

MEMORANDUM OF AGREEMENT
between the
HUDSON SCHOOL COMMITTEE
and the
HUDSON EDUCATION ASSOCIATION

This MEMORANDUM OF AGREEMENT is entered into by and between the Hudson School Committee (“Committee”) and the Hudson Education Association (“Association”).

WHEREAS, the Committee and the Association have entered into a Collective Bargaining Agreement for the period of August 28, 2022, through and including August 27, 2025; and,

WHEREAS, the duly authorized representatives of the Committee and the duly authorized representatives of the Association have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement; and,

WHEREAS, said representatives of the Committee and the Association have, subject to ratification by the membership of the Committee and the Association, agreed to a successor agreement for the period of August 28, 2025, through and including August 27, 2028;

NOW, THEREFORE, in consideration of mutual promises and covenants, the parties hereto agree as follows:

1. Prior Agreement

The Collective Bargaining Agreement in effect for the period August 28, 2022 through and including August 27, 2025, shall be in full force and effect for the period August 28, 2025 through and including August 27, 2028, except as modified by this MEMORANDUM OF AGREEMENT.

2. Basic Objectives

Modify as follows:

The Hudson School Committee and the Hudson Education Association jointly promote the best possible educational system for Hudson. The School Committee and the Education Association acknowledge that a teacher's primary responsibility is to teach, and their energies should be used for that purpose. The objectives of this contract are to attract the best-qualified teaching talent available to the Hudson school system, to encourage such teachers to continue in the service of Hudson's schools, and to encourage the professional growth of the members of the professional staff. **All members of the Hudson Public Schools community are expected to treat each other with dignity and respect and to maintain a professional environment where excellence and collaboration thrive amongst all our community members.**

3. Article 3 – Grievance Procedure and Insert new Appendix C in the agreement

Modify Section C as follows and insert new Appendix C to the Agreement between the parties as shown in Appendix A of this agreement:

C. Levels

Level One - The grievant will present their grievance, in writing*, to their principal or other immediate supervisor. **The principal or immediate supervisor shall meet with the grievant within five (5) days of receipt of the grievance to discuss the grievance.** The principal or supervisor will answer, in writing, within seven (7) days **of the meeting.**

Level Two - If the grievance is not satisfactorily resolved at Level One, the grievant may present it, in writing*, to the Superintendent within seven (7) days of their receipt of the Level One answer. ~~Such writing shall include:~~

- ~~1. A description (on the form currently being supplied by the Hudson Education Association to staff members for the filing of grievances) of the events giving rise to the grievance;~~
- ~~2. A specification of the provisions of this Agreement alleged to have been violated; and~~
- ~~3. A statement of the relief sought.~~

The Superintendent or their designee shall meet within five (5) days of receipt of the grievance to discuss the grievance. The Superintendent or their designee will answer, in writing, within seven (7) days **of the meeting** ~~of their receipt of the grievance.~~

Level Three - If the grievance is not satisfactorily resolved at Level Two, the grievant may present it, in writing*, to the School Committee within seven (7) days of their receipt of the Level Two answer. **The School Committee shall meet with the grievant in executive session at the next regularly scheduled meeting following receipt of the grievance.** The School Committee will answer, in writing, within twelve (12) days **of the meeting** ~~its receipt of the grievance.~~

*** - Such writing shall include:**

- 1. A description (on the form currently being supplied by the Hudson Education Association to staff members for the filing of grievances) of the events giving rise to the grievance;**
- 2. A specification of the provisions of this Agreement alleged to have been violated; and**

3. A statement of the relief sought.

Level Four - If the grievance is not satisfactorily resolved at Level Three, the Association may within seven (7) days after the grievant's receipt of the Level Three answer, present it to the State Board of Conciliation and Arbitration for arbitration pursuant to Board rules and procedures.

The fees of the Board and of the arbitrators, and the expenses of any required hearings, shall be shared equally by the Committee and the Association, but each party shall bear the expenses of its representatives, participants, witnesses, and for the preparation and presentation of its own case. The arbitrator's award shall be in writing and shall set forth their findings of fact with reasoning and conclusions. They shall arrive at their decision solely upon the facts, evidence, and contentions presented by the parties through the arbitration proceeding.

The arbitrator shall have no power to add to, subtract from, or modify any of the terms of this Agreement, and in reaching their decision shall interpret the Agreement in accordance with the commonly accepted meaning of words used herein and the principle that there are no restrictions intended on the rights or authority of the Committee, other than those expressly set forth herein.

Subject to the foregoing, the decision of the arbitrator shall be final and binding upon the Committee, the Association, and the staff member or group of staff members who initiated the grievance. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law, or which is violative of the terms of this agreement. The parties may, by mutual agreement, submit more than one pending grievance to the same arbitrator.

4. Article 5 – Teachers’ Hours and Teaching Load

Modify Section A, paragraph 2 as follows:

At the High School the teachers’ work day will start 5 minutes prior to the start of the student school day. The teachers’ work day will end 15 minutes after the end of the student school day. **Every teacher will have duty no more than a total of sixty (60) minutes per five day cycle. The duty schedule shall be reviewed at the end of the first semester and adjustments can be made if agreed to by both parties.** Teachers at the high school will not be assigned morning bus duty.

5. Article 5 – Teachers’ Hours and Teaching Load

Modify Section A.4 as follows:

4. At the elementary schools the teachers’ work day will start 15 minutes prior to the start of the student school day. The teachers’ work day will end 15 minutes after the end of the student school day. It is the intention that during the 15 minutes prior to the start of the school day those teachers responsible for recording student attendance ~~may will~~ be receiving students into the classroom **per the duty schedule**.

6. Article 5 – Teachers’ Hours and Teaching Load

Modify Section C as follows:

For each month September through June, educators may be required to remain after the end of the regular work day, on one day of the **month** ~~week~~, for the purpose of attending meetings. These meetings will begin **twenty (20)** ~~ten (10)~~ minutes after student dismissal and last for sixty (60) minutes. ~~The one~~ **One** meeting a month will be for faculty **or department** meetings for a total of ten (10) during the school year. ~~The remaining meetings for the year will be equally divided between department meetings and teacher-directed collaboration meetings. In the event of an odd number of remaining meetings during the course of the year, there will be one (1) more department meeting than teacher-directed collaboration meetings. Teacher-directed collaboration is for the purposes of developing professional practice in service to the objectives of the District and School improvement plans.~~ The day of the week such meetings are held will be determined annually, in May, at a joint labor management team meeting. The day of the week that these meetings are scheduled does not need to be consistent at all schools. The last school day of the month administration will publish a calendar that lists the type of meeting that will be occurring each week. Notice which includes type of meeting, objective of meeting, and intended attendees will be provided at least 24 hours prior to the meeting.

Teachers at the high school will also offer 60 minutes of extra help per week to students. Teachers at the middle school will offer three (3) forty-five (45) minute student help sessions during each 4 week cycle.

7. Article 5 – Teachers’ Hours and Teaching Load

Modify Section D.2.a as follows:

- a. All elementary teachers shall have a guarantee of no less than ~~255~~ **200** minutes of preparation time per five school days with no less than ~~forty-five~~ uninterrupted minutes per school day. **In a week with a**

half-day of school for students, elementary teachers shall have no less than 240 minutes of preparation time for the five day period and no less than thirty uninterrupted minutes of preparation time on the half-day that occurs within the school day for students.

8. **Article 5 – Teachers’ Hours and Teaching Load**

Modify Section D, paragraph 2.c as follows:

High school teachers will have:

- **No more than a total of sixty (60) minutes per five (5) day cycle** ~~Two periods per seven day cycle~~ for assigned duties
- One period per student day for preparation, and
- One period per **five** ~~seven~~ day cycle for professional activities as described below.

Professional activities may include the following:

- Educator evaluation meetings, such as team goal setting meetings, individual goal setting meetings, and meetings with evaluators
- Special education meetings
- Section 504 meetings
- Peer observations
- New teacher orientation and induction activities and meetings
- Mentoring activities
- Meetings with parents, students, colleagues, or counselors
- NEASC accreditation activities and meetings
- Assessment of student work
- Other professional activities

The establishment of a professional activities period shall not change the work or activities that have traditionally been performed during preparation periods.

9. **Article 5 – Teachers’ Hours and Teaching Load**

Modify Section G as follows:

Staff members may be required to attend **two (2)** ~~four~~ evening meetings each year **with a maximum duration of two (2) hours for the purpose of parent teacher conferences.** **“Evening” shall be defined as beginning thirty (30) minutes after the close of the student day.**

10. Article 5A – Common Planning Time at the Elementary Schools

Insert New Article 5A titled “Common Planning Time at the Elementary Schools” as follows and delete the “CPT Side Letter” from the Agreement :

Teachers at the elementary level will receive 40 consecutive minutes per week of common planning time (CPT). CPT will be curriculum focused, guided by student data, and will be connected to the School Improvement Plan. The agenda, along with the facilitator for the following CPT time will be determined by the team of teachers, along with the Instructional Coach, at the end of each CPT meeting. The agenda for the following CPT will be sent to the Building Principal at the conclusion of each CPT.

This will be implemented in the 2022-2023 school year; thereafter if either party has concerns with this provision the party can bring forth the concerns to the joint labor management committee.

11. Article 6 – Class Size (Does not apply to Nurses)

Modify as follows:

The Committee and the Association agree that reductions in class size limitations are desirable, and to the extent possible, such reductions will be made **in line with enrollment and educational best practices**.

12. Article 10 – Assignments

Insert New paragraph G as follows:

- G. Early College at Hudson High School
 - 1. No Unit A member(s) will be laid off, non-renewed, transferred or displaced due to the offering of Early College classes.
 - 2. No staff member will be required to teach Early College courses. The Administration will solicit volunteers within the teacher’s area of licensure.
 - 3. Courses that are co-taught with a faculty member from the college shall not be used in a teacher’s evaluation.

13. Article 17 – Sick Leave

Modify Section A as follows:

- A. During the first full three school years of service, unit members will be entitled to **thirteen (13)** ~~twelve (12)~~ sick leave days per year. Beginning with the fourth full year of service, they will be entitled to **fourteen (14)** ~~thirteen (13)~~ sick leave days per school year.

Nurses will be entitled to **thirteen (13)** ~~twelve (12)~~ sick leave days in each school year.

After completing three years of service, nurses shall be entitled to **fourteen (14)** ~~thirteen (13)~~ sick days each school year. Sick Leave days may be accumulated up to two hundred (200) days as of the first scheduled workday of the school year and proportionately for those retiring or resigning during the school year. The School Committee may grant additional sick leave beyond the above limit.

14. Article 19 – Temporary Leaves of Absence

Modify Sections A.1 and A.2 as follows:

1. Personal Days:

- A. Bargaining unit members with less than ten (10) completed years of service to the district, will be entitled to **three (3)** ~~two (2)~~ days leave of absence for personal time.
- B. Bargaining unit members that have completed ten (10) years of service to the district will be entitled to **four (4)** ~~three (3)~~ days leave of absence for personal time.

C. Bargaining unit members that have completed twenty (20) years of service to the district will be entitled to five (5) days leave of absence for personal time.

D. Two (2) ~~One~~ personal days may be used immediately before or after holidays or vacation periods for the purpose of extending the holiday or vacation period (excluding Labor Day).

E. Bargaining unit members may only request to extend a holiday or vacation by one day once per school year. A maximum of three (3) personal ~~Personal~~ days not extending a holiday or vacation period may be used consecutively. Both types of leave require a minimum of a 30-day notice. In the event that there are more requests made than substitutes available to cover the leave, bargaining unit members will work collaboratively to address the issue. If there is no resolution, requests will be filled on a first come first serve basis.

E. ~~E.~~ Application for a single personal day not used to extend a holiday or vacation period will be made at least 24 hours before taking such leave (except in cases of emergencies).

G. ~~F.~~ Application for all personal day leave will not require a stated reason for taking such leave other than that he/she is taking it under this section.

2. Unused Personal Days:

A. Bargaining unit members with less than ten (10) completed years of service to the district.

Procedure: One unused personal day will be rolled over to the following school year as a personal day, the remainder will be converted to sick leave and rolled over to the following school year. Banked personal days will not exceed **four (4)** ~~three (3)~~ in a school year for any bargaining unit member.

When a unit member has completed their 10th (tenth) year, all remaining unused personal days will be converted to sick days.

B. Bargaining unit members who have completed ten (10) years of service to the district.

Procedure: All unused personal days will be converted to sick leave and rolled over to the following school year. Banked personal days will not exceed **four (4)** ~~three (3)~~ in a school year for any bargaining unit member.

Members who have accrued the maximum number of accrued sick days as stipulated in Article 17, will not be able to rollover unused personal days.

C. Bargaining unit members that have completed twenty (20) years of service to the district.

Procedure: All unused personal days will be converted to sick leave and rolled over to the following school year. Banked personal days will not exceed five (5) in a school year for any bargaining unit member.

Members who have accrued the maximum number of accrued sick days as stipulated in Article 17, will not be able to rollover unused personal days.

15. Article 19 – Temporary Leaves of Absence

Modify Section A.5 first paragraph as follows:

Up to five (5) days at any one time in the event of death of a staff member's spouse, significant other, child, brother, sister, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, ~~or~~ immediate member of the household, **or upon a miscarriage.**

16. Article 19 – Temporary Leaves of Absence

Modify Section C as follows:

Ten (10) school days' leave for illness in the immediate family, **which shall include the employee's parents, siblings, spouse/significant other or children**, requiring the staff member's personal attention, may be charged against sick leave.

17. Article 19 – Temporary Leaves of Absence & Article 20 – Extended Leaves of Absence

Delete Article 19, section E.

Modify Article 20, Section K.1.a as follows:

A staff member ~~who is pregnant~~ shall be entitled to up to eight (8) weeks leave of absence **for parental leave purposes of childbearing and recovery therefrom**. During said ~~childbearing~~ leave the employee **shall receive five (5) paid days not from their personal accrued benefit time. The birth parent** may use their accumulated sick leave for **any remaining** periods of actual disability as a result of the pregnancy.

A staff member, who is the non-birth parent, may use up to ten (10) days of their accrued sick leave for the birth or adoption of the staff member's child not previously residing in the staff member's household. The ten (10) days start with the date of birth or adoption of the child. The Superintendent, in his sole discretion, may grant a request by the eligible staff member to adjust the scheduling of the ten days.

18. Article 19 – Temporary Leaves of Absence

Insert New Section F as follows:

- F. Unpaid days will be considered in extenuating circumstances only and must be approved by the Superintendent in advance (except in cases of emergency).

19. Article 22 – Orientation, Mentoring and Induction

Modify Section D as follows:

- D. All teachers new to Hudson are required to participate in Hudson's orientation, induction, and mentoring program during their first year. Teachers new to Hudson will participate in up to 8 induction meetings to be held after the regular school day. **For teachers in their second year and without a**

professional license, the induction meetings (as designed by the District) are mandatory. In their first year the induction meetings are mandatory. In their second and third year the induction meetings are voluntary.

20. Article 23 – In-Service Workshop Days

Modify Section A, paragraph 1 as follows:

1. The hours of work when full days are scheduled will be 8:30 a.m. to 3:00 p.m. Half days in service training **will occur as shown in the chart below:** ~~be for three (3) hours, scheduled by the district and end no later than 3:30 p.m.~~

	<u>Building-Based</u>	<u>Districtwide</u>
<u>Elementary Schools</u>	<u>12:30 pm – 3:30 pm</u>	<u>12:30 pm – 3:30 pm</u>
<u>Middle School</u>	<u>11:30 am – 2:30 pm</u>	<u>12:30 pm – 3:30 pm</u>
<u>High School</u>	<u>11:30 am – 2:30 pm</u>	<u>12:30 pm – 3:30 pm</u>

Building-Based: where meeting participants are entirely from a school or common department

Districtwide: where meeting participants are from multiple schools and/or levels

Nothing precludes a Districtwide PD occurring on the same date as a building-based PD based on the participants of the groups.

The Superintendent may schedule up to three (3) full days and up to seven (7) half days, ~~August~~ ~~September~~ through June, one of which will be the last day of the school year for in-service activities. Half days may not be scheduled on Fridays unless it is the last day of the school year. In no event will the work year for teachers exceed 183 days.

21. Article 23 – In-Service Workshop Days

Insert new Section C as follows:

- C. The parties agree to establish a joint-labor management committee consisting of representatives appointed by the Association President and the Superintendent and/or their designees. This committee shall meet at least twice per school year to discuss in-service related topics, including but not limited to reviewing the districtwide standardized feedback that is gathered following in-service activities and the establishment of a “Hudson University” like program.

22. Article 25A – Professional Improvement

Modify Section A as follows:

- A. Application for subsidy must be made and approval from the Superintendent of Schools or their designee must be received **at least five (5) business days** before beginning the course.

23. Article 32 – Retirement Incentive

Amend to read as follows:

A. Definitions.

1. "Applicant." - An "applicant" is a person covered by this Agreement who has completed at least fifteen (15) years of service in the bargaining unit and is at least fifty-five (55) years of age as of the August 31st immediately following the completion of the school year which they intend to be their last year of service in the Hudson Public Schools, and sets a retirement date **either on the ninetyeth (90th) workday or** no earlier than June 30th and no later than August 31st.
2. "Retirement Incentive." - The lump sum amount of **Two Thousand Five Hundred Dollars (\$2,500) for a retirement on the 90th work day or Seven Thousand Five Hundred Dollars (\$7,500) for a retirement no earlier than June 30th and no later than August 31st** ~~Five Thousand Dollars (\$5,000)~~, (less legally required tax withholding) shall be paid to the applicant under this plan, in recognition of their years of service to the Hudson Public Schools and the value to the educational system.

B. Procedure

1. An applicant shall declare their intention to participate in this plan by submitting their written intention to resign, via **emailing the appropriate retirement notification** ~~certified mail~~, to the Office of the Superintendent of Schools by **September 1st for a 90th work day retirement or February 1st for a summer retirement** of the school year in which they intend to be their last year of service in the Hudson Public Schools.
2. The retirement incentive shall be paid by the August 31st immediately following the completion of the school year, which is the applicant's last year of service in the Hudson Public Schools. However, teachers who retire in accordance with this provision shall have the option of receiving the retirement incentive on January 1st following their retirement.

C. Limitation

Effective 2025 – 2026 ~~2022—2023~~ school year, the Committee shall not be obligated to expend more than \$100,000 ~~\$105,000~~.

Effective 2026 – 2027 ~~2023—2024~~ school year, the Committee shall not be obligated to expend more than \$100,000.

Effective 2027 – 2028 ~~2024—2025~~, the Committee shall not be obligated to expend more than \$100,000.

In the event that there are unexpended funds in Article 32 (Retirement Incentive), said unexpended funds will be used to fully fund obligations under Article 17C (Sick Leave Compensatory Benefit).

In the event that this amount is insufficient to satisfy the requests of all applicants for a given year, applicants shall be disqualified in order of inverse date of receipt of their letter of application until the amount is sufficient to pay the remaining applicants. Ties will be broken by disqualifying applicants in inverse order of seniority. An applicant so disqualified shall be freed from the restrictions imposed by their letter of resignation, and free to reapply for a retirement incentive pursuant to the terms of this article.

Notwithstanding any provision to the contrary in Sections A or B ~~€~~ of Article 32 ~~17~~, when extenuating circumstances arise, the Superintendent ~~superintendent~~, in their sole discretion, may grant an employee with fifteen years of service or more the retirement incentive of Two Thousand Five Hundred Dollars (\$2,500) provided for by Section A.2 ~~€~~ when the employee wishes to retire during the school year and the Superintendent ~~superintendent~~ has determined that such retirement date will not be unduly disruptive to the education of students. The exercise of the Superintendent's ~~superintendent's~~ discretion shall not be subject to the grievance or arbitration provision in Article 3.

D. Notwithstanding the provisions of this Article, the Committee may offer such additional retirement incentives as it may from time to time deem to be appropriate pursuant to the following conditions:

1. A written announcement of the retirement incentive will be sent to the President of the Association and to all members of the bargaining unit who will be completing twenty (20) or more years of service in Hudson at the end of the school year in which the announcement is made.
2. Eligible personnel will be given at least forty-five (45) calendar days from the date of the announcement in which to submit an irrevocable written resignation to be effective without any further action by the Committee upon the close of the school year.

3. No later than July 31st of the calendar year in which the resignation is effective, the Committee will pay each teacher who submits a resignation the amount of money set forth in the announcement as a retirement incentive.

24. Article 36 – Health and Safety Committee

Modify Section A as follows:

A Health and Safety Committee will be established consisting of **five (5)** ~~two (2)~~ representatives appointed by the School Committee and **five (5)** ~~two (2)~~ representatives appointed by the Association. The Health and Safety Committee **shall meet at least quarterly and** will be responsible for advising the Superintendent on issues involving a healthy and safe environment.

25. Article 38 - Duration

Modify the first paragraph as follows:

This Agreement will be effective as of August 28, **2025** ~~2022~~, and will remain in full force and effect until August 27, **2028** ~~2025~~. Paid leave items shall not be construed as non-salaried items. Notification to reopen must be made prior to December 1, **2027** ~~2024~~.

26. Appendix A – Teachers/Nurse Salary

Replace the Salary Grids in Appendix A with the following:

Appendix A – Teacher Salary Schedule in effect on August 28, 2025 shall be increased in accordance with the following schedule:

Effective August 28, 2025 through August 27, 2026

Eliminate Step 0

Insert new Step 13 as shown in the grid (note: Employees on Step 12 in FY25 shall move to Step 14 in FY26)

Steps 1 – 14 increase by 2.00 %.

Effective August 28, 2026 through August 27, 2027

Steps 1 - 14 increase by 2.00%.

Effective August 28, 2027 through August 27, 2028

Steps 1 - 14 increase by 2.00%

2025-26	2.00%	COLA				
	BA	BA+15	MA	MA+15	M+30	ADV**
Step 0						
Step 1	\$54,815	\$57,210	\$59,729	\$62,231	\$64,741	\$67,262
Step 2	\$57,210	\$59,729	\$62,231	\$64,741	\$67,262	\$69,766
Step 3	\$60,297	\$62,818	\$65,070	\$67,888	\$70,431	\$72,971
Step 4	\$63,013	\$65,546	\$68,064	\$70,625	\$73,151	\$76,850
Step 5	\$65,720	\$68,257	\$70,793	\$73,337	\$75,859	\$78,396
Step 6	\$68,619	\$71,159	\$73,678	\$76,216	\$78,755	\$81,294
Step 7	\$71,502	\$74,052	\$76,581	\$79,655	\$81,652	\$84,198
Step 8	\$74,594	\$77,127	\$79,661	\$82,196	\$84,726	\$87,986
Step 9	\$77,666	\$80,204	\$82,742	\$85,286	\$87,809	\$91,072
Step 10	\$80,414	\$82,974	\$85,951	\$88,514	\$91,061	\$94,772

Step 11	\$83,161	\$85,743	\$89,161	\$91,740	\$94,312	\$98,474
Step 12	\$85,655	\$88,316	\$91,836	\$94,492	\$97,142	\$101,428
Step 13	\$88,856	\$91,608	\$95,246	\$97,991	\$100,730	\$105,161
Step 14	\$92,409	\$95,262	\$99,032	\$101,876	\$104,713	\$109,304

2026-27	2.00%	COLA				
	BA	BA+15	MA	MA+15	M+30	ADV**
Step 1	\$55,911	\$58,354	\$60,924	\$63,476	\$66,036	\$68,607
Step 2	\$58,354	\$60,924	\$63,476	\$66,036	\$68,607	\$71,161
Step 3	\$61,503	\$64,074	\$66,371	\$69,246	\$71,840	\$74,430
Step 4	\$64,273	\$66,857	\$69,425	\$72,037	\$74,614	\$78,387
Step 5	\$67,034	\$69,623	\$72,209	\$74,804	\$77,377	\$79,964
Step 6	\$69,992	\$72,582	\$75,151	\$77,741	\$80,330	\$82,920
Step 7	\$72,932	\$75,533	\$78,112	\$81,248	\$83,285	\$85,882
Step 8	\$76,085	\$78,670	\$81,254	\$83,840	\$86,421	\$89,746
Step 9	\$79,219	\$81,808	\$84,397	\$86,992	\$89,565	\$92,893
Step 10	\$82,022	\$84,633	\$87,670	\$90,284	\$92,882	\$96,668
Step 11	\$84,824	\$87,458	\$90,944	\$93,575	\$96,199	\$100,443
Step 12	\$87,369	\$90,082	\$93,673	\$96,382	\$99,084	\$103,457
Step 13	\$90,633	\$93,440	\$97,151	\$99,951	\$102,745	\$107,264

Step 14	\$94,257	\$97,167	\$101,012	\$103,913	\$106,807	\$111,490
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2027-28	2.00%	COLA				
	BA	BA+15	MA	MA+15	M+30	ADV**
Step 1	\$57,029	\$59,521	\$62,142	\$64,745	\$67,357	\$69,979
Step 2	\$59,521	\$62,142	\$64,745	\$67,357	\$69,979	\$72,585
Step 3	\$62,733	\$65,356	\$67,699	\$70,631	\$73,276	\$75,919
Step 4	\$65,558	\$68,194	\$70,813	\$73,478	\$76,107	\$79,955
Step 5	\$68,375	\$71,015	\$73,653	\$76,300	\$78,924	\$81,563
Step 6	\$71,392	\$74,034	\$76,654	\$79,296	\$81,937	\$84,578
Step 7	\$74,391	\$77,044	\$79,674	\$82,873	\$84,951	\$87,600
Step 8	\$77,607	\$80,243	\$82,879	\$85,516	\$88,149	\$91,541
Step 9	\$80,804	\$83,444	\$86,085	\$88,732	\$91,356	\$94,751
Step 10	\$83,662	\$86,326	\$89,424	\$92,090	\$94,739	\$98,601
Step 11	\$86,520	\$89,207	\$92,763	\$95,446	\$98,122	\$102,452
Step 12	\$89,116	\$91,883	\$95,546	\$98,309	\$101,066	\$105,526
Step 13	\$92,446	\$95,309	\$99,094	\$101,950	\$104,800	\$109,409
Step 14	\$96,142	\$99,110	\$103,033	\$105,991	\$108,944	\$113,720

27. Appendix A – Teachers/Nurse Salary

Replace the Longevity portion of Appendix A with the following:

LONGEVITY

<u>Time</u>	<u>Amount</u>
More than 16 years	\$900
Twenty years	\$2,250

Longevity is paid for years of service in Hudson to those who have reached maximum in a preparation scale. It does not require recurrent study.

28. Dual Licensure Committee

The Association Leadership and the Superintendent shall work on developing a pilot program for staff that utilize multiple licenses in their position within the school department and any associated workload or compensation for such staff. This pilot shall be for one year and shall be revisited annually to determine any modifications or if the pilot shall continue.

29. Stipend/Advisorship Committee

The Parties agree to form a committee comprised of representatives appointed by the Association President and the School Committee. The charge of this committee is to make a recommendation to the parties on or before August 1, 2025 that shall recategorize stipends and develop a process for adding/removing clubs from the list in the Agreement. The parties shall make their best efforts to reach agreement and hold a ratification on or before September 1, 2025. The deadlines above may be extended by mutual agreement.

30. Article 18 – Sick Leave Bank & Article 18A – FMLA Leave Bank Committee

The Parties agree to form a committee comprised of representatives appointed by the Association President and the School Committee. The charge of this committee is to make a recommendation to the parties on or before August 1, 2025 that shall combine the two banks into one bank, remove the School Committee from the approval process and contain a one-time open enrollment period at the start of the 2025-2026 school year. The parties shall make their best efforts to reach agreement and hold a ratification on or before September 1, 2025. The deadlines above may be extended by mutual agreement.

31. Housekeeping

Update Job Titles, typographical errors, pronouns, spacing and numbering throughout the integrated agreement.

This Memorandum Of Agreement is subject to the ratification by the Committee and the Association. The Parties agree to use their best efforts to obtain ratification by their respective bodies.

Signed in duplicate this _____ day of _____, 2025.

Hudson School Committee

Hudson Education Association

APPENDIX C

