

2022-2023 Hillsboro R-III School District Teacher Memorandum of Understanding

MEMORANDUM OF UNDERSTANDING – TEACHERS

2022-2023

BETWEEN THE HILLSBORO R-III SCHOOL DISTRICT BOARD OF EDUCATION

AND

**THE HILLSBORO NATIONAL EDUCATION ASSOCIATION AND
THE HILLSBORO COMMUNITY TEACHERS ASSOCIATION**

1. FORM OF AGREEMENT.

All agreements regarding TEACHER welfare reached during current salary/welfare discussions and the Board of Education are set forth in this Memorandum of Understanding between the Hillsboro R-III Board of Education, and Hillsboro NEA and Hillsboro CTA for the 2022-2023 school year.

2. TERM OF AGREEMENT.

This Agreement shall be in effect from July 1, 2022, to June 30, 2023, after which it shall expire in the entirety and shall have no further force or effect.

3. ENTIRETY OF AGREEMENT.

The Board of Education and the Hillsboro NEA and Hillsboro CTA, the parties to this Agreement, have had the opportunity to discuss any and all issues identified by the parties to these discussions in accordance with law.

4. NEGOTIATIONS DURING TERM OF THE AGREEMENT.

The Board of Education and Hillsboro NEA and Hillsboro CTA mutually waive any rights they may have to request the other to negotiate any matter not in the Agreement during the term of the Agreement.

5. AMENDMENTS TO AGREEMENT.

Any and all amendments or modifications to this Agreement must be in writing, approved by the Board of Education, as required by law, and signed by the parties.

6. SALARY SCHEDULE.

For the 2022-2023 school year, the Board of Education will provide:

- Movement of one (1) step on the salary schedule for all teachers employed by the district during the 2022-2023 school year.
- \$750 increase to the base salary - \$40,800

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7. INSURANCE BENEFITS.

The Board will fund \$521 per month for the 2022-2023 school year for the PPO health insurance plans. The district will fund the full amount of Employee Only premium of the H.S.A plan (4) and contribute \$106 a month into the employee's Health Savings Account or *Flex Spending Account* (when applicable).

The Board will fund the Employee Only premium of the Dental Plan and a Vision Plan.

8. LEAVE DAYS AND DESIGNATIONS.

The Board of Education will provide five 5 days of sick leave and five 5 days of personal leave for the 2022-2023 school year.

In July 2023, the Board will pay a stipend of \$100 a day for any unused days or fraction of days from the allotted days given in 2022-2023. All full-time employees will be eligible to receive a \$100 a day stipend for days that were not used during the school year. The stipend will be paid in July of each year.

10 month employees = 10 days total (5 sick and 5 personal) -up to \$1000 Stipend
11 month employees = 11 days total (6 sick and 5 personal) - up to \$1100 Stipend
12 month employees = 12 days total (7 sick and 5 personal) - up to \$1200 Stipend

Unused days that were paid a stipend will be added to the employee's overall bank of days, but will not be eligible for additional payment when leaving the district.

The employee's current bank of days as of June 30, 2019 will be maintained and subject to payouts upon leaving the district, minus any applicable used days after that date.

The order in which employees will use their leave days.

1. Days subject to \$100 a day stipend
2. Days subject to \$50 a day payout when leaving the district per policy
3. Days subject to \$0 a day payout, due to receiving stipend.

Certified employees will receive the stipend in ½ day increments, if applicable.

Teachers who are absent more than two consecutive contract days must have pre-approval of the superintendent to utilize personal days or a dr. note to utilize sick leave days. If this does not occur, the absence is for a reason not granted as paid or protected leave under Board policy or law.

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9. ORGANIZATION REPRESENTATIVES AT MEETINGS WITH ADMINISTRATORS.

The Board of Education understands the importance of affording employees the opportunity to have an Association representation present during employee discipline matters, when in the judgment of the administration, the presence of the Association representative will not (1) cause undue delay; (2) violate the privacy or other rights of teachers, students, parents, or others; (3) jeopardize the safety, welfare, or interests of students or others; or (4) otherwise interfere with the operation of the district.

10. FUTURE NEGOTIATIONS PROCEDURE.

The Board of Education will comply with all board policies, state and federal laws regarding negotiations with Hillsboro NEA and Hillsboro CTA.

The Board of Education will remain committed to transparency and open discussions with all employees of the Hillsboro R-III School District.

11. PROFESSIONAL DEVELOPMENT.

The Board of Education understands the importance of ensuring that teachers and staff are in class when students are present. Furthermore, every reasonable effort will be made to have necessary PD for certified staff on workdays or after school to avoid the expenditure for substitutes and to benefit the continuity of student instruction and lessen building absenteeism.

12. CLASSROOM SUPPLIES.

The Board of Education understands that teachers need assistance with classroom supply funds to benefit the students during classroom instruction. The Board of Education will provide funds as available. Teachers will communicate their needs with the building administrator in a timely manner to achieve the desired outcomes.

Andrea Day
President, Hillsboro R-III HNEA

5-18-22
Date

Noelle McDermott
President, Hillsboro R-III CTA

5/17/22
Date

Lisa Welker
President, Hillsboro R-III Board of Education

5/26/22
Date

Betsy Noack
Secretary, Hillsboro R-III Board of Education

5-26-22
Date

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