional law or any rules and regulations having the force and effect of law.
- A decision by the arbitrator rendered consistent with the terms of this Contract shall be final and binding.

Arbitration Expenses: Expenses for the arbitrator's services shall be borne equally by the Board and the Union. However, each party shall be responsible for compensating its own representatives and witnesses. The cost of a record of the proceedings shall be borne by the party requesting same. Any additional charges made by the arbitrator as a result of a continuance or cancellation of the proceeding shall be borne by the party seeking the continuance or cancellation.

Arbitration Meetings and Hearing: All meetings and hearings shall occur, if possible, at times outside of the Grievant's normal working hours and shall be scheduled at times that are mutually agreeable to the Grievant, the Board, and the arbitrator.

Release Time, Arbitration Hearings:

- Grievant shall be granted release time to attend arbitration hearings, if held during school hours.
- All meetings and hearings shall occur, if possible, at times outside of the Grievant's normal working hours and shall be scheduled at times that are mutually agreeable to the grievant, the Board, and the arbitrator.

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 make 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. Whenever a teacher is requested to have a meeting with the administration that is disciplinary in nature, the teacher shall be informed in advance as to the topic of the conference so the teacher may determine if representation is necessary.
- C. A teacher shall be entitled to have present a representative of the Union during any meeting. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Union is present. Should disciplinary action be likely to occur at the given meeting, the teacher shall be advised immediately of said possibility and have the right of representation under the provision of this agreement.
- D. No tenured licensed staff member shall be called before the Board for disciplinary action, suspended or relieved of a stipend unless the specific grounds forming the basis for such action is given to the staff member in writing.

5.2 U2CT/Administrators' Meetings

The U2CT and the Board of Education, in an effort to foster better day-to-day communications and to achieve and maintain a mutually beneficial relationship through the use of a continuing communications program to effectively maintain stable labor-management relations shall have regularly scheduled meetings. The Superintendent and/or his/her designee(s) and a school board representative shall meet with representatives of the U2CT to discuss issues of mutual concern. Dates for these meetings (i.e.: the third Wednesday of the month) will be set for September, November, January, and May at the start of the school year with the understanding that dates may change.

Agenda items shall be exchanged by the Superintendent and U2CT president at least three (3) school days before each meeting. If agenda items are not received three (3) school days prior to the scheduled meeting then the meeting may be cancelled, or the meeting may be rescheduled at a mutually agreed upon time. 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.

Topics will be recorded as they are discussed. Any procedures or recommendations from these meetings will be communicated to the proper groups: Board of Education, U2CT Officers, and Superintendent. Drafts of the minutes will be refined by one representative from each party and then shared at the same time with all members of the proper groups.

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 or 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 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. Additionally, any teacher may make a request to his or her building principal for a change in the fifteen minutes before and fifteen minutes after school work day. Each building principal shall be empowered to approve or deny such flex time requests.

The length of a conventional half-work day is approximately 3 hours and forty-five (3:45) minutes. For HCUSD #2 school day defined as 7:45am – 3:20pm, teachers working a half-day in the morning will be relieved with appropriate substitute coverage at 11:30am, and teachers working a half-day in the afternoon will relieve their substitute coverage at 11:30am.

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 Elementary (K-4) teacher for a normal five-day work week. Middle school (5-8) and high school (9-12) 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.

Anonymous letters or materials shall not be placed in any teacher's personnel file. Matters pertaining to the grievance procedures shall not be included in any teacher's personnel file. Derogatory hearsay about a teacher shall not be placed in a teacher's personnel file.

A copy of any permanent material shall not be placed in a teacher's personnel file without a copy also being provided to the teacher. 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 teacher has the right to respond in writing and his/her response will be attached to the file copy.

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 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.

7.4 Notification of Assignment

It is the intent of HCUSD #2 that all employees will be given notice of their tentative assignments for the forthcoming year not later than June 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. This includes positions that are intended to be filled with transfer of employees within the district due to changes in enrollment or other programmatic reasons. E-mail notification of open positions, will be provided by the District Office. This notification is intended to reach all staff; however, under no circumstances is this e-mail notification process considered to be grievable.

Teachers may indicate interest for transfer to the vacant positions to the appropriate Building Principal of the position via e-mail. If transfers to another building are necessary due to changes in enrollment or other programmatic reasons, volunteers for transfer shall be considered first. If there are no volunteers, then teachers shall be transferred based upon certifications, merit and ability, relevant experience, and the needs of the students, or other factors considered by the administration.

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 the vacancy with a teacher applying within district shall be in writing to the teacher. 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-4 not to exceed 25
- 5-8 not to exceed 30
- 9-12 not to exceed a total of 150 student load (excluding 6th class assignments)

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 2, 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. For each academic year full time staff will be granted one year of seniority and part time teachers will be granted half a year of seniority.

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 will follow state law regarding the creation and implantation of the PERA committee. The law may be found at the following links:

<http://www.iasb.com/law/PERAoverview.pdf>

<http://ilga.gov/legislation/publicacts/96/PDF/096-0861.pdf>

and on the HCUSD#2 website.

Article IX: Leaves

9.1 Defining a Day of Leave

For the purpose of this collective bargaining agreement a day of leave (sick, bereavement, personal) covered under Article IX shall be defined as the amount of time an employee is contractually obligated to be at work.

Part-time employees will not be granted half-days of leave (sick, bereavement, personal).

9.2 Sick Leave

Each full-time/part-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.

9.3 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 two (2) days per occurrence for the visitation/wake and 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.

9.4 Leave of Absence Without Pay

- A. Leaves of absence may be granted without pay and benefits (i.e. Health Insurance) 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. While on an extended leave of absence without pay and benefits for Health related reasons (i.e. pregnancy or illness) an employee will not be allowed to continue to coach/sponsor any activities or athletics during the leave.
- C. Leaves of absence without pay and benefits 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 and benefits 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 of absence without pay and benefits 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 and benefits 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 benefits 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 and benefits, 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.

9.5 FMLA (Leave of Absence with Pay)

The Board and U2CT will follow state and federal law regarding an employee's FMLA rights. The law may be found at the following link <http://www.dol.gov/dol/topic/benefits-leave/fmla.htm> and on the HCUSD #2 website.

9.6 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.

9.7 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.

9.8 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.

9.9 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. Teachers shall communicate their status with the building principal or his/her designee once officially being notified to report for jury duty or released from jury duty. Teachers will be released from their job duties at least 45 minutes prior to the time given to report for jury duty. In lieu of a deduction the teacher may directly reimburse the district for the compensation received less travel allowance.

9.10 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**.

9.11 Paid Sick Days

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 notify the district payroll clerk via e-mail or letter by May 1st of their desire to take advantage of this benefit of \$40 per day. Payment for these days will be made in the last paycheck in June.

9.12 Military Leave

The Board will grant requests for leave of absence with pay for military training tours during the school year provided that the training tours are ordered by the military and not volunteered by the teacher. If The Board determines to grant a leave of absence with pay, however, the teacher will be compensated for the teaching dates missed at the higher salary (teacher or military) but not compensated for both.

Specifically, a teacher can be paid fully for teaching duties and then refund the District his/her pay from the military or have the teaching days “docked” and receive the entire pay from the military.

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. Paper checks shall be an option for all employees. Teachers must request a paper check in writing to the Payroll Clerk by August 31st.
- D. Instructional staff members are allowed one change to their direct deposit per year.
- E. Teachers shall have the option of the July and August payments included in the last payment in June.
- F. Employees shall be provided an accurate pay-stub for each payroll period on or before the payroll date. This pay-stub shall be provided electronically or if a paper check or paper stub is requested the employee will receive the pay check or pay stub in paper form. Paper checks and paper stubs will be sent in the first inter-office mail for each building on the appropriate pay day. If school is not in session then paper stubs and paper checks will be mailed.

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.

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. This increase in compensation will occur beginning with the school year immediately following the completion of this program.

10.5 Statement of Benefits

It is the intent of the district payroll clerk to provide a Statement of Benefits to all licensed U2CT employees five (5) days prior to the beginning of the school year. In order to ensure there are no errors in pay, it is the intent of all licensed employees to return a signed copy of their Statement of Benefits by August 30th or the preceding Friday if August 30th falls on a holiday or weekend. This section is non-greivable.

10.6 Salary for Part Time Employees

For the purpose of collective bargaining a part-time employee will receive salaries from Article XIV pro-rated based upon his/her percentage of employment during the regular school day.

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 and curriculum.

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. Employees on an extended contract may be granted their prep-days before this two week period.

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 - 4	\$16.00
5 - 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 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 (½ 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 an approved 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 and Drivers Education

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. Teachers will turn in a time sheet at the end of the course for compensation.

In the case of teachers who volunteer to teach drivers education during the school year outside of the school day or during the summer, said teacher(s) will be compensated \$30.00 per student contact hour. Teachers will turn in a time sheet at the end of each quarter and/or summer driving session.

It is understood that teacher(s) of such classes will be volunteers and will possess the State licensure 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. The guidance counselors will be paid a stipend of \$2,500 to be paid evenly over twenty-four (24) pay periods with the understanding that the guidance office will be open thirty (30) minutes prior to the school day and thirty (30) minutes after the school day.
 - 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. Any teacher serving as the District's RTI Coordinator will receive a \$2,500 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. A 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 \$5,000 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. Speech Pathologists
 - 1. All speech pathologists may 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 per day and paid evenly over twenty-four (24) pay periods.

- F. 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

All summer camps and hours must be pre-approved in writing by the Superintendent or his/her designee. One of the financial goals of the summer camps will be to break even. Thus, for approval of a summer camp that utilizes one of the District facilities and/or equipment, the coach of the respective team will prepare a breakdown of the expenses and anticipated revenue based on the number of projected camp attendees. With this breakdown the Superintendent, or his/her designee, will approve the budget for paying coaches and work with the coach to then break down the number of paid hours for each coach.

Summer camp coaches will be paid per hour for time spent with athletes/students with Head Coaches will be paid \$17.50 per hour and Assistant/Associate Coaches paid \$12.50 per hour. Coaches seeking reimbursement for hours worked must submit the proper extra pay paperwork to the unit office within thirty (30) days of the conclusion of camp. Should a coach not wish to be reimbursed then they need not submit any paperwork.

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

11.20 Successful Grant Writing Recognition Stipend

When a teacher writes a HCUSD #2 approved competitive grant, and that grant is funded, said teacher shall receive a recognition stipend of three percent (3%) of said grant. If more than one teacher collaborates in writing a successful grant, then the recognition stipend will be split among them. Bonuses are not limited to one grant per year. The three percent (3%) recognition stipend shall be paid upon receipt of the grant payments received by the district. The teacher(s) shall have the option of the recognition stipend paid in two (2) different tax years.

Once a teacher is notified that he or she has received a grant, the teacher shall fill out and submit the appropriate paperwork within ten (10) work days. The district shall then award the three percent (3%) recognition stipend within sixty (60) days of receipt of grant funds.

11.21 Perfect Attendance Incentive

Teachers will be provided credit toward the purchase of technology product(s), classroom supplies, professional development products, or credit toward the employee technology purchase plan on the following scale each year:

- No Sick Leave, No Personal Days, and No Unpaid Absences \$300
- One Sick Leave, Personal Day, or Unpaid Absence \$200
- Two Sick Leave Days, Personal Days, or Unpaid Absences \$100

In order to qualify, a teacher must return to the district the following year. Teachers who have met the eligibility requirement to participate in this program, even though the incentive shall be given during a school year beyond the term of this agreement, whether or not this benefit is included in any successor agreement, shall be granted the incentive.

11.22 Subbing for an Administrator

Should a teacher with administrative certification be required to fulfill administrative duties in the absence of an administrator then the teacher shall be compensated as follows:

- Full School Day Coverage \$150
- Half School Day Coverage \$75

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 \$700 per month for the length of this contract. 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.

12.2 Fringe Benefits for Households with Multiple Employees

In the event that two employees are legally married or civil union partners pursuant to 750 ILCS 75/1 et. seq., Herscher CUSD #2 will provide the option, for the employees that this section applies, to have their Board of Education paid health insurance premiums combined and applied towards a non-individual (ex. Single +1 or Family) insurance package.

12.3 Benefits for Part Time Employees

A part-time employee will not receive health/medical benefits unless they qualify under the current health plan. The requirements for qualification will be posted in all school buildings.

Article XIII: Retirement Plan

13.1 Retirement Plan

Salary Enhancement: Teachers who qualify under this plan, may elect salary enhancement for one (1) year. 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, 2017-2018, and 2018-2019 school year without salary enhancement but remaining on the salary schedule.
 - Teacher teaches the 2019-2020 with the 6% salary enhancement.
4. An eligible employee shall be removed from the salary schedule, and for the 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.

13.2 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

14.1 Salary Raises

For each year of the contract each employee shall receive a four-percent (4%) increase in his/her base pay over the previous year.

Example: In 2014-2015 a teacher was BS+0 with 5 years of experience earning \$32,700. Then his/her pay for each year of this contract assuming no graduate level coursework will be:

ACADEMIC YEAR	Raise	Salary
2014-2015		\$32,700
2015-2016	.04 * \$32,700 = \$1,308	\$34,008
2016-2017	.04 * \$34,008 = \$1,360	\$35,368
2017-2018	.04 * \$35,368 = \$1,415	\$36,783
2018-2019	.04 * \$36,783 = \$1,471	\$38,254
2019-2020	.04 * \$38,254 = \$1,530	\$39,784

14.2 Salary Enhancements for Graduate Coursework

When a teacher completes graduate coursework, he/she will receive salary enhancements in the academic year immediately following the completion of the required hours. When a teacher completes enough coursework for more than one enhancement (i.e. BS + 16 to MA), he/she shall receive the accumulation of all eligible enhancements at the same time.

Bachelor's Degree	+ 8 hours	+ 16 hours	+ 24 hours	Master's Degree	+ 12 hours	+ 24 hours	2nd Master's/ CAS/NBC
	+ \$500	+ \$500	+ \$500	+ 4.4% *	+ \$775	+ \$775	+ 2.7% *

* The 4.4% and 2.7% enhancements for the 1st and 2nd Master's Degrees respectively are of the previous year's base pay, provided the teacher was previously BS + 24 or MA + 24. Should a teacher complete a degree and was not a BS + 24 or MA + 24, the 4.4% and 2.7% enhancements will be on the previous year's base pay and any other enhancements the teacher completed.

Example: In 2014-2015, a teacher was BS+0 with 5 years of experience earning \$32,700. The teacher was working toward a Master's degree, completed 10 hours by the start of the 2016-2017 school year, 28 hours by the start of the 2017-2018 school year, and finished his/her degree by the start of the 2018-2019 school year.

Academic Year	Degree Level	Raise	Salary Enhancement	Salary
2014-2015	BS + 0			\$32,700
2015-2016	BS + 0	.04 * \$32,700 = \$1,308		\$34,008
2016-2017	BS + 10	.04 * \$34,008 = \$1,360	+ \$500	\$35,868
2017-2018	BS + 28	.04 * \$35,868 = \$1,434	+ \$1,000	\$38,302
2018-2019	MA	.04 * \$38,302 = \$1,532	.044 * \$38,302 = \$1,685	\$41,519
2019-2020	MA	.04 * \$41,519 = \$1,661		\$43,180

Example: In 2014-2015, a teacher was BS+0 with 5 years of experience earning \$32,700. The teacher was working toward a Master's degree, completed 5 hours by the start of the 2016-2017 school year, 16 hours by the start of the 2017-2018 school year, and finished his/her degree by the start of the 2018-2019 school year.

Academic Year	Degree Level	Raise	Salary Enhancement	Salary
2014-2015	BS + 0			\$32,700
2015-2016	BS + 0	.04 * \$32,700 = \$1,308		\$34,008
2016-2017	BS + 5	.04 * \$34,008 = \$1,360	+ \$0	\$35,368
2017-2018	BS + 16	.04 * \$35,368 = \$1,415	+ \$1000	\$37,783
2018-2019	MA	.04 * \$37,783 = \$1,511	+ \$500 + .044 * (\$37,783 + \$500) = \$1,684	\$41,478
2019-2020	MA	.04 * \$41,478 = \$1,659		\$43,137

14.3 Salary for Newly Hired Licensed Employees Without Experience

Newly hired licensed employees to HCUSD #2 who do not have experience and/or are not granted prior years of experience, shall be paid a starting salary as outlined below based upon his/her year of hire and educational level.

<i>Academic Year</i>	Bachelor's Degree	+ 8 hours	+ 16 hours	+ 24 hours	Master's Degree	+ 12 hours	+ 24 hours	2nd Master's/ CAS/NBC
2015-2016	\$30,804	\$31,304	\$31,804	\$32,304	\$33,804	\$34,579	\$35,354	\$36,254
2016-2017	\$31,420	\$31,920	\$32,420	\$32,920	\$34,420	\$35,195	\$35,970	\$36,870
2017-2018	\$32,048	\$32,548	\$33,048	\$33,548	\$35,048	\$35,823	\$36,598	\$37,498
2018-2019	\$32,689	\$33,189	\$33,689	\$34,189	\$35,689	\$36,464	\$37,239	\$38,139
2019-2020	\$33,343	\$33,843	\$34,343	\$34,843	\$36,343	\$37,118	\$37,893	\$38,793

14.4 Salary for Newly Hired Licensed Employees with Experience

Newly hired licensed employees to HCUSD #2 who have experience and are granted prior years of experience, shall be paid equivalent to the lowest paid teacher currently employed with the same years of experience and educational level. Should no teacher be currently employed with the same years of experience and educational level then the Superintendent or his/her designee shall work with the U2CT to determine the most appropriate placement.

Options shall include: (A) Looking for an employee previously employed in prior years who would have been equal to the new hire had he/she continued employment and increasing that salary appropriately; and (B) Look for a currently employee who is closest to the new hire's placement and adjusting that salary accordingly. If the current employee has the same years of experience and a different number of graduate hours, then the salary enhancement shall be added or subtracted accordingly. If the current employee has the same graduate hours but different years of experience, then the salary shall be increased or reduced by 4% appropriately.

Article XV: Extra-Curricular & Coaching Payments

2015 – 2020 Extra Curricular Payments

Grade School	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Grade School Yearbook position #1	\$542	\$552	\$564	\$575	\$586
Grade School Yearbook position #2	\$542	\$552	\$564	\$575	\$586
Media Services	\$465	\$474	\$484	\$494	\$503
Junior High School	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
AD- LMS With Out Release Time	\$4,114	\$4,196	\$4,280	\$4,365	\$4,453
AD- LMS With Release Time	\$2,056	\$2,097	\$2,139	\$2,182	\$2,226
Jr. High Student Council position #1	\$411	\$419	\$428	\$436	\$445
Jr. High Student Council position #2	\$411	\$419	\$428	\$436	\$445
LMS Math Team* (6 events) position #1	\$287	\$292	\$298	\$304	\$310
LMS Math Team* (6 events) position #2	\$287	\$292	\$298	\$304	\$310
Media Services	\$465	\$474	\$484	\$494	\$503
LMS Scholastic Bowl* (10 events)	\$287	\$292	\$298	\$304	\$310
LMS SEL Position #1	\$411	\$419	\$428	\$436	\$445
LMS SEL Position #2	\$411	\$419	\$428	\$436	\$445
LMS Spelling Team* (3 events)	\$287	\$292	\$298	\$304	\$310
LMS Speech Team* (1 event) position #1	\$530	\$541	\$552	\$563	\$574
LMS Speech Team* (1 event) position #2	\$530	\$541	\$552	\$563	\$574
High School	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
ACT Night Prep Class (2hrs & 2 teachers/per night)	\$54	\$55	\$56	\$57	\$59
AD-HHS With Release Time	\$9,551	\$9,742	\$9,937	\$10,136	\$10,339
Best Buddies	\$411	\$419	\$428	\$436	\$445
Computer Club	\$411	\$419	\$428	\$436	\$445
French Club	\$411	\$419	\$428	\$436	\$445
Freshmen Registration Night (3 teachers)	\$28	\$28	\$29	\$29	\$30
Interact Club##	\$1,298	\$1,324	\$1,351	\$1,378	\$1,405
Match Points* (1 event)	\$287	\$292	\$298	\$304	\$310
Math Team* (3 events)	\$287	\$292	\$298	\$304	\$310
Media Services	\$465	\$474	\$484	\$494	\$503
National Honor Society	\$920	\$938	\$957	\$976	\$996
Newspaper High School##	\$2,274	\$2,319	\$2,365	\$2,413	\$2,461
Peer Tutoring Coordination	\$2,081	\$2,122	\$2,165	\$2,208	\$2,252
Peer Tutoring Coordination & Supervision	\$3,101	\$3,163	\$3,226	\$3,291	\$3,356
Play – Fall	\$2,002	\$2,042	\$2,083	\$2,125	\$2,167
Play – Spring	\$2,002	\$2,042	\$2,083	\$2,125	\$2,167
Prom	\$812	\$828	\$845	\$862	\$879
SADD##	\$1,298	\$1,324	\$1,351	\$1,378	\$1,405
Scholastic Bowl* Varsity (14 events)	\$287	\$292	\$298	\$304	\$310
Scholastic Bowl* JV (11 events)	\$287	\$292	\$298	\$304	\$310
SEA##	\$1,298	\$1,324	\$1,351	\$1,378	\$1,405
Senior Class Sponsor #1	\$493	\$503	\$513	\$523	\$533
Senior Class Sponsor #2	\$493	\$503	\$513	\$523	\$533
Spanish Club	\$411	\$419	\$428	\$436	\$445
Speech Team* (no events)	\$287	\$292	\$298	\$304	\$310
Student Assistant Club	\$411	\$419	\$428	\$436	\$445
Student Council	\$2,760	\$2,815	\$2,872	\$2,929	\$2,988
Team Quest* (3 events)	\$287	\$292	\$298	\$304	\$310
Winter Ball	\$573	\$585	\$596	\$608	\$620
WYSE* (3 events)	\$287	\$292	\$298	\$304	\$310
Yearbook High School##	\$2,922	\$2,981	\$3,040	\$3,101	\$3,163

* 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

Grade School & Junior High	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Grade School Music Evening Concert*	\$65	\$67	\$68	\$69	\$71
LMS Band	\$730	\$745	\$760	\$775	\$791
LMS Chorus	\$465	\$474	\$484	\$494	\$503
LMS Band (as High School Asst.)	\$4,276	\$4,361	\$4,449	\$4,538	\$4,628
HHS Chorus	\$465	\$474	\$484	\$494	\$503
LMS Jazz Band (2 event min.)	\$255	\$260	\$265	\$271	\$276
LMS Orchestra	\$730	\$745	\$760	\$775	\$791
After School/Summer Music Lessons **	\$ 21/hr	\$ 21/hr	\$ 21/hr	\$ 21/hr	\$ 21/hr

High School	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
HHS Chorus	\$465	\$474	\$484	\$494	\$503
HHS Jazz Band##	\$3,626	\$3,699	\$3,773	\$3,848	\$3,925
HHS Marching Band Summer Camps	\$2,164	\$2,208	\$2,252	\$2,297	\$2,343
HHS Marching Camp Asst	\$1,948	\$1,987	\$2,027	\$2,067	\$2,109
HHS Orchestra (including strolling strings)##	\$1,039	\$1,060	\$1,081	\$1,103	\$1,125
HHS Show Choir###	\$3,626	\$3,699	\$3,773	\$3,848	\$3,925
HHS Band	\$5,520	\$5,631	\$5,743	\$5,858	\$5,975
After School/Summer Music Lessons **	\$ 21/hr	\$ 21/hr	\$ 21/hr	\$ 21/hr	\$ 21/hr

2015 – 2020 Coaching Schedule

Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Head Coaches-High School															
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	\$ 2,780	\$ 2,835	\$ 2,890	\$ 2,950	\$ 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
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Coaches-Grade School – *One coach per grade level or team

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 10th payday. Coaches of 3 sports will receive an additional \$700 on the December 10th payday

Article XVI: Effect of Agreement

16.1

This agreement shall become effective on July 1, 2015, and shall continue in effect until June 30, 2020. 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.

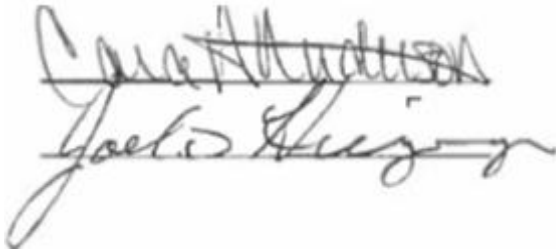
16.2

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.

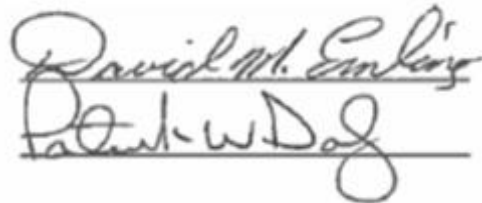
16.3

This agreement is signed this 10th day of August, 2015, in witness thereof:

FOR THE HERSCHER UNIT TWO
CLASSROOM TEACHERS

Two handwritten signatures in cursive script, one above the other, on a horizontal line. The top signature is partially crossed out with a horizontal line.

FOR THE BOARD OF EDUCATION
HERSCHER CUSD #2

Two handwritten signatures in cursive script, one above the other, on a horizontal line.