

T.A. C. Smith
4-26-24
Kristi Perry
04-26-24
[Signature]
4-26-24

**Letter of Agreement between the
Hamilton Community Schools Board of Education and the Hamilton Education Association**

This letter of Agreement is for the timeframe from August 2024 through the end of the current Collective Bargaining Agreement (August 30, 2027) at which time, these provisions shall sunset into the contract as current language. All other provisions of the Master Agreement between the parties shall remain in effect.

1. Article IV, Section C

- C. A complete school year shall consist of no more than 180 student-arrival days and ~~184~~ 186 teacher work days. In the event that State law requires an adjustment to these expectations, the change shall be mutually agreed to between the Board and the Association.

2. Article IV, Section H

- H. ~~If there are 5 snow days prior to February 1, Winter Break will be shortened by one day.~~

3. Article XV, Section A.1.b

- b. Regardless of its actual value, the effect of the Annual Index on members' salaries shall be capped at a maximum of 2.5% (2025-26) and 3% (2026-27), either positively or negatively, in any given year.

4. Article XV, Section A.2

- 2. ~~Effective starting with the 2023-2024 school year,~~ ~~the~~ Hamilton Community School district shall maintain a Fund Balance between 10 and ~~20-30~~ percent of the annual budget.
 - a. In a year in which the previous year's audited Fund Balance fell below 10 percent, scheduled raises through the Annual Index will be frozen for that school year.
 - 1. This provision may affect teacher salaries no more than twice in the duration of this contract.
 - b. In a year in which the previous year's audited Fund Balance exceeds ~~20~~ 30 percent, teachers will receive an off-schedule payment that does not compound as part of their salary.
 - 1. This payment would be calculated by multiplying the actual dollars of Fund Balance over ~~20%~~ 30% by the percentage represented by teacher salaries, and then dividing that dollar amount, evenly among all the teachers.
 - 2. This dollar amount would be prorated by FTE for part time teachers.

5. Article XV, Section A.4

- 4. Members newly employed by Hamilton Community Schools will be offered a salary based on their qualifications and earned "Advancement Points" (see 6 below) as outlined in Appendix A.
 - a. Members hired with previous teaching experience will be credited with the Advancement Points earned at previous districts as if they had been employed by Hamilton Community Schools.
 - b. Members hired with previous teaching experience will be offered a salary that is no less than the minimum Level for which they are qualified according to the Advancement Point system.
 - c. At the discretion of Administration, members hired with previous teaching experience may be offered a salary that is greater than the minimum Level for which they are qualified, but shall not exceed the salary earned at their previous district.
 - d. ~~Members hired in a position that requires greater than a Bachelor's Degree will automatically be placed in Level 2 of the salary schedule. Members placed in this way will be eligible for Level 3 advancement consideration after six years. All other Level 3 qualifications will remain the same.~~

6. Article XV, Section D.8

8. ~~Long Term Disability Insurance~~ All fringe benefits will terminate, for members working less than the full contracted year, on the first day of the month following termination of employment.

7. Appendix A

Entering the ~~2021-22~~ 2024-25 school year, all current members covered by this agreement will receive the greater of the following options:

- ~~a \$2500 salary increase on schedule and going forward.~~
- a 15% salary increase on schedule with no Annual Index applied for 2024-25.
- ~~a 2.5% salary increase (based on the 2021 calculation of the Annual Index).~~
- placement on the next Level as described below to which they have become entitled due to advancement points and years of service.

In addition, any member who earned above the maximum teacher salary in ~~2020-21~~ 2023-24 will be paid ~~2.5%~~ 15% more than their ~~2020-21~~ 2023-24 salary for the 2024-25 school year.


Teachers will be placed on the salary schedule at one of the following levels. Placement will be based on years of experience and Advancement Points earned/granted.


- Level 1
 - Base Salary ~~\$44,000~~ \$50,000
 - Increase based on the Annual Index listed below
- Level 2
 - Base Salary ~~\$54,000~~ \$62,500
 - Minimum Requirements: Six years teaching experience (~~two~~ one with Hamilton Community Schools) and fourteen points
 - ~~Professional Teacher Certificate~~
 - Increase based on the Annual Index listed below
- Level 3
 - Base Salary ~~\$64,000~~ \$75,000
 - Minimum Requirements: Twelve years teaching (~~four~~ two with Hamilton Community Schools) and twenty four points
 - Increase based on the Annual Index listed below
 - The maximum teaching salary is ~~twice~~ 2.1 times the Level 1 Base (~~\$88,000~~ \$105,000).
Once a teacher reaches the maximum teaching salary:
 - If there is a positive annual index, the teacher will receive an off schedule payment based upon: (~~Twice~~ 2.1 times the Level 1 Base) X (Annual Index). This payment will be spread out through bi weekly payments.
 - If there is a negative annual index, the teacher salary will reduce by that percentage for the school year.
 - At the beginning of the next school year, the teacher salary resets itself to ~~Twice~~ 2.1 times the Level 1 Base. The Annual Index (positive or negative) will then be applied.

8. Appendix B

All references to the base pay of \$44,000 in the Appendix B tables will be adjusted to reflect the new \$50,000 base salary. Further, all calculations based on the Base Salary will be recalculated using the \$50000 Base.


For the Hamilton Community Schools




Signature


Printed Name
5-14-2024

Date




Signature


Printed Name
5/14/2024

Date


For the Hamilton Education Association



Signature
CHAD MILLER

Printed Name
5-14-2024

Date



Signature
Kristi Zoerhof

Printed Name
5-14-2024

Date

T.A.
 HEA - Corbett 4-26-24
 Kristigovich 4-26-24
 [Signature] 4-26-24

2024/2025

HCS Staff Calendar

August '24

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February '25

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

September '24

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

March '25

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

October '24

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April '25

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

November '24

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May '25

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

December '24

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

June '25

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

January '25

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

July '25

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

No School	
No School Staff PD Day	
August 19-20	Staff Welcome Back
August 21	First Day of School
Aug 30- Sept 2	No School
Sept 20	Full PD Day
October 11	1/2 School 1/2 PD Day
October 24-25	No School
November 8	1/2 School 1/2 PD Day
November 20-22	Thanksgiving Break
December 23-January 3	Holiday Break
January 24	Full PD Day
February 10	Mid Winter Break
March 7	No School
April 4 - April 11	Spring Break
May 8	1/2 Students 1/2 PD Day
May 26	Memorial Day
June 6	1/2 Day-Last Day

August 19-20	9 Hours
September 20	6 Hours
October 11	3 Hours
November 8	3 Hours
January 23	6 Hours
May 8	3 Hours
Total	30 Hours