

# **CONTRACT AGREEMENT**

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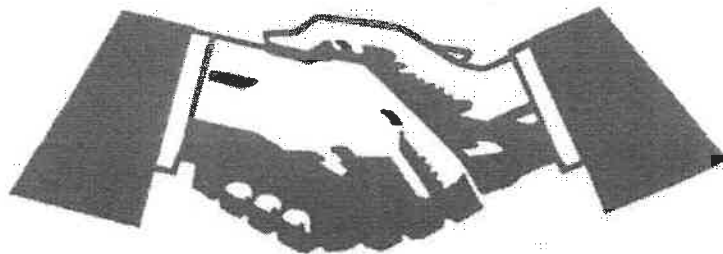
**Board of Education  
Hillsboro Community Unit School District No. 3  
Hillsboro, IL**

and the

**Hillsboro Unit Education Association  
Local 4135**

**An Affiliate of the  
American Federation of Teachers  
AFL-CIO**

**2024-2028**



# Contents

Article I - <b>Recognition</b> .....	3
Article II - <b>Negotiations Procedure</b> .....	3
Article III - <b>Teacher and Union Rights</b> .....	4
Right of Representation.....	4
Personnel File .....	4
Academic Freedom .....	4
Right to Organize .....	5
Dues Deduction.....	5
Meetings, Notices, and General Information .....	6
Article IV - <b>Class Size and Work Day</b> .....	7
Teacher Workloads .....	7
Teacher Work Day .....	7
Notification of Assignment.....	8
Homebound Tutoring.....	8
Supervisory Duties .....	8
Summer School.....	8
Grade Submission Timeline .....	8
Volunteer Substitute .....	9
Special Education.....	9
Article V - <b>Teacher Evaluation</b> .....	9
Article VI - <b>Leaves</b> .....	11
Sick Leave and Sick Leave Bank .....	11
Sick Leave Incentive.....	13
Personal Leave .....	14
Parental Leave .....	15
Union Leave .....	15
Professional Conferences and Workshops.....	16
Leave of Absence.....	16
Bereavement Leave.....	16
Post-FMLA Leave.....	17
IEP Leave.....	17
Article VII - <b>Grievance Procedure</b> .....	17
Article VIII - <b>Teacher Termination</b> .....	19
Reduction in Force .....	19

<b>Article IX - Salary and Fringe Benefits</b> .....	20
Insurance .....	20
Retirement Bonus .....	22
Professional Development .....	23
Severance Pay .....	24
National Board Certification/Compensation .....	24
<b>Article X - Effect of Agreement</b> .....	25
Salary Schedules A .....	28
Salary Schedule B .....	32

## **ARTICLE I**

### **RECOGNITION**

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

## **ARTICLE II**

### **NEGOTIATIONS PROCEDURE**

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

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

### **ARTICLE III**

#### **TEACHER AND UNION RIGHTS**

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

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

##### **3.2 Personnel File**

Each teacher shall have the right, upon request, to review the contents of his/her personnel file and to place therein written reactions to any of its contents, excluding confidential materials received prior to employment. The review of the personnel file should be completed during normal business hours and not interrupt the operations of the district.

##### **3.3 Academic Freedom**

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

scholarly and objective manner, and assuming that all discussions shall be maintained within the outlines of appropriate course content, be pedagogically justifiable, and be subject to standards of good taste of the administration and Board of Education.

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

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

#### 3.4 Right to Organize

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

#### 3.5 Dues Deduction

The Board shall deduct from each teacher's pay the current dues of the Union. The amount of which shall annually be certified by the Union. The new amount for payroll deduction shall be given to the Unit Office by the first week of October of any year. If a teacher resigns prior to September 1 of any year, the Board shall deduct the unpaid portion of the annual dues from the employee's final paycheck. All dues deducted by the Board shall be remitted to the Union no later than ten (10) days after such deductions are made.

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

### 3.6 Meetings, Notices and General Information

- a. The Union shall have the right to hold a reasonable number of meetings on School District property after regular school hours provided such meetings in no way interfere with any aspect of the instructional program. Any out-of-pocket expenses to the district resulting from such meetings will be borne by the Union. As appropriate, given School District policy, such meetings will be scheduled with the district office or local school.
- b. The Union shall have the right to use faculty mailboxes and other intra-district communication channels for a reasonable volume of appropriate announcements relating to the conduct of the negotiating agent's business on behalf of the members of the negotiating unit. All material so disseminated through school channels is subject to the approval of the Superintendent or his/her designee.
- c. The Board shall make available to the Union President the following documents and kinds of information as they are received, completed, or compiled, or as otherwise indicated:
  - 1) Board agendas;
  - 2) Official minutes of Board meetings;
  - 3) Individual school policy manuals and revisions;
  - 4) Board policy manual and revisions;
  - 5) Annual auditor's report and Management Letter;
  - 6) Current fiscal year budget;
  - 7) Statistical information pertaining to step placement, salary lane placement, extended service, and present insurance coverage of all certified employees covered by this Agreement;
  - 8) Lists, including home addresses and telephone numbers, with an update list of new employees given to the Union quarterly (October, December, February, and April) as employed by the Board, of those employees that would be members of the bargaining unit covered by this Agreement;
  - 9) Any and all information, statistics, and records which may be relevant to negotiations or necessary for the proper enforcement of the terms of this Agreement, as requested by the Union, as are open to the public by law.
  - 10) Budget summaries when changes occur.

- 3.7 Space will be provided for the Union files and records on the basis of availability.
- 3.8 Prior to the development of the school calendar, the Board or its designee shall meet with teachers from each building appointed by the Union to exchange ideas concerning the calendar.

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

## ARTICLE IV

### CLASS SIZE AND WORK DAY

#### 4.1 Teacher Workload

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

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

#### 4.2 Teacher Work Day

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

- a. The Superintendent or his/her designee shall have the right to assign each teacher PreK to 8th grade to one (1) school sponsored event per each school year. The Superintendent or his/her designee shall also have the right to assign each teacher 9th to 12th grade to two (2) school sponsored events per each school year. Teachers shall be given 30 days notice of such assignments, unless the event occurs within the first 30 days of the school year. Any additional assignments shall be optional and compensated at a rate of .1% of the base salary per hour per event.

- b. It is agreed and understood that class related events; academic related events; class related trips; faculty meetings with building principals; parent-teacher conferences; and school sponsored open houses are within the teaching duties of the teacher for which no additional compensation is to be paid. Meetings with administrators other than faculty meetings are not within the teaching duties of the teacher. If a teacher is required to be in attendance at a staffing past the eighth consecutive hour of work, the teacher will be compensated at the rate of .1% of the base salary per hour in quarter hour increments.
- c. Teachers who are assigned curriculum and other school improvement work outside the normal work day will be compensated at the rate of .1% of the base salary per hour.

#### 4.3 Notification of Assignment

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

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

#### 4.4 Homebound Tutoring

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

#### 4.5 Supervisory Duties

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

#### 4.6 Summer School

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

#### 4.7 Grade Submission Timeline

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

#### 4.8 Volunteer Substitute

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

#### 4.9 Special Education

Upon receipt of the IEP Master Schedule, special education teachers shall be provided a period of 14 calendar days to offer feedback, recommendations, and corrections to the special education program coordinator. If no IEP Master Schedule is produced, the preceding language shall be inoperable.

At the beginning of the year, the Union and the District will identify positions that qualify as Extraordinary Care. Teachers holding these positions are responsible for meeting the child's basic needs including but not limited to tasks such as communication, diapering, changing clothing, assisting with bathroom usage or other bodily functions, managing outbursts that consistently result in physical harm, and being the student's main source of interaction with peer and other staff. Each year, teachers who serve as Extraordinary Care will receive an additional \$200 per semester.

### ARTICLE V

#### TEACHER EVALUATION

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

For each tenured teacher who received either an "excellent" or "proficient" summative rating in his/her last performance evaluation, a minimum of two observations are required during the three year cycle in which the current

evaluation is conducted, one of which must be a formal observation. The summative evaluation shall be completed by March 15 of that school year.

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

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

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

- 5.3 Results of the minimum number of formal classroom observations provided for in Section 5.1 above shall be in writing, with a copy to be given to the teacher.

- 5.4 The teacher shall have the right to submit an explanation or other written statement regarding any evaluation for inclusion in his/her personnel file within 10 school days of the summative evaluation conference.

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

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

- 5.7 Effect of Leaves on Evaluation

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

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

## 5.8 Consulting Teacher

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

## ARTICLE VI

### LEAVES

#### 6.1 Sick Leave and Sick Leave Bank

##### a. Annual Sick Leave

Each full-time teacher shall be entitled to twelve (12) days sick leave per school year without loss of pay. Part-time teachers will receive sick leave on a pro-rata basis. Sick leave can be used as defined in the Illinois School Code. If any teacher does not use the full amount of annual sick leave thus allowed, the unused amount shall have unlimited accumulation. The Superintendent or his/her designee may request a statement by a physician or spiritual advisor as a basis for pay for sick leave taken the day before or the day after a holiday. A doctor's note will be required after three consecutive days or as the Board may deem necessary in other cases. A teacher may not use a fractional percent less than one quarter day for sick leave. Fractional portions less than one-quarter day will be considered one-quarter day sick leave.

##### b. Sick Leave Bank

1. The Board of Education, Hillsboro Community Unit School District in agreement with the Hillsboro Unit Education Association, has established a Sick Leave Bank (Bank) on a voluntary basis. The purpose of the Bank is to have sick days available for certified employees in the event of a catastrophic illness, surgery, and a temporary disability requiring extended hospitalization or home confinement. Normal pregnancy, child-care, or elective surgery, is not considered to be valid reasons for use of the Sick Leave Bank.
2. Any certified employee of Unit District #3 who is eligible for sick leave is entitled to join the Sick Leave Bank when he/she has 20 days accumulated Sick Leave. The certified employee must join the Sick Leave Bank in the first year he becomes eligible.
  - a. Eligibility - Any member must apply to join the Sick Leave Bank on or before September 15 of his/her first year of eligibility.

- b. Resignation - Resignation from the Sick Leave Bank must be in writing to the Control Committee before September 15. Any member resigning will forfeit days donated to the Sick Leave Bank and will become ineligible for any future benefits through participation in the Sick Leave Bank.
  - c. Retiring teachers will be permitted to add unused and uncompensated sick leave into the Sick Leave Bank upon retirement.
3. A Control Committee shall be comprised of two Union appointees and two Board Appointees. The Committee will design necessary forms, keep track of the number of days expended and on reserve, and will submit reports to the Superintendent as indicated by the Contract and HUEA Executive Board.
- a. The Control Committee shall meet annually. The Control Committee may also meet at the request of the Unit Superintendent.
  - b. Resignation - When a Control Committee member cannot attend a meeting due to illness or a move from the Unit, the Control Committee will ask the group represented by the Committee member to appoint a new representative to complete the term of office.
4. Each teacher joining the Sick Leave Bank shall donate two (2) days in each of the first two years of membership to the Bank. In addition to these days, a member shall transfer the necessary maintenance days.

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

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

5. The certified employee must have exhausted his/her own sick leave days before he/she may draw from the Bank. Should the application to the Sick Leave Bank be approved, there would be a one-day lapse between the member's sick leave expiration and the continuation of the Sick Leave Bank benefits where the employee shall lose per diem wage for the one intervening day. A previously covered illness requiring up to one additional day for a doctor's visit will be permitted the member through Sick Leave Bank Benefits under this provision.
6. A request to use sick bank days must be submitted in writing to the Superintendent or his/her designee; in turn, this form will be submitted to the

Control Committee for acceptance or rejection. In addition, a physician's statement must accompany the request.

- a. Physician's Statement - The physician's statement must contain beginning date of illness, cause of illness, and expected duration of illness.
  - b. Written Report - When an application for sick leave is considered, whether such application is approved or rejected, a written report will be sent to the applicant and a copy of the report will be filed with the Unit Superintendent.
  - c. Appeal - If an application is considered and rejected, the applicant would have the right to appear in person at the Control Committee meeting to appeal the decision. However, the Control Committee will make the final decision.
7. The employee use of days from the Bank will be for the period of contractual obligation. The members of the Control Committee shall determine the number of days to be granted in each individual application. The Control Committee can authorize up to the following maximum days to be withdrawn from the Bank: a) those certified employees who have been a member of the Bank for less than one year—a maximum of 25 days; b) those certified employees who have been a member of the Bank for more than one year, but not more than three years—a maximum of 50 days; c) those certified employees who have been a member of the Bank for more than four years—a maximum of 150 days. If a member commences to draw benefits under TRS for disability, the member shall cease to draw benefits from the Bank.
8. An initial five (5) year period will begin the day the member uses the first day from the Bank and will end on the five (5) year anniversary date of said first withdrawal. During this five (5) year period, the member may only use one hundred-fifty (150) total days. After the expiration of the initial five (5) year period, members are again eligible to draw to a maximum of one hundred-fifty (150) days for a second five (5) year period. The second five (5) year period will begin on the date of the first withdrawal and end on the five (5) year anniversary date thereof. Thereafter, the member would be eligible for another five (5) year period until the employee is no longer a member of the Bank or employed by the School District.

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

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

c. Sick Leave Incentive

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

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

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

- 20 years of TRS service credit - up to 50% match of accumulated sick days
- 25 years of TRS service credit - up to 75% match of accumulated sick days
- 29 years of TRS service credit - up to 100% match of accumulated sick days

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

6.2 Personal Leave

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

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

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

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

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

Use of sick leave as additional personal leave shall require the approval of the Superintendent or his/her designee.

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

### 6.3 Parental Leave

Parental leave shall be granted upon teacher request. If parental leave is desired, the teacher shall arrange for a meeting with the Building Principal, the Superintendent or his/her designee, and representative of the Union if said representative is requested by the teacher. A statement must be submitted in writing to the Superintendent stating the period for which the teacher shall be absent, and including the anticipated return to work date. If sick leave benefits are to be used during a parental leave, documentation from a physician or spouse/partner's physician may be requested by the district.

### 6.4 Union Leave

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

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

## 6.5 Professional Conference and Workshops

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

## 6.6 Leave of Absence

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

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

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

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

## 6.7 Bereavement Leave

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

portions less than one-half day will be considered one-half day bereavement leave. Per the Family Bereavement Leave Act, any paid bereavement leave or paid sick leave will count toward the number of unpaid leave days the employee is eligible to use under the Family Bereavement Leave Act.

#### 6.8 Post-FMLA Appointment Leave

If an employee expends all banked leave through an FMLA, the District shall grant an additional 2 days of appointment leave following the employee's return to work, which can be expended in ½ day increments. This leave may only be used for appointments (legal, medical, etc.) related to the reason for the FMLA leave. The teacher shall provide documentation to the Superintendent or his/her designee of each appointment to claim this leave. Appointment leave does not carry over between school years and nor shall it be applied to TRS accumulation.

#### 6.9 IEP Leave

The Superintendent or his/her designee shall grant leave each school year to Special Education teachers for the purpose of completing Individualized Education Programs (IEPs) and associated paperwork. If a teacher has 15 or fewer students on their caseload, two (2) days of leave shall be granted. If a teacher has more than 15 students on their caseload, three (3) days of leave shall be granted. Under extraordinary circumstances, the Superintendent or his/her designee may grant additional days. Teachers may expend leave in no less than half day increments.

IEP leave will be governed by the following control mechanisms:

- IEP leave may be requested only for Tuesdays, Wednesdays, and Thursdays.
- A teacher must request the leave for pre-approval one week in advance.
- A teacher using IEP leave must be present in a District facility.

Additionally, if the IEP leave is canceled by administration and not rescheduled within five (5) school days, the employee will be compensated at the current daily rate paid to substitute teachers.

## ARTICLE VII

### GRIEVANCE PROCEDURE

- 7.1 A grievance shall mean only a complaint that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provision(s) of this Agreement.
- 7.2a. Every teacher covered by this Agreement shall have the right to present grievances in accordance with these procedures. The teacher may have the

building representative of the Union present at any step of the grievance if he/she so desires.

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

shall be the Arbitrator. The decision of the Arbitrator shall be binding on the parties.

- e. Expenses of the Arbitrator's services shall be borne equally by the School District and the Union.
  - f. The Arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented in writing by the School District and the Union and his/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.
- 7.4 If the Union or any teacher files any claim or complaint in any form other than under the grievance procedure of this Agreement, then the School District shall not be required to process the same claim or set of facts through the grievance procedure.

## **ARTICLE VIII**

### **TEACHER TERMINATION**

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

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

- 1) The Union and the Board agree that attrition by retirement or resignation shall be the first method of reduction in certificated positions.

- 2) The district shall develop annually a seniority listing. Said listing shall be given to the Union and posted in each teacher's lounge or workroom on or before October 15. The Unit Office is to be notified in writing of any errors within 20 days after the list is posted.
- 3) Reduction in force and recall of teachers shall be as provided by law.
- 4) Teachers who are placed in the same grouping shall be released by criteria in the following order until the tie is broken.
  - a) length of full-time continuous teaching service within Hillsboro Community Unit District #3;
  - b) highest degree earned; and
  - c) most graduate hours attained and recognized on the salary schedule.
- 5) Board approved leaves of absence qualify for seniority.

## **ARTICLE IX**

### **SALARY AND FRINGE BENEFITS**

- 9.1    2024-2025 Base Salary: \$39,809  
       2025-2026 Base Salary: \$41,003  
       2026-2027 Base Salary: \$42,233  
       2027-2028 Base Salary: \$44,028

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

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

- 2024-2025 Contribution: \$700/month  
2025-2026 Contribution: \$740/month  
2026-2027 Contribution: \$780/month  
2027-2028 Contribution: \$830/month

In the event that the District's monthly contribution exceeds the monthly premium cost of the lowest deductible health plan, the District shall only pay the monthly premium cost.

For employees enrolled in the High Deductible Health Plan (HDHP), the district contribution in excess of their monthly premium shall be applied to a Health Savings Account (HSA) established by the employee, not to exceed the total benefit provided to the employees enrolled in the lowest deductible health plan.

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

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

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

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

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

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

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

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

### 9.3 Retirement Bonus

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

A teacher must have 18 years of service credit with TRS and have taught for at least 10 total years of service with Hillsboro District before qualifying for the Retirement Bonus. These requirements must be met at the time application is made. Teacher shall submit a copy of his/her TRS report showing years of service credit when submitting the application letter.

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

In the first year that the employee is eligible for the Retirement Bonus, the employee shall receive a salary equivalent to that employee's previous year's Schedule A salary. In the first year that the employee is eligible for the Retirement Bonus, the employee will receive a retirement bonus payment equivalent to 6% of the previous year's Schedule A salary. In each successive year that the employee qualifies for the Retirement Bonus, the employee will receive a salary equivalent to 106% of the previous year's salary or the previous year's salary, whichever is greater. Additionally, the employee will receive a Retirement Bonus payment equivalent to 106% of that employee's previous year's Retirement Bonus payment in each successive year. In any year that the employee receives a Retirement Bonus payment, any portion of the Retirement Bonus payment that would impose a TRS penalty on the district will not be paid as creditable earnings but will be paid to the teacher post-retirement as non-creditable earnings. An employee shall receive a Retirement Bonus for no more than four consecutive years ending with the year in which retirement is effective.

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

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

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

- 9.6 The Board shall provide to those teachers desiring it a Section 125 Plan, more commonly known as a Cafeteria Plan, as a means of tax sheltering anticipated expenses. The district will be responsible for the initial set-up costs and the printing expenses involved in the program. It is expected that employees will pay their annual enrollments fees. The Board will determine the provider.
- 9.7 The Board shall pay employees for the use of personal vehicles to do approved school business at the rate approved by the state of Illinois on July 1 of each year.
- 9.8 The Board will determine vertical placement on the salary schedule for new hires not to exceed actual years of teaching experience. Former employees whose employment was terminated and who return to the district will be considered new hires.

For all employees whose placement is one year less than their years of public school service, the District will improve their placement by one year. For those whose placement on the vertical salary schedule is two or more years less than their years of public school service, the District will improve their placement by at least two years of service. To be eligible for more than two years' adjustment, the applicant must be able to teach college dual credit/AP or be teaching special education, 6-12 mathematics, and 6-12 science. The Superintendent and Union may agree to additional eligible categories of employee. No vertical placements will be improved as defined in the paragraph above after September 6, 2024.

#### 9.9 Professional Development

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

- a. Prior to enrolling in a class, the teacher must request pre-payment or reimbursement of course fees. If the tuition and fees are not pre-paid, the Board shall, upon receipt of proper documentation as to completion of the course, reimburse the teacher within 45 days for the cost of tuition and fees at the rate of \$275 per semester hour, not to exceed the actual cost. Requests for reimbursement must be received within 45 days of the completion of the course. Tuition reimbursement will be granted only at accredited institutions.
- b. Hours earned under this Professional Development will count toward horizontal movement on the salary schedule.
- c. Effective with the 2007 – 2008 school year, teachers who have not yet earned a Master's degree shall receive no more than 36 hours of graduate credit tuition

reimbursement or payment prior to completion of the Master's degree. Graduate credit hours for which tuition reimbursement or payment was paid prior to the 2007-2008 school year will not count towards this cap.

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

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

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

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

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

#### 9.10 Severance Pay

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

under TRS are not eligible for the severance benefit for days accumulated after retirement.

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

#### 9.11 National Board Compensation

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

## ARTICLE X

### EFFECT OF AGREEMENT

#### 10.1 Complete Understanding

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties, and that the understanding and agreements arrived at by both parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the School District and the Union for the life of this Agreement, each voluntarily and unqualifiedly waives any right which might otherwise exist under law, practice, or custom to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in the Agreement or with respect to any subject or matter not specifically referred to or covered in the Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement. If during the term of the Agreement, state statutes regarding teacher retirement benefits are revised by interpretation or new legislation, the parties agree to re-open the Agreement for negotiations on the items enumerated above.

## 10.2 No Reprisal Clause

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

## 10.3 Individual Contracts

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

## 10.4 Savings Clause

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

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

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

10.7 This Agreement shall be in effect from August 12, 2024 until August 11, 2028.

This Agreement ratified by H.U.E.A. membership and by the Hillsboro Board of Education on July 9, 2024.

This Agreement signed this 26<sup>th</sup> day of July, 2024.

For the  
Hillsboro School District No. 3  
Board of Education

Mark Long

Pres.

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

M. L.

Pres.

John Lentz

Sec.

Marcy J. Joen

Sec.

**2024-2025  
Base Salary w/ TRS Pension Salary  
\$39,809 base**

Year	BS + 8		BS + 16		BS + 24		BS + 32		MS		MS + 8		MS + 16		MS + 24		MS + 32			
0	1.00	39809	1.02	40605	1.04	41401	1.06	42198	1.08	42994	1.10	43790	1.12	44586	1.14	45382	1.16	46178	1.18	46975
1	3937	43746	4016	44621	4095	45496	4173	46371	4252	47246	4331	48121	4410	48996	4488	49870	4567	50745	4646	51621
2	1.04	41401	1.06	42198	1.08	42994	1.10	43790	1.12	44586	1.14	45382	1.16	46178	1.18	46975	1.20	47771	1.22	48567
3	4095	45496	4173	46371	4252	47246	4331	48121	4410	48996	4488	49870	4567	50745	4646	51621	4725	52496	4803	53370
4	1.10	43790	1.12	44586	1.14	45382	1.16	46178	1.18	46975	1.20	47771	1.22	48567	1.24	49363	1.26	50159	1.28	50956
5	4331	48121	4410	48996	4488	49870	4567	50745	4646	51621	4725	52496	4803	53370	4882	54245	4961	55120	5040	55996
6	1.15	45780	1.17	46577	1.19	47373	1.21	48169	1.23	48965	1.25	49761	1.27	50557	1.29	51354	1.31	52150	1.33	52946
7	4528	50308	4607	51184	4685	52058	4764	52933	4843	53808	4921	54682	5000	55557	5079	56433	5158	57308	5236	58182
8	1.20	47771	1.22	48567	1.24	49363	1.26	50159	1.28	50956	1.30	51752	1.32	52548	1.34	53344	1.36	54140	1.38	54936
9	4725	52496	4803	53370	4882	54245	4961	55120	5040	55996	5118	56870	5197	57745	5276	58620	5355	59495	5433	60369
10	1.25	49761	1.27	50557	1.29	51354	1.31	52150	1.33	52946	1.35	53742	1.37	54538	1.39	55335	1.41	56131	1.43	56927
11	4921	54682	5000	55557	5079	56433	5158	57308	5236	58182	5315	59057	5394	59932	5473	60808	5551	61682	5630	62557
12	1.29	51354	1.31	52150	1.33	52946	1.35	53742	1.37	54538	1.39	55335	1.41	56131	1.43	56927	1.45	57723	1.47	58519
13	5079	56433	5158	57308	5236	58182	5315	59057	5394	59932	5473	60808	5551	61682	5630	62557	5709	63432	5788	64307
14	1.33	52946	1.35	53742	1.37	54538	1.39	55335	1.41	56131	1.43	56927	1.45	57723	1.47	58519	1.49	59315	1.51	60112
15	5236	58182	5315	59057	5394	59932	5473	60808	5551	61682	5630	62557	5709	63432	5788	64307	5866	65181	5945	66057
16	1.37	54538	1.39	55335	1.41	56131	1.43	56927	1.45	57723	1.47	58519	1.49	59315	1.51	60112	1.53	60908	1.55	61704
17	5394	59932	5473	60808	5551	61682	5630	62557	5709	63432	5788	64307	5866	65181	5945	66057	6024	66932	6103	67807
18	1.41	56131	1.43	56927	1.45	57723	1.47	58519	1.49	59315	1.51	60112	1.53	60908	1.55	61704	1.57	62500	1.59	63296
19	5551	61682	5630	62557	5709	63432	5788	64307	5866	65181	5945	66057	6024	66932	6103	67807	6181	68681	6260	69556
20	1.45	57723	1.47	58519	1.49	59315	1.51	60112	1.53	60908	1.55	61704	1.57	62500	1.59	63296	1.61	64092	1.63	64889
21	5709	63432	5788	64307	5866	65181	5945	66057	6024	66932	6103	67807	6181	68681	6260	69556	6339	70431	6418	71307
22	1.49	59315	1.51	60112	1.53	60908	1.55	61704	1.57	62500	1.59	63296	1.61	64092	1.63	64889	1.65	65685	1.67	66481
23	5788	64307	5866	65181	6024	66932	6103	67807	6181	68681	6260	69556	6339	70431	6418	71307	6496	72181	6575	73056
24	1.51	60112	1.53	60908	1.55	61704	1.57	62500	1.59	63296	1.61	64092	1.63	64889	1.65	65685	1.67	66481	1.69	67277
25	5945	66057	6024	66932	6181	68681	6260	69556	6418	71307	6575	73056	6654	73931	6732	74805	6811	75681	6890	76556
26	1.55	61704	1.57	62500	1.59	63296	1.61	64092	1.63	64889	1.65	65685	1.67	66481	1.69	67277	1.71	68073	1.73	68870
27	6024	66932	6103	67807	6260	69556	6339	70431	6496	72181	6654	73931	6732	74805	6811	75681	6890	76556	6969	77431
28	1.59	63296	1.61	64092	1.63	64889	1.65	65685	1.67	66481	1.69	67277	1.71	68073	1.73	68870	1.75	69666	1.77	70462
29	6103	67807	6181	68681	6339	70431	6418	71307	6575	73056	6732	74805	6811	75681	6890	76556	6969	77431	7047	78305
30	1.63	64889	1.65	65685	1.67	66481	1.69	67277	1.71	68073	1.73	68870	1.75	69666	1.77	70462	1.79	71258	1.81	72054
31	6181	68681	6260	69556	6418	71307	6496	72181	6575	73056	6654	73931	6732	74805	6811	75681	6890	76556	6969	77431
32	1.67	66481	1.69	67277	1.71	68073	1.73	68870	1.75	69666	1.77	70462	1.79	71258	1.81	72054	1.83	72850	1.85	73647
33	6260	69556	6339	70431	6496	72181	6575	73056	6654	73931	6732	74805	6811	75681	6890	76556	6969	77431	7047	78305
34	1.69	67277	1.71	68073	1.73	68870	1.75	69666	1.77	70462	1.79	71258	1.81	72054	1.83	72850	1.85	73647	1.87	74443
35	6339	70431	6418	71307	6575	73056	6654	73931	6732	74805	6811	75681	6890	76556	6969	77431	7047	78305	7126	79180
36	1.71	68073	1.73	68870	1.75	69666	1.77	70462	1.79	71258	1.81	72054	1.83	72850	1.85	73647	1.87	74443	1.89	75239
37	6418	71307	6496	72181	6654	73931	6732	74805	6811	75681	6890	76556	6969	77431	7047	78305	7126	79180	7205	80055
38	1.75	69666	1.77	70462	1.79	71258	1.81	72054	1.83	72850	1.85	73647	1.87	74443	1.89	75239	1.91	76035	1.93	76831
39	6496	72181	6575	73056	6732	74805	6811	75681	6890	76556	6969	77431	7047	78305	7126	79180	7205	80055	7284	80931
40	1.81	70462	1.83	71258	1.85	72054	1.87	72850	1.89	73647	1.91	74443	1.93	75239	1.95	76035	1.97	76831	1.99	77628
41	6575	73056	6654	73931	6732	74805	6811	75681	6890	76556	6969	77431	7047	78305	7126	79180	7205	80055	7284	80931
42	1.85	72054	1.87	72850	1.89	73647	1.91	74443	1.93	75239	1.95	76035	1.97	76831	1.99	77628	2.00	78424	2.01	79220
43	6654	73931	6732	74805	6811	75681	6890	76556	6969	77431	7047	78305	7126	79180	7205	80055	7284	80931	7362	81805
44	1.89	73647	1.91	74443	1.93	75239	1.95	76035	1.97	76831	1.99	77628	2.00	78424	2.01	79220	2.02	80016	2.03	80812
45	6732	74805	6811	75681	6890	76556	6969	77431	7047	78305	7126	79180	7205	80055	7284	80931	7362	81805	7441	82680
46	1.91	74443	1.93	75239	1.95	76035	1.97	76831	1.99	77628	2.00	78424	2.01	79220	2.02	80016	2.03	80812	2.04	81608
47	6811	75681	6890	76556	6969	77431	7047	78305	7126	79180	7205	80055	7284	80931	7362	81805	7441	82680	7520	83555
48	1.95	76035	1.97	76831	1.99	77628	2.00	78424	2.01	79220	2.02	80016	2.03	80812	2.04	81608	2.05	82404	2.06	83200
49	6890	76556	6969	77431	7047	78305	7126	79180	7205	80055	7284	80931	7362	81805	7441	82680	7520	83555	7599	84430
50	1.99	77628	2.00	78424	2.01	79220	2.02	80016	2.03	80812	2.04	81608	2.05	82404	2.06	83200	2.07	84000	2.08	84800
51	6969	77431	7047	78305	7126	79180	7205	80055	7284	80931	7362	81805	7441	82680	7520	83555	7599	84430	7677	85305
52	2.01	79220	2.02	80016	2.03	80812	2.04	81608	2.05	82404	2.06	83200	2.07	84000	2.08	84800	2.09	85600	2.10	86400
53	7047	78305	7126	79180	7205	80055	7284	80931	7362	81805	7441	82680	7520	83555	7599	84430	7677	85305	7756	86180
54	2.05	82404	2.06	83200	2.07	84000	2.08	84800	2.09	85600	2.10	86400	2.11	87200	2.12	88000	2.13	88800	2.14	89600
55	7126	79180	7205	80055	7284	80931	7362	81805	7441	82680	7520	83555	7599	84430	7677	85305	7756	86180	7835	87035
56	2.09	85600	2.10	86400	2.11	87200	2.12	88000	2.13	88800	2.14	89600	2.15	90400	2.16	91200	2.17	92000	2.18	92800
57	7205	80055	7284	80931	7362	81805	7441	82680	7520	83555	7599	84430	7677	85305	7756	86180	7835	87035	7914	87890
58	2.11	87200	2.12	88000	2.13	88800	2.14	89600	2.15	90400	2.16	91200	2.17	92000	2.18	92800	2.19	93600	2.20	

2025-2026  
Base Salary w/ TRS Pension Salary  
\$41,003 base

Year	BS + 8	BS + 16	BS + 24	BS + 32	MS	MS + 8	MS + 16	MS + 24	MS + 32
0	1.00 41003	1.02 41825	1.04 42643	1.06 43463	1.08 44283	1.10 45103	1.12 45923	1.14 46743	1.16 47563
1	4055 45058	4136 45959	4217 46860	4299 47762	4380 48663	4461 49564	4542 50465	4623 51366	4704 52267
2	1.04 42643	1.06 43463	1.08 44283	1.10 45103	1.12 45923	1.14 46743	1.16 47563	1.18 48384	1.20 49204
3	4217 46860	4299 47762	4380 48663	4461 49564	4542 50465	4623 51366	4704 52267	4785 53169	4866 54070
4	1.10 45103	1.12 45923	1.14 46743	1.16 47563	1.18 48384	1.20 49204	1.22 50024	1.24 50844	1.26 51664
5	4461 49564	4542 50465	4623 51366	4704 52267	4785 53169	4866 54070	4947 54971	5029 55873	5110 56774
6	1.15 47153	1.17 47974	1.19 48794	1.21 49614	1.23 50434	1.25 51254	1.27 52074	1.29 52894	1.31 53714
7	4663 51616	4745 52719	4826 53620	4907 54521	4988 55422	5069 56323	5150 57224	5231 58125	5312 59026
8	1.20 49204	1.22 50024	1.24 50844	1.26 51664	1.28 52484	1.30 53304	1.32 54124	1.34 54944	1.36 55764
9	4866 54070	4947 54971	5029 55873	5110 56774	5191 57675	5272 58576	5353 59477	5434 60378	5515 61279
10	1.25 51254	1.27 52074	1.29 52894	1.31 53714	1.33 54534	1.35 55354	1.37 56174	1.39 56994	1.41 57814
11	5069 56323	5150 57224	5231 58125	5312 59026	5393 59927	5475 60829	5556 61730	5637 62631	5718 63532
12	1.29 52894	1.31 53714	1.33 54534	1.35 55354	1.37 56174	1.39 56994	1.41 57814	1.43 58634	1.45 59454
13	5231 58125	5312 59026	5393 59927	5475 60829	5556 61730	5637 62631	5718 63532	5799 64433	5880 65334
14	1.33 54534	1.35 55354	1.37 56174	1.39 56994	1.41 57814	1.43 58634	1.45 59454	1.47 60274	1.49 61094
15	5393 59927	5475 60829	5556 61730	5637 62631	5718 63532	5799 64433	5880 65334	5961 66235	6042 67136
16	1.37 56174	1.39 56994	1.41 57814	1.43 58634	1.45 59454	1.47 60274	1.49 61094	1.51 61915	1.53 62735
17	5556 61730	5637 62631	5718 63532	5799 64433	5880 65334	5961 66235	6042 67136	6123 68038	6205 68940
18	1.41 57814	1.43 58634	1.45 59454	1.47 60274	1.49 61094	1.51 61915	1.53 62735	1.55 63555	1.57 64375
19	5718 63532	5799 64433	5880 65334	5961 66235	6042 67136	6123 68038	6205 68940	6286 69841	6367 70742
20	1.45 59454	1.47 60274	1.49 61094	1.51 61915	1.53 62735	1.55 63555	1.57 64375	1.59 65195	1.61 66015
21	5880 65334	5961 66235	6042 67136	6123 68038	6205 68940	6286 69841	6367 70742	6448 71643	6529 72544
22	1.47 60274	1.49 61094	1.53 62735	1.55 63555	1.57 64375	1.59 65195	1.61 66015	1.63 66835	1.65 67655
23	5961 66235	6042 67136	6205 68940	6286 69841	6367 70742	6448 71643	6529 72544	6610 73445	6691 74346
24	1.49 61094	1.51 61915	1.55 63555	1.57 64375	1.61 66015	1.63 66835	1.65 67655	1.67 68475	1.69 69295
25	6042 67136	6123 68038	6286 69841	6367 70742	6448 71643	6529 72544	6610 73445	6691 74346	6772 75247
26	1.51 61915	1.53 62735	1.57 64375	1.59 65195	1.63 66835	1.65 67655	1.67 68475	1.69 69295	1.71 70115
27	6123 68038	6205 68940	6367 70742	6448 71643	6529 72544	6610 73445	6691 74346	6772 75247	6853 76148
28	1.53 62735	1.55 63555	1.59 65195	1.61 66015	1.65 67655	1.69 69295	1.71 70115	1.73 70935	1.75 71755
29	6205 68940	6286 69841	6448 71643	6529 72544	6610 73445	6691 74346	6772 75247	6853 76148	6934 77049
30	1.55 63555	1.57 64375	1.61 66015	1.63 66835	1.65 67655	1.69 69295	1.71 70115	1.73 70935	1.75 71755
31	6286 69841	6367 70742	6529 72544	6610 73445	6691 74346	6772 75247	6853 76148	6934 77049	7016 77951
32	1.57 64375	1.59 65195	1.63 66835	1.65 67655	1.69 69295	1.71 70115	1.73 70935	1.75 71755	1.77 72575
33	6367 70742	6448 71643	6610 73445	6691 74346	6772 75247	6853 76148	6934 77049	7016 77951	7097 78852
34	1.59 65195	1.61 66015	1.65 67655	1.67 68475	1.71 70115	1.73 70935	1.75 71755	1.77 72575	1.81 74215
35	6448 71643	6529 72544	6691 74346	6772 75247	6853 76148	6934 77049	7016 77951	7097 78852	7178 79753
36	1.61 66015	1.63 66835	1.67 68475	1.69 69295	1.73 70935	1.77 72575	1.79 73395	1.83 75035	1.85 75856
37	6529 72544	6610 73445	6772 75247	6853 76148	6934 77049	7016 77951	7097 78852	7178 79753	7259 80654
38	1.63 66835	1.65 67655	1.69 69295	1.71 70115	1.75 71755	1.79 73395	1.81 74215	1.85 75856	1.87 76676
39	6610 73445	6691 74346	6853 76148	6934 77049	7016 77951	7097 78852	7178 79753	7259 80654	7340 81555
40	1.65 67655	1.67 68475	1.71 70115	1.73 70935	1.77 72575	1.81 74215	1.83 75035	1.87 76676	1.89 77496
41	6691 74346	6772 75247	6934 77049	7016 77951	7097 78852	7178 79753	7259 80654	7340 81555	7421 82456
42			1.73 70935	1.75 71755	1.79 73395	1.83 75035	1.85 75856	1.89 77496	1.91 78316
43			7016 77951	7097 78852	7259 80654	7340 81555	7421 82456	7502 83358	7583 84259
44					1.81 74215	1.83 75035	1.87 76676	1.89 77496	1.91 78316
45					7340 81555	7421 82456	7502 83358	7583 84259	7664 85160
46						1.87 76676	1.89 77496	1.93 79136	1.95 79956
47						7583 84259	7664 85160	7745 86062	7826 86963
48							1.9 77906	1.92 78726	1.95 79546
49							7705 85611	7786 86512	7867 87413
50								1.98 81186	2.00 82006
51								8029 89215	8110 90116

Index	Schedule A Salary
TRS Pension	Salary + Pension

2026-2027  
Base Salary w/ TRS Pension Salary  
\$42,233 base

Year	BS + 8	BS + 16	BS + 24	BS + 32	MS	MS + 8	MS + 16	MS + 24	MS + 32
0	1.00 43233	1.02 43078	1.04 42922	1.06 42767	1.08 42612	1.10 42456	1.12 42301	1.14 42146	1.16 41992
1	4177 46410	4260 47338	4344 48266	4428 49195	4511 50123	4595 51051	4678 51979	4762 52908	4845 53835
2	1.04 43922	1.06 44767	1.08 45612	1.10 46456	1.12 47301	1.14 48146	1.16 48990	1.18 49835	1.20 50680
3	4344 48266	4428 49195	4511 50123	4595 51051	4678 51979	4762 52908	4845 53835	4929 54764	5012 55692
4	1.10 46456	1.12 47301	1.14 48146	1.16 48990	1.18 49835	1.20 50680	1.22 51524	1.24 52369	1.26 53214
5	4595 51051	4678 51979	4762 52908	4845 53835	4929 54764	5012 55692	5096 56620	5179 57548	5263 58477
6	1.15 48568	1.17 49413	1.19 50257	1.21 51102	1.23 51947	1.25 52791	1.27 53636	1.29 54481	1.31 55325
7	4803 53371	4887 54300	4970 55227	5054 56156	5138 57085	5221 58012	5305 58941	5388 59869	5472 60797
8	1.20 50680	1.22 51524	1.24 52369	1.26 53214	1.28 54058	1.30 54903	1.32 55748	1.34 56592	1.36 57437
9	5012 55692	5096 56620	5179 57548	5263 58477	5346 59404	5430 60333	5514 61262	5597 62191	5681 63118
10	1.25 52791	1.27 53636	1.29 54481	1.31 55325	1.33 56170	1.35 57015	1.37 57859	1.39 58704	1.41 59549
11	5221 58012	5305 58941	5388 59869	5472 60797	5555 61725	5639 62654	5722 63581	5806 64510	5889 65438
12	1.29 54481	1.31 55325	1.33 56170	1.35 57015	1.37 57859	1.39 58704	1.41 59549	1.43 60393	1.45 61238
13	5388 59869	5472 60797	5555 61725	5639 62654	5722 63581	5806 64510	5889 65438	5973 66366	6056 67294
14	1.33 56170	1.35 57015	1.37 57859	1.39 58704	1.41 59549	1.43 60393	1.45 61238	1.47 62083	1.49 62927
15	5555 61725	5639 62654	5722 63581	5806 64510	5889 65438	5973 66366	6056 67294	6140 68223	6224 69151
16	1.37 57859	1.39 58704	1.41 59549	1.43 60393	1.45 61238	1.47 62083	1.49 62927	1.51 63772	1.53 64616
17	5722 63581	5806 64510	5889 65438	5973 66366	6056 67294	6140 68223	6224 69151	6307 70079	6391 71007
18	1.41 59549	1.43 60393	1.45 61238	1.47 62083	1.49 62927	1.51 63772	1.53 64616	1.55 65461	1.57 66306
19	5889 65438	5973 66366	6056 67294	6140 68223	6224 69151	6307 70079	6391 71007	6474 71935	6558 72864
20	1.45 61238	1.47 62083	1.49 62927	1.51 63772	1.53 64616	1.55 65461	1.57 66306	1.59 67150	1.61 67995
21	6056 67294	6140 68223	6224 69151	6307 70079	6391 71007	6474 71935	6558 72864	6641 73791	6725 74720
22	1.47 62083	1.49 62927	1.53 64616	1.55 65461	1.57 66306	1.59 67150	1.61 67995	1.63 68840	1.65 69684
23	6140 68223	6224 69151	6307 70079	6391 71007	6474 71935	6558 72864	6641 73791	6725 74720	6808 75648
24	1.49 62927	1.51 63772	1.53 64616	1.55 65461	1.57 66306	1.59 67150	1.61 67995	1.63 68840	1.65 69684
25	6224 69151	6307 70079	6391 71007	6474 71935	6558 72864	6641 73791	6725 74720	6808 75648	6892 76576
26	1.51 63772	1.53 64616	1.55 65461	1.57 66306	1.59 67150	1.61 67995	1.63 68840	1.65 69684	1.67 70529
27	6307 70079	6391 71007	6474 71935	6558 72864	6641 73791	6725 74720	6808 75648	6892 76576	6975 77504
28	1.53 64616	1.55 65461	1.59 67150	1.61 67995	1.63 68840	1.65 69684	1.67 70529	1.69 71374	1.71 72218
29	6391 71007	6474 71935	6558 72864	6641 73791	6725 74720	6808 75648	6892 76576	6975 77504	7059 78433
30	1.55 65461	1.57 66306	1.61 67995	1.63 68840	1.65 69684	1.67 70529	1.69 71374	1.71 72218	1.73 73063
31	6474 71935	6558 72864	6641 73791	6725 74720	6808 75648	6892 76576	6975 77504	7059 78433	7142 79360
32	1.57 66306	1.59 67150	1.63 68840	1.65 69684	1.67 70529	1.69 71374	1.71 72218	1.73 73063	1.75 73908
33	6558 72864	6641 73791	6725 74720	6808 75648	6892 76576	6975 77504	7059 78433	7142 79360	7226 80289
34	1.59 67150	1.61 67995	1.65 69684	1.67 70529	1.69 71374	1.71 72218	1.73 73063	1.75 73908	1.77 74752
35	6641 73791	6725 74720	6808 75648	6892 76576	6975 77504	7059 78433	7142 79360	7226 80289	7310 81218
36	1.61 67995	1.63 68840	1.67 70529	1.69 71374	1.71 72218	1.73 73063	1.75 73908	1.77 74752	1.79 75597
37	6725 74720	6808 75648	6892 76576	6975 77504	7059 78433	7142 79360	7226 80289	7310 81218	7393 82145
38	1.63 68840	1.65 69684	1.69 71374	1.71 72218	1.73 73063	1.75 73908	1.77 74752	1.79 75597	1.81 76442
39	6808 75648	6892 76576	6975 77504	7059 78433	7142 79360	7226 80289	7310 81218	7393 82145	7477 83074
40	1.65 69684	1.67 70529	1.71 72218	1.73 73063	1.75 73908	1.77 74752	1.79 75597	1.81 76442	1.83 77286
41	6892 76576	6975 77504	7142 79360	7226 80289	7310 81218	7393 82145	7477 83074	7560 84002	7644 84930
42			1.73 73063	1.75 73908	1.79 75597	1.83 77286	1.85 78131	1.89 79820	1.91 80665
43			7226 80289	7310 81218	7477 83074	7644 84930	7727 85858	7894 87714	7978 88643
44					1.81 76442	1.85 78131	1.87 78976	1.91 80665	1.93 81510
45					7560 84002	7727 85858	7894 87714	7978 88643	8061 89571
46						1.87 78976	1.89 79820	1.93 81510	1.95 82354
47						7811 86787	7894 87714	8061 89571	8145 90499
48								1.95 82354	1.97 83199
49								8145 90499	8228 91427
50									
51								1.99 83199	2.00 84044
52								8145 90499	8228 91427
53									
54								1.99 83199	2.00 84044
55								8145 90499	8228 91427
56									
57								1.99 83199	2.00 84044
58								8145 90499	8228 91427
59									
60								1.99 83199	2.00 84044
61								8145 90499	8228 91427
62									
63								1.99 83199	2.00 84044
64								8145 90499	8228 91427
65									
66								1.99 83199	2.00 84044
67								8145 90499	8228 91427
68									
69								1.99 83199	2.00 84044
70								8145 90499	8228 91427
71									
72								1.99 83199	2.00 84044
73								8145 90499	8228 91427
74									
75								1.99 83199	2.00 84044
76								8145 90499	8228 91427
77									
78								1.99 83199	2.00 84044
79								8145 90499	8228 91427
80									
81								1.99 83199	2.00 84044
82								8145 90499	8228 91427
83									
84								1.99 83199	2.00 84044
85								8145 90499	8228 91427
86									
87								1.99 83199	2.00 84044
88								8145 90499	8228 91427
89									
90								1.99 83199	2.00 84044
91								8145 90499	8228 91427
92									
93								1.99 83199	2.00 84044
94								8145 90499	8228 91427
95									
96								1.99 83199	2.00 84044
97								8145 90499	8228 91427
98									
99								1.99 83199	2.00 84044
100								8145 90499	8228 91427

Index	Schedule A Salary
TRS Pension	Salary + Pension

2027-2028  
Base Salary w/ TRS Pension Salary  
\$44,028 base

Year	BS + 8		BS + 16		BS + 24		BS + 32		MS	MS + 8		MS + 16		MS + 24		MS + 32				
0	1.00	44028	1.02	44799	1.04	45789	1.06	46670	1.08	47550	1.10	48431	1.12	49311	1.14	50192	1.16	51072	1.18	51953
	4354	48382	4442	49351	4529	50318	4616	51286	4703	52253	4790	53221	4877	54188	4964	55156	5051	56123	5138	57091
1	1.04	45789	1.06	46670	1.08	47550	1.10	48431	1.12	49311	1.14	50192	1.16	51072	1.18	51953	1.20	52834	1.22	53714
	4529	50318	4616	51286	4703	52253	4790	53221	4877	54188	4964	55156	5051	56123	5138	57091	5225	58059	5312	59026
2	1.10	48431	1.12	49311	1.14	50192	1.16	51072	1.18	51953	1.20	52834	1.22	53714	1.24	54595	1.26	55475	1.28	56356
	4790	53221	4877	54188	4964	55156	5051	56123	5138	57091	5225	58059	5312	59026	5400	59995	5487	60962	5574	61930
3	1.15	50652	1.17	51513	1.19	52393	1.21	53274	1.23	54154	1.25	55035	1.27	55916	1.29	56796	1.31	57677	1.33	58557
	5008	55640	5095	56608	5182	57575	5269	58543	5356	59510	5443	60478	5530	61446	5617	62413	5704	63381	5791	64348
4	1.20	52834	1.22	53714	1.24	54595	1.26	55475	1.28	56356	1.30	57236	1.32	58117	1.34	58998	1.36	59878	1.38	60759
	5225	58059	5312	59026	5400	59995	5487	60962	5574	61930	5661	62897	5748	63865	5835	64833	5922	65800	6009	66768
5	1.25	55035	1.27	55916	1.29	56796	1.31	57677	1.33	58557	1.35	59438	1.37	60318	1.39	61199	1.41	62079	1.43	62960
	5443	60478	5530	61446	5617	62413	5704	63381	5791	64348	5878	65316	5966	66284	6053	67252	6140	68219	6227	69187
6	1.29	56796	1.31	57677	1.33	58557	1.35	59438	1.37	60318	1.39	61199	1.41	62079	1.43	62960	1.45	63841	1.47	64721
	5617	62413	5704	63381	5791	64348	5878	65316	5966	66284	6053	67252	6140	68219	6227	69187	6314	70155	6401	71122
7	1.33	58557	1.35	59438	1.37	60318	1.39	61199	1.41	62079	1.43	62960	1.45	63841	1.47	64721	1.49	65602	1.51	66482
	5791	64348	5878	65316	5966	66284	6053	67252	6140	68219	6227	69187	6314	70155	6401	71122	6488	72090	6575	73057
8	1.37	60318	1.39	61199	1.41	62079	1.43	62960	1.45	63841	1.47	64721	1.49	65602	1.51	66482	1.53	67363	1.55	68243
	5966	66284	6053	67252	6140	68219	6227	69187	6314	70155	6401	71122	6488	72090	6575	73057	6662	74025	6749	74992
9	1.41	62079	1.43	62960	1.45	63841	1.47	64721	1.49	65602	1.51	66482	1.53	67363	1.55	68243	1.57	69124	1.59	70005
	6140	68219	6227	69187	6314	70155	6401	71122	6488	72090	6575	73057	6662	74025	6749	74992	6836	75960	6924	76929
10	1.45	63841	1.47	64721	1.49	65602	1.51	66482	1.53	67363	1.55	68243	1.57	69124	1.59	70005	1.61	70885	1.63	71766
	6314	70155	6401	71122	6488	72090	6575	73057	6662	74025	6749	74992	6836	75960	6924	76929	7011	77896	7098	78864
11	1.47	64721	1.49	65602	1.51	66482	1.53	67363	1.55	68243	1.57	69124	1.59	70005	1.61	70885	1.63	71766	1.65	72646
	6401	71122	6488	72090	6575	73057	6662	74025	6749	74992	6836	75960	6924	76929	7011	77896	7098	78864	7185	79831
12	1.49	65602	1.51	66482	1.53	67363	1.55	68243	1.57	69124	1.59	70005	1.61	70885	1.63	71766	1.65	72646	1.67	73527
	6488	72090	6575	73057	6662	74025	6749	74992	6836	75960	6924	76929	7011	77896	7098	78864	7185	79831	7272	80799
13	1.51	66482	1.53	67363	1.55	68243	1.57	69124	1.59	70005	1.61	70885	1.63	71766	1.65	72646	1.67	73527	1.69	74407
	6575	73057	6662	74025	6749	74992	6836	75960	6924	76929	7011	77896	7098	78864	7185	79831	7272	80799	7359	81766
14	1.53	67363	1.55	68243	1.57	69124	1.59	70005	1.61	70885	1.63	71766	1.65	72646	1.67	73527	1.69	74407	1.71	75288
	6662	74025	6749	74992	6836	75960	6924	76929	7011	77896	7098	78864	7185	79831	7272	80799	7359	81766	7446	82734
15	1.55	68243	1.57	69124	1.59	70005	1.61	70885	1.63	71766	1.65	72646	1.67	73527	1.69	74407	1.71	75288	1.73	76168
	6749	74992	6836	75960	6924	76929	7011	77896	7098	78864	7185	79831	7272	80799	7359	81766	7446	82734	7533	83701
16	1.57	69124	1.59	70005	1.61	70885	1.63	71766	1.65	72646	1.67	73527	1.69	74407	1.71	75288	1.73	76168	1.75	77049
	6836	75960	6924	76929	7011	77896	7098	78864	7185	79831	7272	80799	7359	81766	7446	82734	7533	83701	7620	84669
17	1.59	70005	1.61	70885	1.63	71766	1.65	72646	1.67	73527	1.69	74407	1.71	75288	1.73	76168	1.75	77049	1.77	77930
	6924	76929	7011	77896	7098	78864	7185	79831	7272	80799	7359	81766	7446	82734	7533	83701	7620	84669	7707	85637
18	1.61	70885	1.63	71766	1.65	72646	1.67	73527	1.69	74407	1.71	75288	1.73	76168	1.75	77049	1.77	77930	1.79	78810
	7011	77896	7098	78864	7185	79831	7272	80799	7359	81766	7446	82734	7533	83701	7620	84669	7707	85637	7794	86604
19	1.63	71766	1.65	72646	1.67	73527	1.69	74407	1.71	75288	1.73	76168	1.75	77049	1.77	77930	1.79	78810	1.81	79691
	7098	78864	7185	79831	7272	80799	7359	81766	7446	82734	7533	83701	7620	84669	7707	85637	7794	86604	7882	87573
20	1.65	72646	1.67	73527	1.69	74407	1.71	75288	1.73	76168	1.75	77049	1.77	77930	1.79	78810	1.81	79691	1.83	80571
	7185	79831	7272	80799	7359	81766	7446	82734	7533	83701	7620	84669	7707	85637	7794	86604	7882	87573	7969	88540
21					1.73	76168	1.75	77049	1.77	77930	1.79	78810	1.81	79691	1.83	80571	1.85	81452	1.87	82332
					7533	83701	7620	84669	7707	85637	7794	86604	7882	87573	7969	88540	8056	89508	8143	90475
22									1.81	79691	1.83	80571	1.85	81452	1.87	82332	1.89	83213	1.91	84093
									7882	87573	7969	88540	8056	89508	8143	90475	8230	91443	8317	92410
23																				
24																				

Index	Schedule A Salary
TRS Pension	Salary + Pension

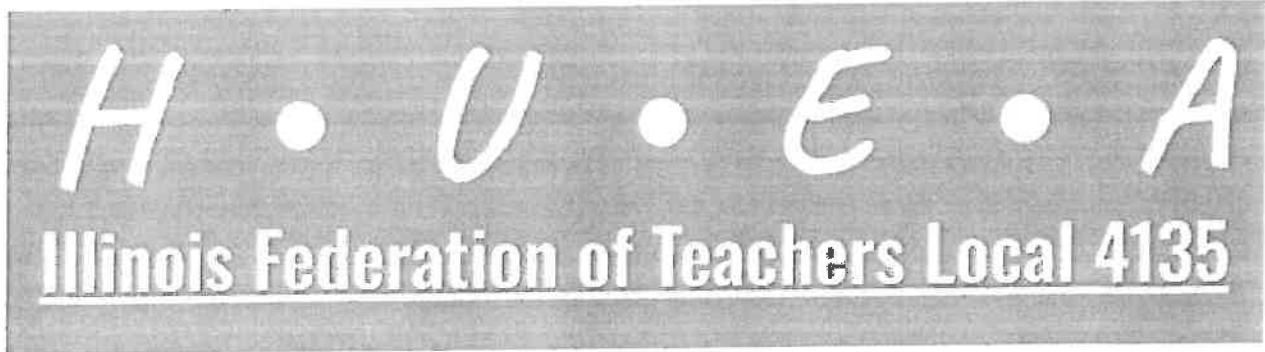
## SCHEDULE B

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

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

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

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



**Flag Football Sponsorship**

Whereas, the Hillsboro Community Unit District #3 School Board hired a coach at their March 10, 2026 meeting to fill a new flag football coaching position .

Whereas, 2024-2028 collective bargaining agreement between Hillsboro Community Unit District #3 and Hillsboro Unit Education Association (IFT Local 4135) states that "In the event that a Schedule B position is established between contracts, stipend/salary will be negotiated with HUEA." (Schedule B provision h, p. 33)

HCUD#3 and HUEA agree to the following:

For the 2026-2028 school year, the stipend for this position shall be 9 % of the base salary.

Unless bargained otherwise, in the succeeding contract, Flag Football sponsorship will be automatically placed on Schedule B at the rate agreed up in this document or in a subsequent agreement.

  
\_\_\_\_\_  
For HCUD#3

May 5, 2026  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For HUEA

5 May 2026  
\_\_\_\_\_  
Date