

COLLECTIVE BARGAINING AGREEMENT

Between

**The Board of Education
of Community Unit School District No. 429**

and

The Hinckley-Big Rock Education Association

2024-2027



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ARTICLE I

Recognition

The Board of Education of Hinckley-Big Rock Community Unit School District #429, hereinafter referred to as the Board, recognizes the Hinckley-Big Rock Education Association, hereinafter referred to as the HBREA, as the exclusive bargaining representative for all licensed educators, hereinafter referred to as licensed educator(s). Such representation shall exclude the Superintendent, and any supervisory personnel having the authority to employ, transfer, assign, promote, discipline, or discharge any licensed educator, or to effectively recommend the same.

ARTICLE II

Responsibilities and Rights

Section 1. Recognition

It is recognized that the Board has full authority and responsibility under the laws of the State of Illinois for the operation of the schools of the district. The Board and the HBREA recognize, understand, and agree that the Board cannot enter into any agreement that impairs the authority vested in the Board by law, and that the provisions of this agreement cannot conflict with the provisions of the Illinois School Code, or other pertinent statutes of the United States and of the State of Illinois. The HBREA recognizes that in the operation of its schools, the Board is guided by the regulations and criteria for approval, recognition and accreditation of schools promulgated by the Illinois State Board of Education, the State Superintendent of Education, the Superintendent of the Educational Service Region, and the Federal Education Agencies. The HBREA recognizes the Board's right to employ, discharge, grant contractual continued service to, assign, transfer, and promote all certified personnel.

Section 2. Good Faith Negotiations

The Board and the HBREA agree to participate in good faith negotiations between duly designated representatives. However, the obligation to negotiate in good faith does not compel either party to agree to a proposal or require the making of a concession. Negotiations for a successor agreement to this contract shall begin on or after January 1, 2027.

Section 3. Scope of Negotiations

The Board and the HBREA agree that negotiations in good faith shall encompass only the following items:

1. Wages
2. Hours
3. Terms and conditions of employment
4. Grievance resolution procedure

Section 4. Authority to Bargain

Both parties agree that it is their mutual responsibility to confer upon their designated representative the necessary power and authority to make proposals, consider proposals, make counter proposals, in the course of negotiations, and to reach tentative agreements which shall be presented respectively to the Board and the HBREA for their action thereon.

Section 5. Right to Organize & Bargain Collectively

It shall be lawful for educational employees to organize, form, join or assist in employee organizations or engage in lawful concerted activities for the purpose of collective bargaining or other mutual aid and protection or bargain collectively through representatives of their own free choice.

Section 6. Bulletin Board Use

The Board agrees that a bulletin board shall be provided in each school building to be used exclusively by the HBREA.

Section 7. Inter-School Mail Service

The Board agrees that the district inter-school mail service shall be made available to the HBREA for communications to licensed educators.

Section 8. Building Use for Meetings

The Board agrees that the HBREA and its representatives shall have the right to use school buildings for meetings and to transact official HBREA business on school property at all reasonable times, provided that this does not interfere with or interrupt normal school operations. When special custodial service is required, the Board shall make its regular charge for this service.

Section 9. Association Representatives

Duly authorized representatives of the HBREA shall be permitted to transact all official HBREA business on school property at all reasonable times, provided that this does not interfere with or interrupt normal school operations. Upon entering a school during regular school hours, such representatives will present themselves to the building principal or his/her designated representative before proceeding with their business.

Section 10. Communication Between Parties

Both parties agree that communication between the Board and the HBREA shall be made through the Superintendent and the Co-President(s) of the HBREA or their designated representative(s)

ARTICLE III

Negotiations Procedures

Section 1. Commencement of Bargaining

By mutual agreement, the parties shall commence bargaining for a successor agreement after January 1. Collective bargaining between the Board and the HBREA shall begin within 60 days of the receipt by a party of a written request to bargain issued by the other party.

Section 2. Information Sharing – Board

The Board shall furnish copies of any pertinent information as requested by the HBREA. A nominal fee may be charged for information provided to the HBREA.

Section 3. Information Sharing – HBREA

The HBREA shall furnish copies of any pertinent information as requested by the Board. A nominal fee may be charged for information provided to the Board.

Section 4. Tentative Agreements

During negotiations, items tentatively agreed upon will be dated and signed by the spokesperson for each committee, prior to the adjournment of the meeting at which such agreement was reached.

Section 5. Copy Preparation

After tentative agreement has been reached on all matters being negotiated, but prior to ratification by both parties, the Board and the HBREA shall have copies of the contract changes prepared within a period of twenty-one (21) calendar days. After a final agreement on the contract content between the Board and the HBREA, it shall be submitted for ratification by both parties.

Section 6. Negotiations Procedures

If the parties are unable to reach an agreement, the parties will comply with the procedures in the Illinois Educational Labor Relations Act (IELRA),

Section 7. Extension of Agreement During Negotiations

Either the Board or the HBREA may extend the duration of this agreement up to 45 calendar days while negotiations are in progress by written notification.

Section 8. Mediation Cost Sharing

Cost for mediators shall be shared by the Board and the HBREA.

Section 9. Strike by Education Employees

Education employees shall not engage in a strike except under the following conditions:

- A. They are represented by an exclusive bargaining representative;
- B. Mediation has been used without success;
- C. At least 10 days have elapsed after a notice of intent to strike has been given by the exclusive bargaining representative to the educational employer, the regional Superintendent, and the Illinois Educational Labor Relations Board;
- D. The Collective Bargaining Agreement between the educational employer and the educational employees, if any, has expired; and
- E. The employer and the exclusive bargaining representative have not mutually submitted the unresolved issues to arbitration.

ARTICLE IV Association Rights

Section 1. Dues Deduction

The Board shall deduct from each HBREA member's pay the current dues of the HBREA provided the Board has received an authorization form.

- A. Pursuant to such authorization, the Board shall deduct one-tenth of such dues from the regular salary check of the HBREA member each month for 10 months, beginning in October and ending in July of each year.
- B. Such authorization forms shall be submitted to the Board 14 days prior to the October pay day.

Section 2. Address of New Licensed Educators

Names and addresses of newly hired licensed educators shall be provided to the HBREA Co-President(s) prior to the commencement of the school term.

Section 3. Copies of Agreement

Within 30 days of ratification of the Agreement, the Board shall have digital copies of the Agreement prepared and delivered to the HBREA Co-President(s) for distribution to each licensed educator in the District.

Section 4. Release Time for Association

The Association shall have available eight (8) work days annually of aid leave to allow members to be released from employment responsibilities to attend professional meetings related to Association or District business. The Association Co-President(s) shall designate those members who will use such days without loss of pay or benefits.

The Board shall not reimburse those attending such meetings for any costs incurred. Likewise, the Association shall not be responsible for reimbursing the District for the costs of substitutes used to replace

members attending such meetings. The Superintendent may approve the use of additional days, provided the Association will reimburse the Board for the cost of substitute(s) used to cover any such additional days.

Notification of the days to be used and members who will be absent will be provided by the Association Co-President(s) to the affected building principal at least five (5) working days prior to the anticipated absence(s).

ARTICLE V

Professional Conditions of Employment

Section 1. Professional Workday

Workday

Licensed educators will utilize a professional work day that allows for flexibility in meeting all professional obligations as determined by their individual job descriptions. Licensed educators shall arrive at school a minimum of 15 minutes before the start of the student day and leave no earlier than 10 minutes after student dismissal, with the exception of "meeting days" (currently Wednesdays) which will begin 70 minutes before the start of the student day. Flexibility will be provided for arrival and departure times for licensed educators who teach classes or take on an alternate innovative responsibility to meet student needs that meet outside of the regular school day.

It is recognized that part of the educator's professional responsibilities will require the performance of duties beyond the designated workday. These duties may include, but are not limited to, meetings with parents, students or colleagues, emergency student supervision, professional development, and duties imposed by the Educator Code of Conduct (found in Board Policy 5:120). These duties may fall before the arrival time or after the dismissal time described above.

Work Year

The licensed educator work year shall be 181 days, with one (1) day to be used specifically for curriculum development, student interventions, and/or licensed educator collaboration.

Course Preparation

For purposes of determining the normal teaching load, the following definitions will be used to determine when a licensed educator is teaching more than the normal load, thereby making the educator eligible for additional pay for the overload:

1. Educators in grades K – 5 who are assigned to a multi-grade general education classroom will receive an additional \$1545 in payment for that semester, to be paid at the end of the semester. Educators who temporarily absorb additional students may receive prorated substitute pay, not to exceed the daily substitute rate.

2. Educators in grades 6 – 12 who are assigned and teach (including preparation, assessment, and grading duties) four (4) or more different approved courses in a semester will receive an additional \$1545 in payment for that semester, to be paid at the end of the semester.
3. Educators who teach special education or are interventionists who are concerned about their assigned workload should consult with the Director of Special Education. The educator may be accompanied by a representative of the Association for such discussion.

Preparation time

Preparation time during the student day will be as follows:

- HBRES – 210 minutes in a regular work week scheduled in increments of no less than a 25 minute block each day; for those who can schedule their preparation time, the equivalent in time.
- HBRMS - 1 class period per day
- HBRHS - 1 class period per day

Preparation time may include professional responsibilities such as planning, grading, student meetings, parent meetings, and evaluation conferences. If an educator's preparation time is scheduled for them more than two (2) times in a week, any additional missed preparation time will be paid at the internal sub rate.

In creating educator schedules, time for travel between buildings will be built into the schedule. Additionally, building and program administrators will include impacted educators in discussions prior to the finalization of educator schedules.

Section 2. Meetings

Wednesdays will be set aside each week for PLC or faculty meetings at 7:25 am or 7:30 am, as determined by building schedule.

If a PLC needs to meet during the week of a faculty meeting, then the staff will use flex time to meet.

For faculty meetings, an agenda will be set and distributed at least one day before the meeting time. Each building will annually develop or review shared norm statements for the faculty meetings.

Section 3. Class Size

When a licensed educator has a concern about his/her class size or composition, the licensed educator is encouraged to call the problem to the attention of the building principal. The concern should be expressed in writing and may include possible solutions, which may include assignment of a teacher aide, additional planning or release time for licensed educator preparation, the provision of clerical assistance, student reassignment, balancing of grade level enrollments, etc. The building principal will schedule a meeting with the licensed educator and the HBREA building representative within five (5) school days of receipt of the written concern to discuss the situation and possible solutions.

In the event the situation is not satisfactorily resolved, the licensed educator may bring the concern to the Superintendent, who will schedule a meeting with the licensed educator and the Association President within five (5) school days of receipt of the licensed educator's written appeal to discuss the situation and possible solutions. If the matter is still unresolved, the licensed educator may bring the concern to the Board of Education, who will review the matter with the licensed educator and Association Co-President(s) at the next regularly scheduled Board meeting.

Section 4. Licensed Educator Evaluation

The Board and Association will continue to collaborate to develop a licensed educator evaluation process consistent with the requirements of the Illinois School Code. Evaluations will be conducted pursuant to the Educator Appraisal Plan and the Student Growth Guidebook which are found on the district website. A Joint Licensed Educator and Administrator Evaluation Committee shall be formed to review the current evaluation plan and make recommendations, if any, for suggested changes. Working in an unpaid capacity, this Committee shall be made up of an equal number of licensed educators and administrators. One-half of the licensed educators shall be appointed by the Association President, and one-half shall be appointed by the Superintendent. This Committee shall annually review the evaluation program. Changes must be approved by the Board and the Association no later than July 1, annually.

Section 5. Professional Development Collaboration

The Administration shall develop a mechanism for mid and long range planning for professional development with input from the licensed educators. Any aggregate survey results from such planning will be shared with the HBREA. The HBREA president, or designee, will attend administrator meetings where professional development planning occurs. The HBREA will do everything possible to have consistency in either the HBREA Co-President or designee who will attend these meetings. This collaborative approach is meant to better meet the professional development needs of our staff in which responsibility will be shared utilizing an open forum to share points of view and information.

Section 6. Graduate Courses for Salary Credit

Courses taken for credit for the purpose of horizontal advancement must be approved in advance by the Superintendent and the building principal. Unless dictated by a predetermined course sequence/schedule for an approved graduate program, licensed educators may take up to two courses per semester during the school year and three courses per semester during the summer for the purpose of horizontal advancement. If a course is not approved, the licensed educator may meet with the Superintendent and/or building principal, along with an HBREA representative, to request possible reconsideration of the course approval. A grade of "B" or better must be received in a graduate class and a grade of "C" or better must be received in an undergraduate class in order to receive credit on the salary schedule.

The Board will reimburse licensed educators for pre-approved, successfully completed coursework at the rate of 40% of the amount paid per credit hour, not to exceed \$198.40 per credit hour, for the duration of this contract. The reimbursement rate shall be 50% of the amount paid per credit hour, not to exceed \$248 per credit hour, for the duration of this contract for licensed educators earning an endorsement as a reading or math specialist or a Master's Degree in an academic content area. Approval of this semester credit hour reimbursement shall be based on the feasibility of the licensed educator's new degree having a direct impact on student learning opportunities including, but not limited to, dual credit. Reimbursement payments shall be made at the end of the first month of each school year. Reimbursement payments will also be provided to licensed educators who use tuition waivers provided by the District at a reduced reimbursement amount based on the actual paid amount.

An approved micro-credential Master's Degree program will be paid at 100% by the District. Pre-approved stand alone micro-endorsements will also be paid at 100% by the District. There will be an

application process with a possible limitation on participants for both the micro-endorsement Master's Degree and stand alone micro-endorsements. If a staff member does not complete the micro-endorsement within the designated time frame, he/she will be responsible for the paid cost of the remaining incomplete micro-credentials at 100% of the micro-credential cost to the District.

Unless otherwise approved by the Superintendent, if a staff member chooses to separate from the District for reasons other than retirement, the staff member will reimburse the District for graduate level courses or micro-endorsements paid at 100% by the District in the following manner:

- 50% pay back if leave within one year of completion of said courses or programs
- 34% pay back if leave within two years of completion of said courses or programs
- 17% pay back if leave within three years of completion of said courses or programs

Salary schedule advancement will occur only when a full lane on the schedule has been completed. No increase in salary will be given for any partial lane movement.

To be eligible for tuition reimbursement and/or salary schedule advancement the licensed educator must submit to the Superintendent by June 1 all documents required for consideration. Evaluation of credit advancement on the salary schedule shall be made annually on September 1st.

Any available tuition vouchers will be offered in the following manner:

- Cooperating licensed educator
- Building of the cooperating licensed educator
- District licensed educators
- District staff

Information on available tuition waivers will be kept in a shared Google Sheet with a link on our secure staff website. The Google Sheet will show details such as the University where the tuition vouchers are for, the cooperating teacher, the building of the cooperating teacher, the expiration date, and if applicable, the date the voucher was utilized and who used the voucher.

In the event that a licensed educator is requested to and agrees to take additional course work by his/her Superintendent, the district shall pay the full tuition cost of the course and shall pay for textbooks and/or materials required for the course.

Section 7. In-District Professional Credits Earned for Salary Credit

Fifteen clock hours of Professional Credits earned by attending workshops, seminars, or courses, whether for undergraduate or graduate credit, if pre-approved by the Superintendent, will equal one (1) graduate credit and may be credited on behalf of the licensed educator for salary growth credit.

A maximum of 10 professional credits may be earned and credited on the salary schedule in the Bachelor's degree columns. A maximum of ten (10) Professional Credits may be earned and credited on the salary schedule in the Master's degree columns within each five-year period.

Licensed educators electing to earn and apply Professional Credits to movement on the salary schedule waive their right to any salary stipends associated with the workshops, seminars, or courses otherwise provided by the District.

Attendance at professional growth activities during the workday during the regular school calendar year will not be eligible or counted toward Professional Credit on the salary schedule.

The Superintendent or his/her designee shall develop a form for application for Professional Credits toward salary schedule placement.

The District Office shall maintain records of all Professional Credits granted toward salary schedule placement.

Section 8. Re-certification

If, during the duration of this contract, state guidelines for re-certification allow districts to determine their own criteria for re-certification, a committee, within state guidelines and/or mandates, will be established. This committee will meet to bargain the criteria and the impact upon the licensed educators. These criteria will be ratified separately from this Agreement by both parties.

Section 9. Transfers

Notification of Assignments

Before a change in licensed educator assignment is made, a conference between the licensed educator and appropriate administration will be held. Involuntary assignments resulting in substantially different teaching situations from those currently held, will be designated by May 1 whenever possible. A substantially different teaching assignment shall mean a change in 1) elementary grade level, 2) major teaching assignment and/or 3) building assignment.

Involuntary Reassignments

If, in the opinion of the administration, the involuntary reassignment of licensed educators becomes necessary, notice of transfer shall be given to the licensed educator to be transferred as soon as possible. The licensed educator who is to be transferred shall be given an opportunity to meet with the appropriate administration to review the reason occasioning such a transfer.

Section 10. Sick Leave Accumulation & Definition

Licensed educators shall receive annual sick leave based upon the number of accumulated sick days at the start of each school year and calculated as follows:

Number of Accumulated Sick Days	Annual Allocation
Less than 50	15 days
50 or more	18 days

Unused sick leave shall accumulate to 340 days, provided, however, that licensed educators who accumulate 340 days and provide notice of intent to retire may accumulate 360 days prior to the actual retirement date.

Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household, or birth, adoption or placement for adoption. Sick leave for birth is limited to 30 days, unless otherwise certified by a physician. Sick leave for adoption or placement for adoption is limited to 30 days. The immediate family, for purposes of this section, shall include spouse, partner in a legally recognized civil union, parents, or legal guardians, children, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, and sisters-in-law. Exceptions may be made at the discretion of the principal. A licensed educator must notify his/her supervisor as soon as possible when using sick leave. Sick leave pay shall be computed at one-one hundred eighty-first (1/181) of gross pay per licensed educator. For further clarification, see Appendix C.

Sick leave may be utilized for bereavement leave for immediate family or household and may be used for

bereavement associated with loss of friends and associates for whom the licensed educator chooses to utilize sick leave.

When a licensed educator's unused sick leave has accumulated to 340 days, any new allocated days shall be utilized prior to the utilization of the 340 days. At no time shall an individual carry more than 340 accumulated days into the next school year.

Sick days may be used in increments of a one-quarter (1/4) day. A licensed educator's one-quarter (1/4) day increment shall be determined by the building in which they perform the majority of their primary work assignment. The licensed educator's lunch hour will not be used in calculation of their workday assignment, nor will it be counted as part of the one-quarter (1/4) day increment.

Section 11. Personal Leave

Licensed educators shall be allowed two personal leave days per school year without loss of pay. Personal leave is interpreted to mean any personal business that cannot be attended to on non-work time.

Personal leave may be granted to licensed educators under the following conditions:

1. Notification of leave must be given to the principal or his/her designee at least 24 hours prior to the leave;
2. Leave days are limited to one licensed educator per building per week (Monday through Friday);
3. Leave may not be taken the day preceding or following a holiday or school recess period;
4. Leave may not be taken during the first ten (10) or last ten (10) licensed educator work days of the school year; and
5. Leave requests will be considered and approved in the order in which they are received.

Licensed educators shall not be required to submit a reason for a personal day if they adhere to these five conditions.

Exceptions to these five conditions may be granted at the discretion of the Superintendent. For the Superintendent to consider an exception, a licensed educator shall submit a reason for the request.

Personal leave days may be used in increments of one-quarter (1/4) days. A licensed educator's one-quarter (1/4) day increment shall be determined by the building in which they perform the majority of their primary work assignment. The licensed educator's lunch hour will not be used in calculation of their workday assignment, nor will it be counted as part of the one-quarter (1/4) day increment.

If unused, the personal leave days shall be added to the accumulated sick leave. Alternatively, a licensed educator may elect to carry over one (1) day of unused personal leave into the next school year. Licensed educators may not accumulate and have more than one (1) day of personal leave added to their available personal leave days at the beginning of any school year.

Licensed educators may elect to utilize two (2) days of sick leave as a personal leave day, if they have utilized all other available personal leave days. This option is available to a licensed educator under the same employment conditions as all other personal leave days, with the additional requirement that the licensed educator must inform the principal of the reason for the personal leave day request.

Section 12. Sick Leave Bank

The Board of Education, in cooperation with the Association, shall establish a sick leave bank on a voluntary basis. The Association shall administer the bank and shall establish rules for the implementation of the bank. A copy of the established rules shall be on file in the District Business Office. The Association shall provide to the District Business Office the names of participating members and the subsequent charges against the bank. The Association agrees to hold harmless the Board of Education for any claims, damages, or legal action initiated pursuant to this section.

Section 13. Insurance Payments

The Board shall provide, for the duration of this Agreement, monthly contributions for individual, individual plus spouse or child, and family hospitalization/major medical and life insurance coverage. The Board contribution shall be as follows:

Coverage Selected	Board Monthly Contribution
Individual	\$500
Individual + spouse or child	\$650
Family	\$700

For those licensed educators who choose to participate in the Health Savings Account (HSA) PPO Plan offered by the District, the Board monthly contribution for the duration of this Agreement shall be as follows:

HSA Coverage Selected	Board Monthly Contribution
Individual	100% of cost of single coverage
Individual + spouse or child	\$700
Family	\$800

In addition to the amounts listed above for HSA coverage contributions, for the duration of this Agreement the Board will contribute \$1241.35 annually to the licensed educator’s health savings account. This amount will be adjusted annually by the Consumer Price Index amount used to calculate the “tax cap” amount limiting the Board’s annual property tax revenue increase under Illinois law. Upon initial enrollment into HSA coverage, the Board will contribute the annual contribution in one lump sum. For subsequent enrollment into HSA coverage, the Board will make quarterly contributions totaling the annual amount.

All of the above Board insurance contributions (HMO, PPO, and HSA) for the duration of this Agreement, will be reduced to 95% of the listed contribution amount for those licensed educators who do not participate in the District’s wellness plan initiatives.

The cash option in the amount of \$85.00 per month in lieu of individual or family insurance coverage is available only to those licensed educators who elected the cash option in 2001-2002. At the start of each plan year licensed educators previously electing the cash option will be given an opportunity to enroll in the district insurance plan. Once a licensed educator elects to enroll in the district insurance plan, the cash option will never again be available to the licensed educator.

If the cost of individual insurance coverage increases more than 15% from any one plan year to the next, this Section (Section 13), and only this Section, shall be renegotiated.

Section 14. Complaints Against Licensed Educators

A licensed educator shall be notified whenever a complaint has been lodged against the licensed educator leading to public Board action at a future Board meeting. The licensed educator shall also be notified of the person lodging the complaint.

Section 15. Reduction-In-Force

The reduction-in-force of tenured licensed educators will be conducted pursuant to the requirements of the *Illinois School Code*. In the event of a tie in the seniority calculation of affected licensed educators, the tie will be broken based upon the licensed educators’ date of hire as determined by the relevant minutes of the meeting of the Board of Education, with the earlier date of hire controlling.

Section 16. Posting of Vacancies

If a vacancy occurs in any position, the notice of vacancy will be posted by the Administration via District email and posted on the District website for ten (10) work days before the vacancy is permanently filled.

All qualified internal applicants for the position shall receive an initial interview. Interviews beyond the initial interview will be determined by the Administration for select applicants only. The Administration reserves the right to deny a position or transfer to internal applicants. Both initial and subsequent interviews will occur within the larger interview pool of internal and external applicants.

ARTICLE VI

Salaries

Section 1. Pay Dates

A. Subject to the provisions below, the first paycheck for the school year will be received on August 25. Thereafter, pay days for all regular teaching salaries and all extra-curricular duty salaries shall be the 10th and the 25th of the month, unless:

1. The 10th or 25th falls on a Saturday, in which event payday shall be on the 9th or the 24th.
2. The 10th or 25th falls on a Sunday, in which event payday shall be on the 8th or the 23rd.
3. Annually, prior to June 30th, licensed educators will receive all remaining paychecks for the fiscal year. These payments will be processed as three (3) separate payrolls.

B. Paydays prior to a holiday period shall be on the last business day of the district.

Section 2. Salary

A. Starting salaries for those new to School District 429 are set forth in the attached *New Teacher Matrix for Initial Salary Determination*(Appendix A) and reflects the following annual increases to the starting salary over the prior year salary:

- 2024-2025 4% increase over the prior year
- 2025-2026 3% increase over the prior year
- 2026-2027 2% increase over the prior year

For the duration of this Agreement, each returning licensed educator will receive the salary percentage increase

noted below:

- 2024-2025 6% increase over prior year
- 2025-2026 5% increase over prior year
- 2026-2027 4% increase over prior year

Those licensed educators new to TRS and hired by the District after January 1, 2011, shall be eligible for a matching annual Board contribution of up to \$500 to an approved, qualified 403(b) deferred compensation plan.

When hiring teachers, the District will recognize all prior school teaching experience credit when setting the applicant's salary.

B. Professional Growth

1. District professional growth requirements are met by meeting state re- certification requirements. In the event that State of Illinois re-licensure requirements are eliminated or significantly lessened, Section 3 following shall become the professional growth requirements for licensed educators.
2. To achieve professional growth, a licensed educator:
 - a) without a Master's degree must earn a minimum of three hours of professional growth credits every two years.
 - b) with a Master's degree must earn a minimum of three hours of professional growth credits every four years.
3. Professional growth credits can be obtained by:
 - completion of three semester hours of graduate credit approved by the Superintendent.
 - completion and accumulation of three hours of District Professional Growth Credits acquired through participation in district sponsored inservice programs for which professional growth is offered. Development of district sponsored inservice programs will include input from the committee designated by "c) 1" of this section.
 - completion and accumulation of three hours of District Professional Growth Credits acquired in professional activities approved, in advance by the Superintendent.

Professional activities can include, but are not limited to:

- 1) service in a professional activity, designated by a committee of the HBREA and the Superintendent as being appropriate for acquisition of 1, 2, and/or 3 professional growth credits, subject to the final approval of the Board of Education;
- 2) creation of a new course/program for the district;
- 3) implementation of an original course/program;
- 4) serving as a chairperson of an in-district curriculum development, staff development, or program improvement committee;
- 5) serving as a presenter at a local, county, state, or national conference;

6) serving as an officer and/or delegate to a state or national organization whose primary goal is the improvement of the instructional process or curricular materials to be made available for use within schools; and,

7) serving as a representative to a state-wide committee promoting curriculum and staff improvement, sponsored or operating under the auspices of the Illinois State Board of Education.

4. A verification document shall be submitted by the licensed educator to the Superintendent for certification that professional growth requirements have been completed.

5. Licensed educators who earn professional growth credits for BA+10 or +20, MA, or MA+10, +20, +30, +40 or +50 will receive a \$1750 increase in addition to their percent pay increase as stated in Article VI, Section 2.A.

C. Coaching and Co-Curricular Activities

B. Pay for coaching and co-curricular activities is provided in Appendix B. These assignments are made on an annual basis. The Board reserves the right to annually determine which, if any, of these positions will be filled. Pay for these activities is determined by the licensed educator's years of experience in the activity as listed in the Stipend Payment table found in Appendix B.

Section 3. Extra-Curricular Supervision

Extra-curricular activity supervision shall be paid at the rate of \$57.75 per event.

Section 4. Internal Substitution

Licensed Educators who substitute for absent licensed educators during scheduled preparation time shall be paid at the following rates:

Elementary – per 30 minute period	\$ 17.67
Middle School – per class period	\$ 25.33
High School – per class period	\$ 25.33

Section 5. Duty-Free Lunch

Licensed educators shall be granted duty-free lunch in accordance with the law. Every effort shall be made to set up a licensed educator's schedule to provide a duty-free lunch period. When this cannot be done and a licensed educator has to involuntarily surrender his/her lunch period because of supervisory duties relating to or supervising of his/her students, said licensed educator shall be reimbursed at the internal substitution rate. A licensed educator who is assigned to more than one building shall work with his/her principal to attempt to arrange a schedule so travel time does not infringe upon a lunch period.

Section 6. Curriculum Development

Licensed educators who develop and/or participate in a curriculum development approved by the Superintendent shall be compensated at a rate of \$20 per hour.

Section 7. Committee Service

Licensed educators who serve on District-level committees, excluding PERA, shall be paid an annual stipend of up to \$115.00 for such service. The Superintendent may establish additional paid committees in collaboration with the Interest Based Communications Committee. The Superintendent, or designee, will publish in advance if participation on a particular committee is paid or unpaid.

Pay for committees will be handled in the following way:

- Each committee member will be paid \$15 per District-level committee meeting that they are in attendance.
- The committee members who attend eight (8) or more District-level committee meetings will receive the full stipend of \$115.

Committees wholly or partly funded by state and/or federal funds may be excepted from this stipend provision.

Section 8. Professional Development Compensation

Licensed educators who take on the additional responsibility, at the request of the District, to provide professional development to the staff of the District that is outside of their job description will be compensated \$20 per hour for preparation and development time outside of the professional work day and \$25 per hour for the presentation itself. Each hour of presentation will warrant two (2) hours of preparation and development time outside of the professional work day.

Licensed educators will be considered for professional development presentations based on their exhibited skill sets in their role in the District, their education, and their attained professional development. If District reimbursement or payment is made for the attained education or professional development, communication will occur prior to the learning as to the expectation of sharing the learning with the staff of the District and the effect that might have on the professional development compensation.

Section 9. Extended Service Compensation

Licensed educators who, with approval of the building principal and the Superintendent, continue to serve in their primary assignment, prior to or beyond the approved school term, shall be paid per day at the rate of 1/181 of their current fiscal year salary. Licensed educators who work under provisions of special extended year contracts are excepted from provisions of this section.

Section 10. Retirement

A. Eligibility

For the duration of this agreement, a voluntary retirement program shall be available to tenured licensed educators who meet all of the eligibility criteria:

1. Completed at least ten (10) consecutive or non-consecutive years of full-time service in the employ of School District 429 except as otherwise noted below;
2. Considered by the Illinois Teachers' Retirement ("IRS") to be age eligible on the date of the licensed educator's retirement; and
3. Have filed for participation in the retirement program of the Illinois Teacher Retirement System ("TRS").

B. District Plan

An eligible licensed educator, who submits an irrevocable written request to retire to the Superintendent by

January 15 of any year of this Agreement, shall receive the stipend provided below. In order to receive the stipend, the licensed educator's effective date of retirement must be no later than three years beyond the end of this contract (June 30, 2030). Retirement benefits are determined by the contract in place at the time the written request to retire is made.

An eligible licensed educator shall be paid an amount, pursuant to the chart below, for each year of full-time service in School District 429 prior to the effective date of retirement:

Years of District Service	Service Stipend
10 to 14	\$300 per year of service
15 to 19	\$500 per year of service
20 or more	\$750 per year of service

Upon approval of participation, the licensed educator may elect to receive a portion of the stipend in each remaining year of employment sufficient to increase the licensed educator's base scheduled salary by up to six percent (6%) over the licensed educator's prior year's base scheduled salary. Any portion of the stipend not used to increase a licensed educator's base scheduled salary will be paid after the licensed educator has retired and received his or her final paycheck for regular earnings. Under no circumstances may any licensed educator participating in this plan receive a TRS creditable earnings increase in excess of six percent (6%) from one school year to the next.

Section 11. Licensed Educator Mentoring

The Board will establish a mentoring program for licensed educators who are new to the District. The mentoring program will have general mentoring components universal across the District. Each building will add additional components that meet the needs of mentoring the respective grade level educators.

Participation will be required of all licensed educators newly employed by the District. Each new licensed educator will be assigned a mentor by the principal from a list of tenured licensed educators who volunteer to participate.

Training will be provided by the District for participants in the mentoring program. Mentors will be paid \$250 per year for each new licensed educator assigned to the mentor.

Annually, no later than March 1, a District Mentoring Committee will review and evaluate implementation of the program and may make recommendations to the Board, Association and each building for program changes. This Committee will be composed of two (2) licensed educators and one (1) administrator from each building. Additionally each building is expected to review and evaluate its own program.

Section 12. Teacher Retirement System Contribution

The Board shall pick up and pay for each licensed educator 9.00% of the licensed educator's salary as defined by the Teachers' Retirement System to the Teachers' Retirement System of the State of Illinois to be applied for the retirement account of such licensed educator. It is the intent of the parties by this Agreement to qualify these payments as employer payments under Section 414(h) of the Internal Revenue Code. The licensed educators have no right or claim to the fund so remitted except as the funds may subsequently become available upon retirement or resignation from the Teachers' Retirement System.

Any amounts due each licensed educator pursuant to this Agreement shall be payable to the licensed educator as salary in installments as otherwise provided herein, provided the Board shall deduct there from

all monies as required by law or as authorized by the licensed educator pursuant to this Agreement, or as otherwise authorized by the Board. Such withholding shall include any and all additional amounts required to be paid to the Teachers' Retirement System for the account of such licensed educator.

The HBREA and each licensed educator will indemnify and hold harmless the Board of Education, its members, its agents, and its employees from any and all claims, demands, actions, complaints, suits or other liability by reason of a faithful payment of contributions to the Teachers' Retirement System pursuant to the provisions of this Section. No claim, demand, action, or suit shall be settled or compromised in any manner without the express written consent of both parties.

ARTICLE VII

Grievance Resolution Procedure

Section 1. Grievance Definition

A grievance shall mean only a complaint by a licensed educator or the Association that there has been an alleged violation, misrepresentation, or misapplication of the terms of this Agreement.

Section 2. Timeline

Grievance Step One must be initiated within 10 school days from the time of the occurrence of the event complained of or from the time when such event might reasonably be known to have occurred.

Section 3. Grievance Appeal Time Limits

Failure of the grievant 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. Time limits may be extended only by mutual agreement. In the event that school is not in session, the timeline will refer to business days when the district office is open.

Section 4. Grievance Steps

A. Step One –

An attempt shall be made to resolve any grievance in informal verbal discussion between complainant and his or her principal.

B. Step Two –

If the grievance cannot be resolved informally, the grievant shall file the grievance in writing and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the Agreement alleged to have been violated, and shall state the remedy requested. The filing of the formal written grievance at the second step must be within 10 school days from the date of the informal verbal discussion. The principal shall make a decision on the grievance and communicate it in writing to the grievant and the Superintendent within 10 school days after the receipt of the grievance.

C. Step Three –

In the event a grievance has not been satisfactorily resolved at the second step, the grievant shall file, within 10 school days of the principal's written decision at the second step, a copy of the grievance with the Superintendent. Within 10 school days after such written grievance is filed, the aggrieved and the Superintendent or designee shall meet to resolve the grievance. The Superintendent or designee shall file an answer within 10 school days of the third step grievance meeting and communicate it in writing to the grievant and the principal.

D. Step Four –

If the grievance is not resolved satisfactorily at the third step, the grievant shall file, within 10 school days of the Superintendent's written decision at the third step, a copy of the grievance with the Board President. Within 20 school days after such written grievance is filed, the aggrieved and the Board of Education shall meet to resolve the grievance. The Board President shall file an answer within 10 school days of the fourth step grievance meeting and communicate it in writing to the grievant and the Superintendent.

E. Step Five –

If the grievance is not resolved satisfactorily at the fourth step, there shall be available a fifth step, which includes the use of binding arbitration. The HBREA may submit, in writing to the Superintendent, within 30 school days from receipt of the step four answer, a request to enter into such arbitration on behalf of the grievant. The arbitration proceeding shall be conducted by an arbitrator to be selected by the Board or its designee and the HBREA within 10 school days after said notice is given. If no agreement is reached in the selection of an arbitrator within 10 days, an arbitrator shall be selected from the list provided by the American Arbitration Association (AAA) according to AAA selection guidelines.

The Board and the HBREA may agree, within the same 10 school day period to select a panel comprised of three members. One member will be selected by the HBREA and one member will be selected by the Board. These two members will jointly agree upon the third member who will chair the committee. The committee will be allowed 20 school days to conduct hearings and other business and to submit a written decision to the HBREA and to the Board.

Section 5. Shared Cost Arbitration

Each party shall bear the full cost of its representation in the arbitration. The cost of the AAA arbitrator shall be shared by both parties.

Section 6. Arbitrator's Authority

The arbitrator shall not amend, modify, nullify, ignore or add to the provisions of this agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the Board or HBREA and his decision must be based solely and only upon his interpretation of the meaning or application of the express relevant language of this Agreement.

Section 7. Filing Outside the Grievance Procedure

If the HBREA or licensed educator files any claim or complaint in any other forum other than under the grievance of this Agreement, the Board shall not be required to process the same claim or set of facts

If the HBREA or licensed educator files any claim or complaint in any other forum other than under the grievance of this Agreement, the Board shall not be required to process the same claim or set of facts through the grievance procedure.

ARTICLE VIII

Effect of Agreement

This Agreement shall be effective as of the first day of the 2024-2025 school year and shall continue in effect until the first day of the 2027-2028 school year provided that the Board and the Association convene in the event the District experiences in 2025-2026 or 2026-2027 a reduction in revenue as a result of legislation or action which:

- 1) shifts the cost of the state contribution to the Teacher Retirement System to school districts; and/or
- 2) redistributes General State Aid or other state funding to create a reduction in state funding received by the District.

Under the above circumstances, the Board and the Association shall meet to discuss steps to be taken, if any, to deal with such revenue reduction.

ARTICLE IX

Validity

Section 1. Invalid/Illegal Agreements

If any section, paragraph, sentence, or clause of the Agreement is held invalid or unconstitutional, such decision shall not affect the remaining portion of this agreement, or any section or part thereof.

Section 2. Date of Adoption

This Agreement is signed and adopted this 3rd day of April, 2024.

In witness thereof:

For the Hinckley-Big Rock Education
Association

Manda Davis
Co-President

Sarah Satori
Co-President

Jennifer Slata
Secretary

For the Board of Education Hinckley-
Big Rock CUSD 429

[Signature]
President

[Signature]
Secretary

Appendix A

New Teacher Matrix for Initial Salary Determination 2024-2025

YEAR	BA		BA +10		BA+20		MA	
	Gross	w/TRS	Gross	w/TRS	Gross	w/TRS	Gross	w/TRS
1	\$40,969	\$44,656	\$42,719	\$46,563	\$44,469	\$48,471	\$46,219	\$50,378
2	\$41,757	\$45,515	\$43,507	\$47,422	\$45,257	\$49,330	\$47,007	\$51,237
3	\$42,164	\$45,959	\$43,914	\$47,866	\$45,664	\$49,774	\$47,414	\$51,681
4	\$42,572	\$46,403	\$44,322	\$48,311	\$46,072	\$50,218	\$47,822	\$52,126
5	\$42,778	\$46,628	\$44,528	\$48,536	\$46,278	\$50,443	\$48,028	\$52,351
6	\$42,984	\$46,853	\$44,734	\$48,761	\$46,484	\$50,668	\$48,234	\$52,576
7	\$43,641	\$47,569	\$45,391	\$49,477	\$47,141	\$51,384	\$48,891	\$53,292

YEAR	MA+10		MA+20		MA+30		MS+40		MA+50	
	Gross	w/TRS	Gross	w/TRS	Gross	w/TRS	Gross	w/TRS	Gross	w/TRS
1	\$47,969	\$52,286	\$49,719	\$54,193	\$51,469	\$56,101	\$53,219	\$58,008	\$54,969	\$59,916
2	\$48,757	\$53,145	\$50,507	\$55,052	\$52,257	\$56,960	\$54,007	\$58,867	\$55,757	\$60,775
3	\$49,164	\$53,589	\$50,914	\$55,496	\$52,664	\$57,404	\$54,414	\$59,311	\$56,164	\$61,219
4	\$49,572	\$54,033	\$51,322	\$55,941	\$53,072	\$57,848	\$54,822	\$59,756	\$56,572	\$61,663
5	\$49,778	\$54,258	\$51,528	\$56,166	\$53,278	\$58,073	\$55,028	\$59,981	\$56,778	\$61,888
6	\$49,984	\$54,483	\$51,734	\$56,391	\$53,484	\$58,298	\$55,234	\$60,206	\$56,984	\$62,113
7	\$50,641	\$55,199	\$52,391	\$57,107	\$54,141	\$59,014	\$55,891	\$60,922	\$57,641	\$62,829

New hires with more than 7 years of professional school based experience in a similar role will be given credit for each year and assigned an initial salary at the Superintendent's discretion. In no instance will a new staff member receive a salary greater than a currently employed HBR teacher with the same professional years of experience and education.

New Teacher Matrix for Initial Salary Determination 2025-2026

YEAR	BA		BA +10		BA+20		MA	
	Gross	w/TRS	Gross	w/TRS	Gross	w/TRS	Gross	w/TRS
1	\$42,198	\$45,996	\$43,948	\$47,903	\$45,698	\$49,811	\$47,448	\$51,718
2	\$43,844	\$47,790	\$45,594	\$49,698	\$47,344	\$51,605	\$49,094	\$53,513
3	\$44,272	\$48,257	\$46,022	\$50,164	\$47,772	\$52,072	\$49,522	\$53,979
4	\$44,700	\$48,723	\$46,450	\$50,631	\$48,200	\$52,538	\$49,950	\$54,446
5	\$44,917	\$48,959	\$46,667	\$50,867	\$48,417	\$52,774	\$50,167	\$54,682
6	\$45,134	\$49,196	\$46,884	\$51,103	\$48,634	\$53,011	\$50,384	\$54,918
7	\$45,824	\$49,948	\$47,574	\$51,855	\$49,324	\$53,763	\$51,074	\$55,670

YEAR	MA+10		MA+20		MA+30		MS+40		MA+50	
	Gross	w/TRS	Gross	w/TRS	Gross	w/TRS	Gross	w/TRS	Gross	w/TRS
1	\$49,198	\$53,626	\$50,948	\$55,533	\$52,698	\$57,441	\$54,448	\$59,348	\$56,198	\$61,256
2	\$50,844	\$55,420	\$52,594	\$57,328	\$54,344	\$59,235	\$56,094	\$61,143	\$57,844	\$63,050
3	\$51,272	\$55,887	\$53,022	\$57,794	\$54,772	\$59,702	\$56,522	\$61,609	\$58,272	\$63,517
4	\$51,700	\$56,353	\$53,450	\$58,261	\$55,200	\$60,168	\$56,950	\$62,076	\$58,700	\$63,983
5	\$51,917	\$56,589	\$53,667	\$58,497	\$55,417	\$60,404	\$57,167	\$62,312	\$58,917	\$64,219
6	\$52,134	\$56,826	\$53,884	\$58,733	\$55,634	\$60,641	\$57,384	\$62,548	\$59,134	\$64,456
7	\$52,824	\$57,578	\$54,574	\$59,485	\$56,324	\$61,393	\$58,074	\$63,300	\$59,824	\$65,208

New hires with more than 7 years of professional school based experience in a similar role will be given credit for each year and assigned an initial salary at the Superintendent's discretion. In no instance will a new staff member receive a salary greater than a currently employed HBR teacher with the same professional years of experience and education.

New Teacher Matrix for Initial Salary Determination 2026-2027

YEAR	BA		BA +10		BA+20		MA	
	Gross	w/TRS	Gross	w/TRS	Gross	w/TRS	Gross	w/TRS
1	\$43,042	\$46,916	\$44,792	\$48,823	\$46,542	\$50,731	\$48,292	\$52,638
2	\$45,598	\$49,702	\$47,348	\$51,610	\$49,098	\$53,517	\$50,848	\$55,425
3	\$46,043	\$50,187	\$47,793	\$52,095	\$49,543	\$54,002	\$51,293	\$55,910
4	\$46,488	\$50,672	\$48,238	\$52,580	\$49,988	\$54,487	\$51,738	\$56,395
5	\$44,489	\$48,493	\$46,239	\$50,401	\$47,989	\$52,308	\$49,739	\$54,216
6	\$46,939	\$51,164	\$48,689	\$53,071	\$50,439	\$54,979	\$52,189	\$56,886
7	\$47,656	\$51,946	\$49,406	\$53,853	\$51,156	\$55,761	\$52,906	\$57,668

YEAR	MA+10		MA+20		MA+30		MS+40		MA+50	
	Gross	w/TRS	Gross	w/TRS	Gross	w/TRS	Gross	w/TRS	Gross	w/TRS
1	\$50,042	\$54,546	\$51,792	\$56,453	\$53,542	\$58,361	\$55,292	\$60,268	\$57,042	\$62,176
2	\$52,598	\$57,332	\$54,348	\$59,240	\$56,098	\$61,147	\$57,848	\$63,055	\$59,598	\$64,962
3	\$53,043	\$57,817	\$54,793	\$59,725	\$56,543	\$61,632	\$58,293	\$63,540	\$60,043	\$65,447
4	\$53,488	\$58,302	\$55,238	\$60,210	\$56,988	\$62,117	\$58,738	\$64,025	\$60,488	\$65,932
5	\$51,489	\$56,123	\$53,239	\$58,031	\$54,989	\$59,938	\$56,739	\$61,846	\$58,489	\$63,753
6	\$53,939	\$58,794	\$55,689	\$60,701	\$57,439	\$62,609	\$59,189	\$64,516	\$60,939	\$66,424
7	\$54,656	\$59,576	\$56,406	\$61,483	\$58,156	\$63,391	\$59,906	\$65,298	\$61,656	\$67,206

New hires with more than 7 years of professional school based experience in a similar role will be given credit for each year and assigned an initial salary at the Superintendent's discretion. In no instance will a new staff member receive a salary greater than a currently employed HBR teacher with the same professional years of experience and education.

Appendix B

Stipend Calculation and Payment

Certain positions included in the Collective Bargaining Agreement receive stipends. For those positions, the following sections are designed to provide additional information on how the stipend is calculated and when payments for the stipends are made.

Calculations

Stipend calculations are dependent on years of experience as noted on the Stipend Payment Table.

If two individuals split an advisor or coaching position the pay will be paid based on their individual years of experience in that position. The stipend in the corresponding cell will be paid at 50% of the amount.

Payments

Advisors

Half of the stipend will be paid on the January 10 payroll after the Principal submits the appropriate form to the Superintendent indicating that the advisor has met expectations for payment. The remaining payment will be paid on the May 10 payroll after the Principal submits the appropriate form to the Superintendent indicating that the advisor has met expectations for payment. For 1 semester activities, payment will be made ½ way through the semester (October/March) and end of the semester (Jan or May).

Coaches

Half of the stipend will be paid mid-way through the season with the remaining half paid once the season is completed. The HS Athletic Director will create the stipend schedule for each high school athletic season that aligns with the mid/end season payments. The MS principal, or athletic coordinator, will create a stipend schedule for the middle school athletic seasons.

Petition for review of position values

The Co-Curricular Committee is charged with the task of preparing a recommendation for negotiations related to stipends associated with both co-curricular and extra-curricular positions. With that in mind, an advisor or a coach may petition for a review of their stipend amount in the last year of the contract between the Board of Education of Community Unit School District No. 429 and the Hinckley-Big Rock Education Association. For the Co-Curricular Committee to have enough time to prepare a recommendation, the petitions will be received between August and October of the last year of the contract. The Co-Curricular Committee will review the petitions and the values for all positions. The Co-Curricular Committee will have a recommendation to the HBREA and the Board by February 1 of the negotiating year.

New Club & Activities

Our activities should develop leadership skills in our students, meet the needs and interests of our students, and provide an opportunity to extend academic and social learning outside of the classroom. HBR429 is committed to aligning clubs and activities with current student interests. To determine the current interest in offerings, and solicit ideas for new activities, the co-curricular committee will meet annually, in March, and survey students in grades 5-11 to assist with planning for the next academic year. New clubs and activities can be created each year to meet the interests of students. Applications to start

these clubs and activities should be submitted to the principal by September 10 of each year. There will be a designated clubs and activities stipend pool at each building to allow flexibility for starting new clubs that target student interests.

Elementary School:	\$1000
Middle School:	\$1500
High School:	\$1500

Addition of Coaching Staff

To ensure the safety of our students and provide the best instruction in skill development, each Varsity team except Golf, Track, and Cross Country, will have a Head Coach and Assistant Coach assigned annually. Should Golf, Track, or Cross Country numbers reach a level that the Athletic Director finds necessary for safety and instruction to recommend an Assistant Coach for a season, the Athletic Director will make the recommendation with rationale to the Superintendent. This need for an additional coach will be reviewed annually as student interest and participation varies.

Co-Curricular Committee

The Board and the Association agree to create an on-going Co-Curricular Committee for the following purposes:

1. Develop, review (on an annual basis) and revise, as needed, job descriptions for all co-curricular and extra-curricular positions; and
2. Review and recommend, if necessary, the “value” of each extra-curricular position; and
3. Implement the process, as included in the co-curricular and extra-curricular handbooks, for:
 - a. Petitioning for the addition of new positions
 - b. Petitioning for the review of position “values”
 - c. Deleting or modifying positions
 - d. Making recommendations to the Board for all of the above tasks
4. Make recommendations to the Superintendent regarding minimum staffing levels for each position; and
5. Recommend a depiction of the extra-curricular schedule for inclusion in the collective bargaining agreement.

This Committee shall be made up of up to 5 licensed educators (one from HBRES, and two each from HBRMS and HBRHS with one being an advisor of a co-curricular activity and the other a coach of an extra-curricular activity), the District Athletic Director, the Middle School Athletic Coordinator, and either one Board member or the Superintendent. Additional resource persons may be added as the Committee deems necessary.

In the year preceding formal contract negotiations, Committee recommendations will be made to the negotiating teams for consideration prior to the commencement of negotiations. In all other years, Committee recommendations will be made to the Board of Education when the Committee is prepared to do so.

STIPEND PAYMENTS (2024-2027)

Middle School Coaches	Years 1-5	Years 6-10	Years 11-15	Years 16+
Cheerleading	\$2,400	\$2,600	\$2,800	\$3,000
MS 8th Boys Basketball	\$3,100	\$3,300	\$3,500	\$3,700
MS 8th Girls Basketball	\$3,100	\$3,300	\$3,500	\$3,700
MS 7th Boys Basketball	\$3,100	\$3,300	\$3,500	\$3,700
MS 7th Girls Basketball	\$3,100	\$3,300	\$3,500	\$3,700
MS 8th G Volleyball	\$2,400	\$2,800	\$2,800	\$3,000
MS 7th G Volleyball	\$2,400	\$2,600	\$2,800	\$3,000
MS Co-Coach Track	\$2,400	\$2,600	\$2,800	\$3,000
MS Co-Coach Track	\$2,400	\$2,600	\$2,800	\$3,000
MS Soccer	\$2,400	\$2,600	\$2,800	\$3,000
MS Soccer Assistant	\$1,800	\$2,000	\$2,200	\$2,400
MS Athletic Coordinator	\$1,800	\$2,000	\$2,200	\$2,400

Middle / Elem School	Years 1-5	Years 6-10	Years 11-15	Years 16+
MS Spelling Bee	\$1,000	\$1,200	\$1,400	\$1,600
MS Intramurals (G)	\$1,000	\$1,200	\$1,400	\$1,600
MS Intramurals (B)	\$1,000	\$1,200	\$1,400	\$1,600
Elem Year Book	\$1,000	\$1,200	\$1,400	\$1,600
Outdoor Ed	\$1,000	\$1,200	\$1,400	\$1,600
MS Student Council	\$1,200	\$1,400	\$1,600	\$1,800
ES Concert Music	\$1,200	\$1,400	\$1,600	\$1,800
MS Chorus	\$1,400	\$1,600	\$1,800	\$2,000
MS Band	\$1,400	\$1,600	\$1,800	\$2,000
MS Jazz Band	\$1,400	\$1,600	\$1,800	\$2,000
MS Yearbook	\$1,400	\$1,600	\$1,800	\$2,000

High School Coaches	Years 1-5	Years 6-10	Years 11-15	Years 16+
HS Track	\$3,200	\$3,400	\$3,600	\$3,800
Cheerleading Coach	\$3,200	\$3,400	\$3,600	\$3,800
Royalettes	\$3,200	\$3,400	\$3,600	\$3,800
HS Boys Soccer	\$4,400	\$4,600	\$4,800	\$5,000
HS Boys Soccer Asst	\$2,800	\$3,000	\$3,200	\$3,400
HS Girls Golf	\$4,400	\$4,600	\$4,800	\$5,000
HS Boys Golf	\$4,400	\$4,600	\$4,800	\$5,000
Cross Country	\$2,800	\$3,000	\$3,200	\$3,400
HS Volleyball Varsity	\$4,400	\$4,600	\$4,800	\$5,000
HS Volleyball JV/Asst	\$2,800	\$3,000	\$3,200	\$3,400
HS Volleyball Freshman	\$2,800	\$3,000	\$3,200	\$3,400
HS Var B Basketball	\$6,200	\$6,400	\$6,600	\$6,800
Boys Fresh Basketball	\$4,000	\$4,200	\$4,400	\$4,600
HS B Basketball JV/Asst	\$4,000	\$4,200	\$4,400	\$4,600
HS Var G Basketball	\$6,200	\$6,400	\$6,600	\$6,800
HS G Basketball JV/Asst	\$4,000	\$4,200	\$4,400	\$4,600
HS G Soccer	\$4,400	\$4,600	\$4,800	\$5,000
HS G Soccer Asst	\$2,800	\$3,000	\$3,200	\$3,400
HS V Baseball	\$4,400	\$4,600	\$4,800	\$5,000
HS Baseball Asst	\$2,800	\$3,000	\$3,200	\$3,400
HS Softball	\$4,400	\$4,600	\$4,800	\$5,000
HS Softball Asst	\$2,800	\$3,000	\$3,200	\$3,400

High School	Years 1-5	Years 6-10	Years 11-15	Years 16+
Freshman Sponsor	\$1,200	\$1,400	\$1,600	\$1,800
Soph Sponsor	\$1,200	\$1,400	\$1,600	\$1,800
Spanish Club	\$1,200	\$1,400	\$1,600	\$1,800
Library Cub	\$1,200	\$1,400	\$1,600	\$1,800
Pep Club	\$1,200	\$1,400	\$1,600	\$1,800
Renaissance	\$1,200	\$1,400	\$1,600	\$1,800
Ed Rising	\$1,200	\$1,400	\$1,600	\$1,800
HS Art Club	\$1,400	\$1,600	\$1,800	\$2,000
HS WYSE	\$1,400	\$1,600	\$1,800	\$2,000
NHS Advisor	\$1,700	\$1,900	\$2,100	\$2,300
HS Academic Bowl	\$1,700	\$1,900	\$2,100	\$2,300
Leadership Retreat	\$1,700	\$1,900	\$2,100	\$2,300
HS Band	\$1,900	\$2,100	\$2,300	\$2,500
HS Jazz Band	\$1,900	\$2,100	\$2,300	\$2,500
Jr Class Sponsor	\$2,600	\$2,800	\$3,000	\$3,200
Senior Sponsor	\$2,600	\$2,800	\$3,000	\$3,200
St Council Advisor	\$3,000	\$3,200	\$3,400	\$3,600
HS Yearbook	\$1,900	\$2,100	\$2,300	\$2,500
Bass Fishing Team	\$1,000	\$1,200	\$1,400	\$1,600
Chess Team	\$1,000	\$1,200	\$1,400	\$1,600

Misc. Stipends	
Athletic Director	\$8,129
Vocational Director	\$3,135
Behind the Wheel	\$30/hour

Appendix C
Short Term and Child-Rearing Leave Options

	Sick Leave	Family/Medical Leave Act	Child-Rearing Leave
Eligibility	All licensed educators	All licensed educators employed at least one year	Licensed educators with at least one year of continuous employment
Maximum Length	Length of Illinois or until permitted to return to work or until sick leave is exhausted May be used in addition to or concurrently with FMLA.	12 Weeks During Any 12-month Rolling Period May be used in addition to or concurrently with sick leave.	Not to exceed the remainder of school year plus one additional school year (but in no event shall the leave exceed three semesters)
Application Date	As soon as need for sick leave is known	Foreseeable: As soon as need for leave is known – notice is required no later than 60 days prior to date leave is to begin Unforeseeable: As soon as practical after leave begins	If possible, the leave request shall be given in writing to the Superintendent no later than 90 days before the requested leave’s beginning date. The licensed educator shall include the proposed leave dates
Return to Work	When sick leave exhausted or need for leave is removed	Notify district in writing of intent to return 30 days prior to end of leave	The leave shall end before a new school year begins or before the first day of school after winter recess A licensed educator desiring to return before the leave’s expiration will be assigned to an available vacancy for which the licensed educator is qualified, subject to scheduling efficiency and instruction continuity
Insurance	Premiums paid as though licensed educator was working	Premiums paid as though licensed educator was working	Subject to the insurance carrier’s approval, a licensed educator may maintain insurance benefits at his/her own expense during the leave
Salary	Paid	Paid if licensed educator elects to use sick leave available and leave would qualify for use of sick leave Otherwise, unpaid	The leave shall be unpaid; however, a licensed educator may use paid sick days as provided in this policy