

**SIDEBAR TO THE AGREEMENT BETWEEN
THE HIGHLAND PARK BOARD OF EDUCATION AND
HIGHLAND PARK EDUCATION ASSOCIATION**

WHEREAS, the Highland Park Board of Education ("Board") and the Highland Park Education Association ("Association") (collectively the "Parties") are bound by the terms and conditions of a collective bargaining agreement effective July 1, 2021, through June 30, 2024 ("Agreement"); and

WHEREAS, the Parties desire to amend a portion of the Agreement as set forth in this Sidebar to the Agreement ("Sidebar") in order to establish school start and end times that are better suited to our student's needs, and to offer more equitable bussing times for students.

NOW, THEREFORE, BE IT RESOLVED that the Parties hereto agree as follows:

ARTICLE 27

WORK DAY

A. TEACHERS - ARRIVAL TIME AND DISMISSAL TIME

1. Effective July 1, 2011, All teachers shall be required to arrive no earlier than 7:30 a.m. and be present no more than five (5) minutes prior to the students' arrival and may leave ten (10) minutes after student dismissal.
2. Effective July 1, 2023, all teachers in grades 6-12 shall not be required to be present more than ten (10) minutes prior to the students' arrival and may leave five (5) minutes after student dismissal.
3. Effective July 1, 2023, the arrival and dismissal times for all students shall be as follows:
 - a. Irving Primary School: 8:10 a.m. to 2:40 p.m.
 - b. Bartle Elementary School: 7:45 a.m. to 2:15 p.m.
 - c. Middle School: 8:10 a.m. to 3:00 p.m.
 - d. High School: 8:10 a.m. to 3:00 p.m.

2-4. The length of the work day for teachers shall remain status quo per school.

D. SECRETARIES

1. All employees shall work an eight (8) hour day which includes one (1) hour for lunch during the school year. The starting and ending time shall be determined by the needs of the particular assignment. No secretary shall be required to work past 3:30 p.m. or begin before 7:00 a.m.

ARTICLE 24

MEETINGS AND CONFERENCES

- A. 1. In-school faculty meetings shall begin no later than ~~fifteen (15)~~ five (5) minutes after the student dismissal time, and shall run no more than ~~sixty (60)~~ forty-five (45) minutes.
- A. 2. Effective July 1, 2023, no teacher shall be required to attend more than 23 ~~seventeen (17)~~ after-school meetings per year devoted to the entire school faculty, department, grade level, curricular, instructional concerns or staff development.

ALL TERMS OF THIS SIDEBAR SHALL BE INCORPORATED INTO THE SUCCESSOR AGREEMENT.

HIGHLAND PARK BOARD OF EDUCATION

BY: Marilyn Prue
Marilyn Prue, President

Date: 4/24/23

ATTEST:

BY: Linda Hoefele
Linda Hoefele,
Business Administrator/Board Secretary

Date: 4/24/2023

Board Approval Date: 4/24/2023

HIGHLAND PARK EDUCATION ASSOCIATION

BY: Keith Presty
Keith Presty, President

Date: 4/28/23

ATTEST:

BY: Susan Doney

Date: 4/28/23