

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into this 21st day of May, 2025 between the Board of Education of Hamilton CCSD #328 ("Board"); and the Hamilton Federation of Teachers, Local 3757 IFT-AFT/AFL-CIO ("Association")

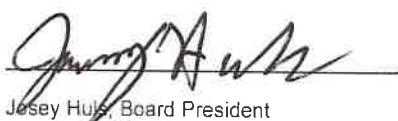
Recitals

- A. The Board and the Association have entered into a collective bargaining agreement ("Contract") addressing the terms and conditions of employment of the covered employees
- B. The parties desire to enter into a Memorandum of Understanding to address certain statutory changes and add clarity.

Agreement

- 1 **Recitals** The recitals set forth above are found to be true and correct
- 2 **Additional extra curricular compensation** In addition to the extra-curricular schedule in the contract, the following duties will be compensated as such:
HS Scholastic Bowl Sponsor at 3% of Base Salary (BS-0 cell of yearly salary schedule)
Varsity Public address announcer for varsity athletic contests at a rate of \$30/event
- 3 **Section 6.14 of the collective bargaining agreement will be amended to state**: All scheduled early dismissals will be at 1:00 p.m. Additionally, scheduled early dismissals will be limited to the last day of each semester, as well as Scheduled Half Days for School Improvement
- 4 **25-26 Salary Schedule** -The attached salary schedule will replace the schedule embedded in the contract for the 25-26 school year. It sets the base salary at \$42,500 which is in excess of the required State minimum salary of \$42,411. Each teacher in Steps 1-9 will receive a \$2000 raise in salary, while those with 10 or more years will receive a \$2400 salary increase. Longevity step for the 25-26 is set at \$2400 to mirror the increase in Steps 10-28. This only applies to the 2025-2026 school year salary schedule. Additional changes to the remaining salary schedules of the collective bargaining agreement may be made in the future if agreed upon by Memorandums of Understanding.
- 5 **The retirement incentive** approved in the original collective bargaining agreement remains intact.

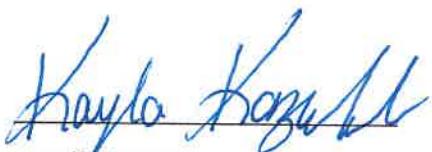
This agreement is adopted this 21st day of May 2025.



Jersey Huis, Board President
Hamilton CCSD #328



Kelly Celania, Co-President
Hamilton Federation of Teachers, 3757



Kayla Kazukauskas
Hamilton CCSD #328



Hannah Whitaker, Co-President
Hamilton Federation of Teachers, 3757

25-26 School Year BS	BS + 16	MS	MS +16	MS+24
0	42,500	43,250	44,000	44,750
1	43188	43938	44688	45438
2	43900	44650	45400	46150
3	44100	44850	45600	46350
4	44300	45050	45800	46550
5	44500	45250	46000	46750
6	44700	45450	46200	46950
7	44900	45650	46400	47150
8	45100	45850	46600	47350
9	45300	46050	46800	47550
10	45500	46250	47000	47750
11	45700	46450	47200	47950
12	46500	47250	48000	48750
13	47300	48050	48800	49550
14	48100	48850	49600	50350
15	48900	49650	50400	51150
16	49700	50450	51200	51950
17	50500	51250	52000	52750
18	51300	52050	52800	53550
19	52100	52850	53600	54350
20	52900	53650	54400	55150
21	53700	54450	55200	55950
22	54500	55250	56000	56750
23	55300	56050	56800	57550
24	56100	56850	57600	58350
25	56900	57650	58400	59150
26	57700	58450	59200	59950
27	58500	59250	60000	60750
28	59300	60050	60800	61550
				62300