

LETTER OF AGREEMENT

August 13, 2024

Agreement on the Transition from a 10-Step Pay Schedule to a 25-Step Pay Schedule

This letter of agreement is entered into between the Hamilton Community Schools Board of Education (“the Board”) and the Hamilton Custodial/Maintenance Association (“the Association”). This letter is in effect beginning with its signing and remains so until the end of the agreement ratified in 2021 and is in effect until June 30, 2025.

WHEREAS, the Board and the Association recognize the importance of fair and equitable compensation for all custodial and maintenance staff; and

WHEREAS, the current pay schedule consists of a 10-step system capped at step 10 with three longevity increases; and

WHEREAS, the Board and the Association have mutually agreed to modify the pay schedule to better reflect the needs and growth potential of the custodial and maintenance staff;

NOW, THEREFORE, the Board and the Association agree to the following:

1. Transition to a 25-Step Pay Schedule:

- Effective at the start of the 2024-2025 fiscal school year (July 1, 2024), the current 10-step pay schedule and Longevity pay (Article XVIII.A.2) will be replaced with a 25-step pay schedule as outlined in Appendix A (see below).
- The new 25-step pay schedule will be capped at step 25.
- The new schedule will include longevity index increases at steps 7, 10, 15, and 25.

2. Longevity Index Increases:

- Longevity index increases will be implemented in the following steps:
 - Step 7
 - Step 10
 - Step 15
 - Step 25

3. Application of the New Schedule:

- The new 25-step pay schedule shall apply to all custodial and maintenance employees beginning with the 2024-2025 fiscal school year (July 1, 2024). Income earned as of July 1, 2024, will be adjusted to this new schedule and paid retroactively to each eligible employee.
- Employees will be placed on the new schedule based on their current years of service in the district, ensuring that no employee experiences a reduction in pay as a result of this transition.

4. Bargaining for Future Contracts:

- The Board and the Association agree that for the new 2025-?? collective bargaining agreement, negotiations will be limited to bargaining a base increase to the new 25-step pay schedule.
- No other changes to the pay schedule will be considered during these negotiations.

TA 8/15
AC 8/15
JP 8/15
MB 8/15
RZ 8/15

5. Duration of Agreement:

- This Letter of Agreement shall remain in effect for the duration of the 2024-2025 fiscal school year and will be revisited during the spring 2025 bargaining session for potential modifications or continuation.

6. Ratification:

- This agreement is subject to ratification by the District's Board of Education and the Association's membership.
- Upon ratification, this Letter of Agreement will become an official addendum to the current collective bargaining agreement between the District and the Association.

This agreement shall expire on June 30, 2025. By signing below, both parties acknowledge and agree to the terms outlined in this letter.

HAMILTON COMMUNITY SCHOOLS



Signature

9/10/24

Date

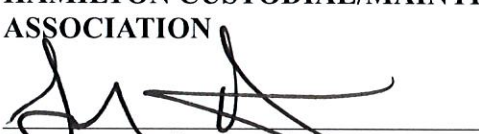


Signature

9/10/24

Date

HAMILTON CUSTODIAL/MAINTENANCE ASSOCIATION



Signature

9/10/24

Date



Signature

9/10/24

Date

APPENDIX A

July 1, 2024

Custodian			Maintenance		
Step	Hourly Rate	Index Increase	Step	Hourly Rate	Index Increase
1	\$16.09	1.000	1	\$18.61	1.000
2	\$16.41	1.020	2	\$18.98	1.020
3	\$16.74	1.020	3	\$19.36	1.020
4	\$17.07	1.020	4	\$19.75	1.020
5	\$17.42	1.020	5	\$20.14	1.020
6	\$17.76	1.020	6	\$20.55	1.020
7	\$18.58	1.046	7	\$21.49	1.046
8	\$18.95	1.020	8	\$21.92	1.020
9	\$19.33	1.020	9	\$22.36	1.020
10	\$20.26	1.048	10	\$23.43	1.048
11	\$20.26	1.000	11	\$23.43	1.000
12	\$20.26	1.000	12	\$23.43	1.000
13	\$20.67	1.020	13	\$23.90	1.020
14	\$21.08	1.020	14	\$24.38	1.020
15	\$21.77	1.033	15	\$25.18	1.033
16	\$21.77	1.000	16	\$25.18	1.000
17	\$21.77	1.000	17	\$25.18	1.000
18	\$22.21	1.020	18	\$25.69	1.020
19	\$22.65	1.020	19	\$26.20	1.020
20	\$23.11	1.020	20	\$26.73	1.020
21	\$23.11	1.000	21	\$26.73	1.000
22	\$23.11	1.000	22	\$26.73	1.000
23	\$23.11	1.000	23	\$26.73	1.000
24	\$23.57	1.020	24	\$27.26	1.020
25 (Capped)	\$25.05	1.063	25 (Capped)	\$28.98	1.063
26	\$25.05	1.000	26	\$28.98	1.000
27	\$25.05	1.000	27	\$28.98	1.000
28	\$25.05	1.000	28	\$28.98	1.000
29	\$25.05	1.000	29	\$28.98	1.000
30	\$25.05	1.000	30	\$28.98	1.000