

**MEMORANDUM  
OF  
UNDERSTANDING  
EXTENDING COLLECTIVE BARGAINING AGREEMENT  
FOR ONE YEAR**

This Memorandum of Understanding ("MOU") is entered into by and between the Board of Education of Hinsdale Township High School District No. 86 ("the Board") and the Hinsdale High School Teachers Association ("HHSTA") (hereinafter referred to collectively as "the Parties").

**WHEREAS**, the Board and HHSTA are parties to a collective bargaining agreement ("CBA") that is in full force and effect until June 30, 2022; and

**WHEREAS**, the Parties desire to extend the CBA for one (1) year so that it will remain in full force and effect until June 30, 2023.

**NOW THEREFORE**, the Parties agree as follows:

1. **Duration (Article III)**. The CBA, including all language except as otherwise addressed below, shall be extended for one (1) calendar year through June 30, 2023.
2. **Internal Substitute Rate of Pay (Article V, 5.3)**. The rate of pay for internal substitution per class period shall be \$41.66 for the 2022-2023 School Year.
3. **Salary Schedule (Article X, 10.1)**. Attached to this MOU as **Exhibit A** is the salary schedule for the 2022-2023 School Year. Employees who are eligible for step movement shall move one step on the schedule for the 2022-2023 School Year.
4. **Longevity Stipend (Article X, 10.1)**. Commencing with the 2022-2023 school year, the longevity stipend set forth in Article 10.1 shall no longer be available and paid to Employees. Accordingly, all references to the longevity stipend shall be stricken from Article 10.1. However, Employees who have been approved for a retirement stipend pursuant to Article 16.1 of the CBA prior to July 1, 2023, shall not have the longevity stipend removed from their annual earnings; thus, said stipend will remain in their TRS creditable earnings for the purpose of calculating a salary increase of 6% over their prior year's TRS creditable earnings.

**5. Extra-Curricular Activities (Article XI).**

- 11.2.** Special activities of groups and organizations requiring Employees' services during non-school time, but excluding the compensated sponsors of such group, shall be compensated on the following basis:

**11.2.1**

| <u>School Year</u> | <u>Up to 4 hours</u> | <u>4-13 Hours</u> | <u>13-24 Hours</u> |
|--------------------|----------------------|-------------------|--------------------|
| 2022-2023          | \$78.80              | \$19.69/hour      | \$255.95           |

- 11.3** Employees who accept assignments as ticket sellers, ticket takers or related responsibilities at athletic events will be paid at the rate of \$78.80 for the 2022-2023 School Year.

**11.4** Compensation for Extra-Curricular Assignments.

The following schedule will be the basis of payment for the various positions listed for the 2022-2023 School Year.

| <b>Clubs/Activities Pay Schedule 2022-23</b> |                |                |                |                |                |                |                |                |                |                |
|----------------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
|                                              | <b>Group A</b> | <b>Group B</b> | <b>Group C</b> | <b>Group D</b> | <b>Group E</b> | <b>Group F</b> | <b>Group G</b> | <b>Group H</b> | <b>Group I</b> | <b>Group J</b> |
| <b>Years</b>                                 | <b>0.02</b>    | <b>0.03</b>    | <b>0.04</b>    | <b>0.05</b>    | <b>0.06</b>    | <b>0.08</b>    | <b>0.1</b>     | <b>0.12</b>    | <b>0.14</b>    | <b>0.16</b>    |
| 1                                            | \$ 977         | \$1,465        | \$1,953        | \$2,442        | \$2,930        | \$3,906        | \$4,883        | \$ 5,860       | \$ 6,836       | \$ 7,813       |
| 2                                            | \$1,017        | \$1,525        | \$2,033        | \$2,542        | \$3,050        | \$4,067        | \$5,083        | \$ 6,100       | \$ 7,117       | \$ 8,133       |
| 3                                            | \$1,058        | \$1,588        | \$2,117        | \$2,646        | \$3,175        | \$4,233        | \$5,292        | \$ 6,350       | \$ 7,409       | \$ 8,467       |
| 4                                            | \$1,102        | \$1,653        | \$2,203        | \$2,754        | \$3,305        | \$4,407        | \$5,509        | \$ 6,610       | \$ 7,712       | \$ 8,814       |
| 5                                            | \$1,147        | \$1,720        | \$2,294        | \$2,867        | \$3,441        | \$4,588        | \$5,735        | \$ 6,882       | \$ 8,029       | \$ 9,176       |
| 6                                            | \$1,194        | \$1,791        | \$2,388        | \$2,985        | \$3,582        | \$4,776        | \$5,970        | \$ 7,163       | \$ 8,357       | \$ 9,551       |
| 7                                            | \$1,243        | \$1,864        | \$2,486        | \$3,107        | \$3,729        | \$4,971        | \$6,214        | \$ 7,457       | \$ 8,700       | \$ 9,943       |
| 8                                            | \$1,294        | \$1,941        | \$2,588        | \$3,235        | \$3,881        | \$5,175        | \$6,469        | \$ 7,763       | \$ 9,057       | \$10,351       |
| 9                                            | \$1,347        | \$2,020        | \$2,694        | \$3,367        | \$4,041        | \$5,387        | \$6,734        | \$ 8,081       | \$ 9,428       | \$10,775       |
| 10                                           | \$1,402        | \$2,103        | \$2,804        | \$3,505        | \$4,206        | \$5,609        | \$7,011        | \$ 8,413       | \$ 9,815       | \$11,217       |
| 11                                           | \$1,460        | \$2,189        | \$2,919        | \$3,649        | \$4,379        | \$5,838        | \$7,298        | \$ 8,757       | \$10,217       | \$11,676       |
| 12                                           | \$1,519        | \$2,279        | \$3,039        | \$3,799        | \$4,558        | \$6,078        | \$7,597        | \$ 9,117       | \$10,636       | \$12,155       |
| 15                                           | \$1,899        | \$2,659        | \$3,419        | \$4,178        | \$5,318        | \$6,837        | \$9,117        | \$10,636       | \$12,155       | \$13,675       |

## 11.5 Compensation for Athletics.

The following schedule will be the basis of payment for the various athletic coaching positions listed for the 2022-2023 School Year.

| Athletics Pay Schedule 2022-23 |         |         |         |         |         |         |         |         |          |          |          |          |          |          |          |          |
|--------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|
|                                | Group B | Group C | Group D | Group E | Group F | Group G | Group H | Group I | Group J  | Group K  | Group L  | Group M  | Group N  | Group O  | Group P  | Group Q  |
| Years                          | 0.0423  | 0.0573  | 0.0673  | 0.0923  | 0.095   | 0.0973  | 0.105   | 0.1073  | 0.1123   | 0.115    | 0.1173   | 0.125    | 0.1273   | 0.1373   | 0.1473   | 0.1573   |
| 1                              | \$2,066 | \$2,798 | \$3,286 | \$4,507 | \$4,639 | \$4,751 | \$5,127 | \$5,240 | \$ 5,484 | \$ 5,616 | \$ 5,728 | \$ 6,104 | \$ 6,216 | \$ 6,704 | \$ 7,193 | \$ 7,681 |
| 2                              | \$2,150 | \$2,913 | \$3,421 | \$4,692 | \$4,829 | \$4,946 | \$5,337 | \$5,454 | \$ 5,709 | \$ 5,846 | \$ 5,963 | \$ 6,354 | \$ 6,471 | \$ 6,979 | \$ 7,488 | \$ 7,996 |
| 3                              | \$2,238 | \$3,032 | \$3,561 | \$4,884 | \$5,027 | \$5,149 | \$5,556 | \$5,678 | \$ 5,943 | \$ 6,086 | \$ 6,207 | \$ 6,615 | \$ 6,736 | \$ 7,266 | \$ 7,795 | \$ 8,324 |
| 4                              | \$2,330 | \$3,156 | \$3,707 | \$5,084 | \$5,233 | \$5,360 | \$5,784 | \$5,911 | \$ 6,186 | \$ 6,335 | \$ 6,462 | \$ 6,886 | \$ 7,012 | \$ 7,563 | \$ 8,114 | \$ 8,665 |
| 5                              | \$2,426 | \$3,286 | \$3,859 | \$5,293 | \$5,448 | \$5,580 | \$6,021 | \$6,153 | \$ 6,440 | \$ 6,595 | \$ 6,727 | \$ 7,168 | \$ 7,300 | \$ 7,874 | \$ 8,447 | \$ 9,021 |
| 6                              | \$2,525 | \$3,421 | \$4,018 | \$5,510 | \$5,671 | \$5,808 | \$6,268 | \$6,405 | \$ 6,704 | \$ 6,865 | \$ 7,002 | \$ 7,462 | \$ 7,599 | \$ 8,196 | \$ 8,793 | \$ 9,390 |
| 7                              | \$2,629 | \$3,561 | \$4,182 | \$5,736 | \$5,904 | \$6,046 | \$6,525 | \$6,668 | \$ 6,979 | \$ 7,146 | \$ 7,289 | \$ 7,768 | \$ 7,911 | \$ 8,532 | \$ 9,154 | \$ 9,775 |
| 8                              | \$2,736 | \$3,707 | \$4,354 | \$5,971 | \$6,146 | \$6,294 | \$6,793 | \$6,941 | \$ 7,265 | \$ 7,439 | \$ 7,588 | \$ 8,086 | \$ 8,235 | \$ 8,882 | \$ 9,529 | \$10,176 |
| 9                              | \$2,849 | \$3,859 | \$4,532 | \$6,216 | \$6,398 | \$6,552 | \$7,071 | \$7,226 | \$ 7,563 | \$ 7,744 | \$ 7,899 | \$ 8,418 | \$ 8,573 | \$ 9,246 | \$ 9,920 | \$10,593 |
| 10                             | \$2,966 | \$4,017 | \$4,718 | \$6,471 | \$6,660 | \$6,821 | \$7,361 | \$7,522 | \$ 7,873 | \$ 8,062 | \$ 8,223 | \$ 8,763 | \$ 8,925 | \$ 9,626 | \$10,327 | \$11,028 |
| 11                             | \$3,087 | \$4,182 | \$4,911 | \$6,736 | \$6,933 | \$7,101 | \$7,663 | \$7,831 | \$ 8,195 | \$ 8,392 | \$ 8,560 | \$ 9,122 | \$ 9,290 | \$10,020 | \$10,750 | \$11,479 |
| 12                             | \$3,214 | \$4,353 | \$5,113 | \$7,012 | \$7,217 | \$7,392 | \$7,977 | \$8,152 | \$ 8,532 | \$ 8,737 | \$ 8,911 | \$ 9,496 | \$ 9,671 | \$10,431 | \$11,191 | \$11,950 |
| 15                             | \$4,733 | \$5,873 | \$6,632 | \$8,532 | \$8,737 | \$8,911 | \$9,496 | \$9,671 | \$10,051 | \$10,256 | \$10,431 | \$11,016 | \$11,191 | \$11,950 | \$12,710 | \$13,470 |

## 11.6 Compensation for Intramurals.

For each intramural activity directed, sponsors will be compensated at the rates set forth in the table below:

| Intramurals | 2022-23    |
|-------------|------------|
| 1-3 Years   | \$2,929.85 |
| 4-6 Years   | \$3,418.16 |
| 7-9 Years   | \$3,906.47 |
| 10+ Years   | \$4,394.78 |

## 6. Summer School (Article XII).

### 12.2 Compensation for summer school employment for Employees shall be made on the following basis:

The Employee's first summer of such employment shall be paid at the rate of \$47.92 per hour for summer school following the 2022-2023 School Year. The Employee's summer of such employment after his/her first summer shall be paid at the rate of \$58.46 per hour for summer school following the 2022- 2023 School Year.

### 12.4 Compensation for Employees for summer work assigned for summer curriculum projects and other approved professional work, other than summer school shall be \$44.28 per hour for the summer following the 2022-2023 School Year.

7. **Retirement Program (Article XVI, 16.2).** For the 2022-2023 school year, Article 16.2, *Retirement Program Procedures*, shall be amended so that an Employee must submit an irrevocable letter of intent to retire to the Superintendent no later than January 1, 2023, setting forth a desired retirement date at the end of a School Year not later than June 30, 2026.
8. **Deferred Compensation Program (Article XVI, 16.5.3).** For the 2022-2023 School Year, the contributions shall be equal to 0.5% of the Employee's annual salary shown on the salary schedule set forth on **Exhibit A** of this MOU.
9. **Effective Date / Termination Date.** This MOU is effective immediately upon ratification and receipt of signatures of both Parties and shall terminate on June 30, 2023.

IN WITNESS WHEREOF, the PARTIES hereto have set their hands and seals as of the dates written below.

  
\_\_\_\_\_  
President, Board of Education

1/13/2022  
Date

  
\_\_\_\_\_  
HHSTA President

1/11/2022  
Date

## **EXHIBIT A**

### **HHSTA Salary Schedule 2022-23**

| <b>STEP</b> | <b>BA</b> | <b>MA</b> | <b>MA+30</b> | <b>MA+60</b> |
|-------------|-----------|-----------|--------------|--------------|
| 1           | \$57,632  | \$ 65,021 |              |              |
| 2           | \$59,847  | \$ 68,345 |              |              |
| 3           | \$62,065  | \$ 71,670 | \$ 76,103    | \$ 82,444    |
| 4           | \$64,282  | \$ 74,995 | \$ 79,429    | \$ 85,770    |
| 5           | \$66,498  | \$ 78,319 | \$ 82,753    | \$ 88,591    |
| 6           | \$68,715  | \$ 81,645 | \$ 86,077    | \$ 91,523    |
| 7           | \$70,193  | \$ 84,969 | \$ 89,402    | \$ 94,573    |
| 8           |           | \$ 88,294 | \$ 92,727    | \$ 97,735    |
| 9           |           | \$ 91,619 | \$ 96,052    | \$101,025    |
| 10          |           | \$ 94,944 | \$ 99,377    | \$104,444    |
| 11          |           | \$ 98,269 | \$102,701    | \$107,997    |
| 12          | \$84,231  | \$101,594 | \$106,027    | \$111,684    |
| 13          | \$85,601  | \$104,919 | \$109,353    | \$115,515    |
| 14          |           | \$108,243 | \$112,794    | \$119,499    |
| 15          |           | \$111,568 | \$116,935    | \$123,641    |
| 16          |           | \$114,893 | \$121,231    | \$127,933    |
| 17          |           | \$118,995 | \$125,699    | \$132,403    |
| 18          |           | \$122,895 | \$129,597    | \$136,303    |
| 19          |           | \$124,894 | \$133,293    | \$138,907    |
| 20          |           |           | \$135,460    | \$141,166    |