

*AGREEMENT BETWEEN THE
HAMPTON FEDERATION OF TEACHERS, IFT/AFT*

AND

*THE BOARD OF EDUCATION
HAMPTON SCHOOL DISTRICT NO. 29*

*2020-2021 THROUGH 2022-2023
(3 years)*

Table of Contents

	<u>Page</u>
<u>Article 1 Recognition, Jurisdiction and Scope</u>	1
Section 1 <u>Recognition</u>	1
Section 2 <u>Legality</u>	1
<u>Article 2 Management Rights</u>	1
<u>Article 3 Union No-Strike</u>	1
<u>Article 4 Union and Teacher Rights</u>	1
Section 1 <u>Staff Lounge</u>	1
Section 2 <u>Keys</u>	1
Section 3 <u>Bargaining Unit Members</u>	2
Section 4 <u>District Equipment</u>	2
Section 5 <u>Furnished Documents</u>	2
Section 6 <u>Payment Options</u>	2
Section 7 <u>Local Professional Development Committee</u>	2
Section 8 <u>Vacancy Announcements</u>	2
Section 9 <u>Discipline</u>	2
<u>Article 5 Personnel Files</u>	3
Section 1 <u>Official Personnel File</u>	3
Section 2 <u>Access</u>	3
Section 3 <u>Copy of Personnel File</u>	3
<u>Article 6 Conditions of Employment</u>	3
Section 1 <u>Meeting Attendance/</u>	3
Section 2 <u>Workday Time Limits</u>	3
Section 3 <u>Prep Time</u>	3
Section 4 <u>Bus Duty</u>	3
Section 5 <u>Recess Supervisor</u>	3
Section 6 <u>Open House/Evaluation Scheduling</u>	3
Section 7 <u>School Improvement Sessions</u>	3
Section 8 <u>Contract Period</u>	3
<u>Article 7 Reduction in Force</u>	4
<u>Article 8 Leaves of Absence</u>	
Section 1 <u>Personal leave and sick leave</u>	4
Section 2 <u>Bereavement Leave</u>	5
Section 3 <u>Parental Leave</u>	5
Section 4 <u>Extended Leaves of Absence</u>	5

Table of Contents cont.

<u>Article 9</u>	<u>Grievance Procedure</u>	7
Section 1	<u>Definition</u>	7
Section 2	<u>Basic Principles</u>	7
Section 3	<u>Procedures</u>	8
<u>Article 10</u>	<u>Fringe Benefits</u>	8
Section 1	<u>Health Insurance</u>	9
Section 2	<u>Life Insurance</u>	10
Section 3	<u>Tuition Reimbursement</u>	10
<u>Article 11</u>	<u>Salary</u>	10
Section 1	<u>Base Salaries</u>	10
Section 2	<u>Salary Schedule Advancement</u>	10
Section 3	<u>Prior Teaching Credit</u>	11
Section 4	<u>Substitute Teaching</u>	11
Section 5	<u>Mileage Allowance</u>	11
Section 6	<u>Retirement Incentive</u>	11
<u>Article 12</u>	<u>Extra-Curricular</u>	12
<u>Article 13</u>	<u>Effect of Agreement</u>	13
Section 1	<u>Board Policy</u>	13
Section 2	<u>Exclusivity</u>	13
Section 3	<u>Contract Dates</u>	13
<u>Appendix – Salary Schedule</u>		

ARTICLE 1 **Recognition, Jurisdiction and Scope**

Section 1 **Recognition.** The Board of Education of Hampton School District No. 29 (the "Board") recognizes the Hampton Federation of Teachers, IFT/AFT (the "Union"), as the sole and exclusive bargaining agent for all regularly employed, full-time teaching employees.

Section 2 **Legality.** Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction or in the event the Congress or the Legislature enacts a law in conflict with any article, section, or clause, this agreement to the extent it violates the law, but the remaining articles section, or clauses shall remain in full force and effect for the duration of this agreement, if not affected by the deleted article, section, or clause.

ARTICLE 2 **Management Rights**

The Board retains and reserves the ultimate responsibility for proper management of the district conferred upon and vested in it by the statutes and the Constitution of the State of Illinois and the United States, including but not limited to the responsibility for and the right: to maintain executive management and administrative control of the district and its properties and facilities; to select and direct all employees; to establish programs and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students; to delegate authority through recognized administrative channels for the development and organization of the means and methods of instruction according to current written Board policy or as the same may from time to time be amended, and the selection of textbooks and other teaching materials, and the utilization of teaching aides of all kinds; and to determine the standards of services.

The exercise of the foregoing powers, rights, authorities, duties and responsibilities by the Board, and the adoption of policies, rules, regulations and practices in furtherance thereof, shall be limited by the specific and express terms of this agreement.

ARTICLE 3 **Union No-Strike**

During the term of this Agreement, no teacher shall engage in a strike, withhold services, or otherwise engage in a concerted refusal to render full and complete services.

ARTICLE 4 **Union and Teacher Rights**

Section 1 **Staff Lounge.** The Board shall provide a staff lounge.

Section 2 **Keys.** The Board shall provide each teacher keys to the building, his/her assigned classroom, and the cabinets therein.

Section 3 Bargaining Unit Members The Union agrees to represent equally and without prejudice all members of the bargaining unit for purposes of negotiations with the Board concerning terms and conditions of their employment and the settlement of grievances.

Section 4 District Equipment. With the prior approval of the Superintendent, the Union shall have reasonable use of the district equipment in the Superintendent's office, provided (a) there is no interference or disruption of normal school use. (b) the Union purchases all materials and supplies incidental to such use.

Section 5 Furnished Documents. The Superintendent or his designee shall furnish the Union President with the following documents as they become available.

- a. Board agendas (regular and special).
- b. Official minutes of Board meetings.
- c. Board policy manual.
- d. Current fiscal year budget.
- e. Annual auditor's report upon request.
- f. Annual financial review upon request.

Section 6 Payment Options. Teachers will be paid over twelve months. There shall be two paydays per month. Paychecks will be issued on the 15th and 30th of each month unless those dates fall on a weekend or holiday in which case the pay will be the last work date prior to the weekend or holiday, except the 2nd December payment which will be made on December 27. All checks will be direct deposit.

Section 7 Vacancy Announcements. The Superintendent or his designee will provide to the union president and post in the staff lounge notice of all vacancies in promotional positions as they occur.

Section 8 Discipline. Discipline will be only for cause and be progressive in nature.

ARTICLE 5 Personnel Files

Section 1 Official Personnel File. One official personnel file shall be kept for each teacher.

Section 2 Access. Teachers shall have access to their personnel files in accordance with the Employee Records Act, P.A. 83-1104. At any time, teachers may add a letter of rebuttal to items within their personnel file.

Section 3 Copy of Personnel File. Upon request, a teacher shall be entitled to one copy per year of his or her personnel file at no cost to the teacher.

ARTICLE 6 Condition of Employment

Section 1 Meeting Attendance/. Teachers may be required to attend teacher or curriculum meetings not to exceed 4 hours per month. There shall be a minimum of 24 hours notice for such meetings except in cases of emergency.

Section 2 Workday Time Limits. The teachers' regular workday begins at 8:00 AM and ends at 3:25 PM. During each workday, all teachers will be entitled to an equal length duty free lunch period.

Section 3 Prep Time. Teachers will be provided preparation/planning time during the hours of student attendance for a minimum of 250 minutes per week. This is exclusive of the duty free lunch.

Section 4 Bus Duty. Teachers will do before and after school bus duty.

Section 5 Recess Supervisor. The Board will provide a supervisor for recess duty.

Section 6 Open House/Evaluation Scheduling. Open house and teacher evaluations will not be scheduled on a Monday or the day after a holiday unless agreed upon by the evaluator and teacher.

Section 7 Contract Period. This contract will be for a total of 180 days (176 student attendance days; 4 teachers' institute days). Teachers covered by this agreement volunteering to spend additional time for training or professional activities will be compensated at the rate of \$20.00 per hour. Teachers who choose not to attend voluntary training or voluntary professional activities cannot be harmed in any way. Participation will have no part in evaluations.

Section 8 Teacher Evaluations. The District shall conduct teacher evaluations in accordance with II. School Code (105 II.CS 5/24A) of the II. Administrative Code Part 50-Evaluation of Certified Employees.

ARTICLE 7 Reduction in Force

Staff reduction and recall shall be in accordance with Illinois The School Code.

Seniority shall be counted from the date the teacher commenced full-time employment in the District.

In cases where two or more teachers have equal seniority under the above, seniority shall be determined by the date the Board of Education extended the contracts.

Leave of absence mutually agreed upon between the teacher and the Board, absence caused by temporary illness or temporary incapacity as may be defined by the Board do not effect contractual continued service of the teacher, therefore it shall be counted as seniority.

Teachers, employed on temporary full-time teaching contracts of not less than one semester may count that time served as seniority upon attaining tenure in the District. Any teacher who attains tenure who served as a substitute and was paid the substitute scale will not be allowed to count such service as seniority regardless of the length of time served.

Part-time employment shall not be counted toward seniority.

Seniority shall be forfeited upon voluntary termination of service.

Probationary teachers and part-time teachers who are honorably dismissed do not have "bumping" or recall rights.

In matter of R.I.F., legal qualifications shall be determined from evidence supporting qualifications on file with the school prior to the date of dismissal notice.

ARTICLE 8 Leaves of Absence

Section 1 Personal leave and sick leave. Full-time teachers shall be granted 15 days of sick leave annually, with full pay. Such leave is accruable. Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness requiring more extensive doctor's care or death in immediate family or household or birth, adoption or placement for adoption. "Immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians. The Board may require a physician's certificate as a basis for pay during leave after an absence of three consecutive days for personal illness, or as it may deem necessary in other cases.

Four days of the fifteen days of sick leave may be used for personal leave provided such leave is requested 24 hours in advance and such leave is not the day preceding or day after a holiday or vacation period. These personal leave days would be four annually and would not

accumulate as do sick days. In the event personal days were not used, they would accumulate as sick days.

Section 2 Bereavement Leave. In the case of a death in the family of a teacher, a maximum of three days absence per incident shall be allowed at full pay. Any time required beyond three days shall be assessed against the accumulated sick leave. Bereavement leave shall be non-cumulative. In the case of bereavement, family is defined as parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law and legal guardians and other individuals at the discretion of the Superintendent.

Section 3 Parental Leave. Any tenured teacher is entitled to parental leave for the one year as a result of the birth or adoption of a child. A teacher desiring parental leave must notify the Superintendent at least ninety (90) days prior to the anticipated birth of the child or date of adoption.

Such leave will commence upon 1) the date agreed upon by the Superintendent and the teacher, 2) the actual date of delivery, or 3) the date on which the teacher is required to leave or close employment because she/he is unable to perform her/his duties, whichever occurs first.

A teacher may return from parental leave only at the beginning of a grading period or some other date mutually agreed upon between the teacher and the Board. As a condition of parental leave, the teacher will sign a document stating it is her/his responsibility to notify the Superintendent at least ninety (90) calendar days prior to the end of the school year preceding the expected return or as of the commencement of the leave, whichever is later, of her/his intention either to return to work for the next school term or to extend the leave. The Administration will notify the teacher of the forthcoming deadline.

Parental leave is unpaid leave.

Upon reinstatement, the teacher will be paid according to the salary schedule in effect. No experience credit on the salary schedule will be given for the period the teacher was on leave.

The teacher will not lose seniority, years of experience credited prior to the leave, or tenure.

Section 4 Extended Leaves of Absence. Upon the recommendation of the Superintendent and/or his designee, leave of absence for an extended period of time may be granted by the Board of Education. Any tenured teacher desiring a leave of absence without pay must submit to the Superintendent an application in writing at least ninety (90) calendar days before the desired date of the commencement of the leave. In emergency cases, the Superintendent may waive the ninety (90) calendar days, if in his judgment, the teacher submits in writing an explanation with proper verification and/or documentation indicating the events, occasions or occurrences beyond the control of the teacher who requested the ninety (90) day period be waived.

A leave of absence for an extended period of time shall be granted for any of the following reasons or purposes: illness, military, professional study, anticipated child birth or adoption, Government or professional service, educational growth and for such other reasons which in the judgment of the Superintendent may be recommended to members of the Board of Education for their approval.

Under this policy no leave shall exceed the remainder of the year in which the leave commenced plus one additional school year unless an extension thereof is requested by the teacher in writing and recommended by the Superintendent and approved by the Board of Education. Any request for an extension must be submitted to the Superintendent no later than ninety (90) calendar days prior to the end of the school year during which the teacher is on leave. In no event shall any teacher be granted an unpaid leave of absence in excess of two (2) years.

Teachers who desire to return from an unpaid leave of absence at any time other than the beginning of the school year must specify the date upon which they intend to return at the time they apply for such leave of absence. The date of return must be at the beginning of a grading period and in no event less than sixty (60) school days prior to the end of the school year. Teachers who desire to return from an unpaid leave of absence at the beginning of a school year shall notify the Superintendent in writing of their intention to return at least ninety (90) calendar days prior to the end of the school year preceding the expected return.

In the event unanticipated events beyond the control of the teacher occur during the course of the leave, the teacher, prior to his/her specified date of return or beginning of a school year, may so notify the Superintendent in writing. Such teacher shall be placed in the first available vacant teaching position for which he/she is qualified.

Teachers returning from an unpaid leave of absence shall be placed on the salary schedule at the same place they occupied at the beginning of the leave unless they shall have completed teaching more than $\frac{3}{4}$ the number of days of the current year. In the latter case teachers shall be granted a full year's credit on the salary schedule if the partial year of teaching started before the commencement of the leave. Teachers returning from an unpaid leave of absence shall resume their duties only at the beginning of the school year unless otherwise recommended by the Superintendent and approved by the Board of Education. Prior to the approval of any leave request pursuant to this policy, the Superintendent and/or the Board of Education may require the teacher submit proper documentation such as statement of a physician, admission in an institution of higher learning or approval by the proper agency of adoption.

Insurance benefits provided by the Board of Education will cease thirty (30) days after the first day of the leave (ninety (90) days if the leave is for extended illness) provided the teacher shall be allowed to continue to participate in the insurance plan by making the monthly premium to the District business office and the insurance carrier agrees.

Upon the expiration of the leave and upon presentation of evidence satisfactory to the Board of Education manifesting compliance with the conditions of the leave, the teacher shall be

returned to a position within the school district; however, not necessarily the same position formally occupied.

Any teacher who does not comply with the notification requirements of this section shall be ineligible for return to a teaching position in the District.

ARTICLE 9 Grievance Procedure

Section 1 Definition. A grievance shall mean a complaint that there has been an alleged violation, misinterpretation or misapplication of any provision or provisions of the Agreement.

Section 2 Basic Principles. Every teacher covered by this Agreement shall have the right to present grievances in accordance with these procedures, with or without Union representation, provided the Union has been notified. Nothing contained in this Agreement shall be construed to prevent any teacher from resolving a problem informally with the appropriate administrative staff members.

The failure of a teacher or 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. Time limits shall be stated in school days.

A school day is a day when school is in session and children are in attendance.

When the grievance procedure extends beyond the last day of the regular school year, time limits shall consist of all weekdays, exclusive of Saturdays, Sundays, and holidays.

Any teacher has a right to be represented in the grievance procedure. The teacher shall be present at any grievance discussion when the administration and/or the Union deem it necessary.

Hearings and conferences under this procedure shall be conducted at a time and a place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend and will be held, insofar as possible, after regular school hours, during nonteaching time of personnel involved. When such hearings and conferences are held, at the option of the Administration during school hours all employees whose presence is required shall be excused, with pay, for that purpose.

It is agreed any investigation or other handling or processing of any grievance by the grieving teacher or teacher's representatives shall be conducted so as to result in no interference with or interruption of the institutional program and related work activities of the teaching staff.

All grievances shall be prepared in triplicate with copies to the Grievant, Union, and Superintendent.

A teacher who participates in the grievance procedure shall not be subjected to disciplinary action or reprisal because of such participation.

The grievance and response thereto shall not be placed in a teacher's personnel file unless requested by the teacher.

Section 3 **Procedures.** If a grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing with the Superintendent. The written grievance should state the nature of the grievance; should state the specific clause, or clauses of the Agreement which have been violated, misinterpreted or misapplied; and should state the remedy requested. Filing of a grievance must be within ten (10) days from the date of occurrence of the event giving rise to the grievance. Within four (4) days after he receives the grievance, the Superintendent shall discuss the matter with the aggrieved teacher at a mutually agreeable time. The Superintendent, or his designee, shall file an answer within five (5) days and communicate it in writing to the teacher and the President of the Union.

If the grievance cannot be settled, the grievance may be submitted to the Secretary of the Board within thirty (30) days of the receipt of the Superintendent's decision. The aggrieved, acting independently or through the Union, shall meet with the Board within fifteen (15) days following the receipt of the appeal. At this meeting, between the grievant and the Board, the grievant may present a written brief and/or oral arguments and call witnesses. The hearing may be conducted by the full Board or by a subcommittee to the Board as the Board may designate. The Board shall notify the grievant, in writing, of its decision within fifteen (15) days following the hearing.

Within fifteen (15) school days following the receipt of the Board's decision, the Union may submit the grievance to arbitration under Voluntary Labor Arbitration Rules of the American Arbitration Association. The arbitrator shall follow the standard rules of the AAA and the parties shall accept his/her decision in good faith. Expenses for the arbitration services shall be borne equally by the Board and the Union.

ARTICLE 10 **Fringe Benefits**

Section 1 **Health Insurance.** The Board will pay the negotiated health, dental and vision insurance premiums for full-time certified teachers with the following exceptions:

- a. For the school year 2020/2021 The Board will pay 90% of the negotiated premium individual cost for insurance
- b. For the school year of 2021/2022 The board will pay 89% of the negotiated premium individual cost for insurance.
- c. For the school year 2022/2023 The Board will pay 88% of the negotiated premium cost for insurance.

- d. Retirees may maintain insurance benefits as long as the group insurance plan carrier will accept retiree for coverage. Cost of insurance is to be paid by the retiree.
- e. The Board shall create Insurance Pools for health, dental and vision insurance.

Health Insurance Pool

A health insurance pool will be established from which funds for the spouse of a full time teacher or the child/children of a full time teacher may be used to purchase health insurance through the district health insurance plan. To participate in the pool, the superintendent must be notified in writing by August 15 of the up-coming school year. The following conditions apply:

- Pool funds shall not be used for health insurance for individuals who are eligible for Medicare.
- Pool funds may be used to purchase a regular supplemental Medicare policy provided by the district insurance agent.
- Pool funds shall not be used for children of full time teachers who are over the age of 18 and not full-time college students, nor for children of full time teachers above the age of 22.
- Pool funds and health insurance shall not be available to the spouse of a teacher who has insurance available at his/her workplace.
- Pool funds shall be available equally to all full time teachers.
- For the 2020/2021 school year, \$26,800 will be provided by the Board for the pool.
- For the 2021/2022 school year, \$26,800 will be provided by the Board for the pool.
- For the 2022/2023 school year, \$26,800 will be provided by the Board for the pool.
- The Board will provide an emergency fund of \$2000 per full time teacher, each year, that may be used by a full time teacher whose spouse experiences an involuntary loss of health insurance benefits and is eligible, according to law, to join the Hampton health insurance plan. Unused emergency funds do not carry over to the next school year.
- In the event pool funds are unused, 50% of the unused funds will be added to the pool the next year.

Vision and Dental Insurance

A vision and dental insurance pool will be established from which funds for the spouse of a full time teacher or the child of a full time teacher may be used to purchase vision/dental insurance through the district health insurance plan. To participate in the pool, the superintendent must be notified in writing by August 15 of the up-coming school year. The following conditions apply;

- Pool funds shall not be used for children of full time teachers who are over the age of 18 and not full-time college students, nor for children of full time teachers above the age of 22.
- Pool funds shall be available equally to all full time teachers.
- For the 2020/2021 school year, \$ 4,900 will be provided by the Board for the pool.
- For the 2021/2022 school year, \$4,900 will be provided by the Board
- For the 2022/2023 school year, \$4,900 will be provided by the Board.

Section 2 Life Insurance. The Board shall provide each teacher with a \$10,000 term life insurance policy at no cost to the teacher.

Section 3 Tuition Reimbursement. Full time teachers shall be reimbursed 100% of tuition cost or seminars not to exceed \$750.00 per fiscal year. This will include tuition, fees and books. To be considered for reimbursement, all courses must be approved by the superintendent before the course begins.

ARTICLE 11 Salary

Section 1 Base Salaries.

- a. In 2020-2021, the beginning base salary for a BA degreed teacher is \$41,612.
- b. Beginning in 2020//2021 school year, each teacher will receive a 3.5% increase based on the previous year's salary, each year for 3 years.

See the appendix for complete details on the salary schedule.

Section 2 Salary Schedule Advancement. To advance horizontally on the schedule, all courses taken must be approved in advance, and must be related to the work of the teacher. Credit will not be given for more than ten semester hours per year unless the teacher is in an approved program of learning which leads to an advanced degree, applicable to the Teacher's assignments.

Teachers who wish to claim credit for courses taken during the summer must file an official transcript with the Superintendent prior to the first day of the school term in the fall, or as soon thereafter as they can, but no later than September 10.

Teachers who become eligible for an increase in salary by meeting the requirements for horizontal movement on the salary schedule, will be granted the maximum increase provided eligibility occurs after they have accepted a new contract and prior to the beginning of the fall term.

Teachers who become eligible for salary advancement during the school term prior to the beginning of the second semester will be granted one-half of the stipulated increase beginning with the second semester.

Teachers who become eligible for advancement to BA + 15 will receive an increase in salary of 2%.

Teachers who become eligible for advancement by earning a Master's degree applicable to education will receive an increase of 5% from the BA = 15 salary.

Teachers who become eligible for advancement by earning MA + 15 will receive an increase of 3% from the MA salary.

Teachers who become eligible for advancement by earning MA + 30 will receive an increase of 3% from the MA + 15 salary.

No teacher will receive an increase in salary in excess of 5% in a year that could be used for retirement calculations.

Section 3 **Prior Teaching Credit.** Teachers entering the District shall be given full credit for the first five years of prior teaching experience in which they held a valid teaching certificate and one-half credit for each year thereafter, not to exceed a total of ten years prior teaching credit.

Section 4 **Substitute Teaching.** Any teacher who is requested by the Superintendent to substitute for an absent teacher during a preparation period, and perform the duties of a substitute teacher, shall be paid at the rate of \$22.00 per clock hour in addition to the regular salary.

Section 5 **Mileage Allowance.** Teachers who are required to use their personal vehicles in the course of their employment or otherwise use their vehicles in authorized service to the School District shall be reimbursed at a rate equal to the IRS rate quoted in cents per mile.

Section 6 **Retirement Incentive.**

1. Eligibility. Teachers are eligible to participate in this retirement incentive plan if they:
 - a. have at least 15 consecutive years of service in the district;
 - b. are eligible to retire without discount with TRS and without retiring under the TRS Early Retirement Option (ERO); and
 - c. are not covered by the "TRS 6% Penalty Condition".
2. Notice. The teacher shall provide written notice to the superintendent of his or her intention to retire and participate in the Retirement Incentive Plan by February 1 of the year prior to the year in which they are to begin receiving benefits under this section. This shall be referred to as the base year (the year prior to their initial receipt of benefits under this program).
3. Salary Incentive. Educators who have been employed by the District for the equivalent of FIFTEEN (15) years or more as a full time certified educator at the time of retirement, who are eligible for a TRS annuity and choose to use the local retirement incentive, shall have their compensation, which would include the total of all creditable earnings increased by 5% in each of their final years of service prior to retirement, up to a maximum of four years, provided they file an irrevocable notice of retirement with the District, in writing, by FEBRUARY 1 of the year prior to the year in which they are to begin receiving benefits under this section. This shall be referred to as the base year (the year prior to their initial receipt under this program)
4. Irrevocability. The irrevocable notice may be revoked subject to the following:

- a. Death of spouse.
- b. Other unforeseen circumstances subject to the sole discretion of the Board. The decision of the Board involving unforeseen circumstances is not subject to the grievance process.

In the event the notice is revoked, the educator shall have salary reduced by the amount that was granted as part of the enhancement that is in excess of the pay increases that would have been granted without the enhancement. The amount shall be withheld from the regular pay of the educator over 6 pay periods during the year of the revocation.

This amount shall be in lieu of all step and lane movements, as well as any additional payments or stipend. No employee who has given notice of retirement shall receive a pay increase that will subject the Board to an additional contribution to the TRS.

Participating educators are obligated to work any extra-duty activity worked in their base year for the duration of their time in the retirement incentive program. An educator's annual compensation shall be adjusted down to reflect non-performance of any such extra-duty work. If the Board of Education eliminates the extra duty, the Board will make another duty available to the educator to earn the money lost by the educator. If the educator chooses not to perform the offered activity, the educator's salary will be reduced to reflect the reduced work. In the event the educator is removed for cause the educator shall have the right to apply for open position but there shall be no guarantee of a new assignment.

- 2. Furthermore, as a condition of receipt of these retirement benefits and prior to the receipt of such retirement benefits, the employee must sign a waiver allowing the TRS to release to the District information about the employee's service credit with TRS or the employee may, at his or her option, provide that information.
- 3. In the event the TRS or General Assembly promulgates legislation or rules that impacts teacher retirement in any fashion, this section of the collective bargaining shall become null and void.
- 4. This section of the collective bargaining agreement shall expire on June 30, 2023.

ARTICLE 12 **Extra-Curricular**

Extra-curricular salary schedule for certified personnel not based on percentage. The following schedule will be adhered to if certified personnel fill these positions. Extra-curricular duties shall be voluntary.

8th Grade Sponsor	1,200
Student Council	1,200

Athletic Director 5,644
Robotics Team Leader 750
Web Page Administrator 750

ARTICLE 13 Effect of Agreement

Section 1 Board Policy. The Board reserves its complete authority to take action with respect to the policies and administration of the school system which it exercises under the School Code; provided, however, such action will not be contrary to the terms and conditions of this agreement.

Section 2 Exclusivity. This agreement constitutes the entire Agreement between the parties concerning wages and terms and conditions of employment for its term. The parties hereby agree this agreement terminates and supersedes any and all prior agreements and practices, policies, rules or regulations concerning any subject, whether covered by this agreement or not; however, the parties may at any time amend this agreement in writing by mutual consent.

Section 3 Contract Dates. This agreement will be effective upon ratification by both parties and will continue in effect from August 31, 2020 through August 30, 2023.

HAMPTON
FEDERATION OF TEACHERS

BY: Karen A. Anderson
Karen Anderson
President/H.F.T.

BY: Elizabeth Johnson
Elizabeth Johnson
Secretary/H.F.T.

Date:

BOARD OF EDUCATION
HAMPTON SCHOOL
DISTRICT NO. 29

BY: Liz Bornhoeft
Liz Bornhoeft
President/Board of Education

BY: Jeannette Smith
Jeannette Smith
Secretary/Board of Education

Date: 3/16/20

Salary Schedule

A
P
P
E
N
D
I
X

Hampton School District 29 Teacher's Annual Base Salary Schedule 2020-2021

	B.A.	B.A. + 15	M.A.	M.A. + 15	M.A. + 30
Earned	Base	Base	Base	Base	Base
Experience	Salary	Salary	Salary	Salary	Salary
0	\$41,612	\$42,444	\$44,566	\$45,903	\$47,281
1	\$42,028	\$42,869	\$45,012	\$46,363	\$47,753
2	\$42,448	\$43,297	\$45,462	\$46,826	\$48,230
3	\$42,873	\$43,730	\$45,917	\$47,294	\$48,713
4	\$43,301	\$44,167	\$46,376	\$47,767	\$49,200
5	\$43,735	\$44,609	\$46,839	\$48,245	\$49,692
6	\$44,171	\$45,055	\$47,308	\$48,727	\$50,189
7	\$44,613	\$45,506	\$47,780	\$49,215	\$50,691
8	\$45,060	\$45,961	\$48,259	\$49,706	\$51,198
9	\$45,511	\$46,421	\$48,742	\$50,203	\$51,710
10	\$45,966	\$46,885	\$49,229	\$50,705	\$52,227