

Hamilton Township MOA Highlights

5 Year Contract: July 2024 - June 2029

HTEA Proposals/Counters Agreed To

- Class coverage amount increase to \$20
- 7th period stipend: \$5800 with a \$100 increase each year of the contract
- Hourly rate
 - Amended to explicitly include nurses and guidance
 - Rate without contact increased to \$38 per hour with \$1 increase each year of the contract
 - Rate with contact increased to \$45 per hour with \$1 increase each year of the contract
- Toileting stipend increase to \$750 which is now pensionable and will increase \$50 each year of the contract
- New Teacher Orientation
 - Required sessions reduced to 8 in year 1, 7 in year 2, 6 in year 3, and 6 in year 4
 - Elimination of "Passion Project"
 - No work is to be assigned to be completed outside of session times
 - Teachers that achieved tenure in a prior district must only attend sessions for years 1 and 2
- Custodians and Operations/Grounds staff receive time and a half pay when reporting for snow removal or weather related response when school has been closed
- Custodian night premium increase to \$10 per shift
- Operations/Grounds lead person salary increase to \$4 per hour
- Move Operations/Grounds staff to own column on custodian salary guide
- Operations/Grounds Clothing Allowance
 - Drivers/relief drivers clothing allowance increased to \$250 annually
 - Operations/Grounds shoe and foul weather clothing allowance increased to \$450
- Protection of elementary 40 minute lunch
- Previously signed Sidebars added to language of the contract
 - Speech therapists and CST members paid \$400 per evaluation
 - Bereavement to include loss of pregnancy
 - Guidance: 15 summer work days (5 in June, 10 in July/August); paid at 1.1 beginning September 2025

Board Proposals/Counters Agreed To

- Athletic Trainers work year August 1 - last day for students, not to exceed 220 days. Salary will be 1.1 of the teacher guide. Association drops pending grievance
- CST
 - Newly hired CST workers placed on teachers guide and paid at 1.1; current LDTC members stay on current separate LDTC guide
 - All social workers paid at 1.1 on teacher guide
 - All CST follow teacher calendar and progress through teacher longevity
 - All CST work 15 summer days which will be determined prior to May 1 of each year
- Strike language requiring payment on workday immediately prior to holiday/weekend/school closures
 - This means we will get paid on the 15th and 30th of every month regardless of holidays or weekends (i.e. payment on June 30th instead of the last day of school)
 - This will only be implemented if the administrator and secretary unions also agree
- Data meetings may be called during a prep period with 24 hours notice once per month. No compensation for missed prep if this occurs.

- Overtime assignments for custodians shall be mandatory. If no one volunteers, the district may assign the least senior employee to the assignment. This will occur on a rotating list
- The district may unilaterally assign a 7th teaching period
- Remove curriculum consultant position from the contract
- Non-certificated staff shall provide 30 days notice prior to resignation, the district shall provide 30 days notice of termination
- Bankers: Strike duty period language; Stipends increase to \$750, \$1750, and \$2250 respectively
- Custodians called to work when on call will be considered on call for a three hour window from the time of their arrival and may be released and recalled within that 3 hour window
- Non-certificated employee vacation blackout days include the first two weeks of school, the day before and after holidays, the last week of school, and the two weeks preceding the first day of school for all operations/grounds, warehouse, custodial, and maintenance employees.
- Operations/Grounds may be hired for work weeks of 5 days from Tuesday - Saturday
- Custodians: Weather related emergency shall not include closings related to excessive heat
- Board shall provide *mandatory* work clothing for custodial employees and campus monitors
- Custodians shall obtain their Black Seal license prior to the start of their fourth year of employment
- Article 13:1 will apply to bus drivers' use of personal days
- PD days may be assigned on August 29, 30, or 31 ONLY if September 1 falls on a Tuesday, Wednesday, or Thursday.
 - 2026 - 2027 would have PD August 31
 - 2027 - 2028 would have PD August 30 and 31
 - Important to note that we still work 185 days, so this DOES NOT increase our work year, but shifts it.

Salaries and Insurance

- See salary breakdown below. (Teacher average of 3.8% over 5 years.) Increase of \$22 million in salaries from now to the end of the contract.
- Beginning with the 2024-25 school year, unit members in the Association shall become eligible for all levels (family, spouse, parent\child) of Board paid health, prescription, vision, and dental insurances, subject to contractual or lawful employee contributions, at the start of their employment. Existing unit members that have previously not been eligible for all levels of Board paid insurance shall become eligible for all levels and may select any coverage level for which they are eligible at the next open enrollment. Employees' premium contributions for insurances shall be governed by Ch. 44 or the schedule in Ch. 78 as applicable.
- Addition of language to protect Chapter 44 unless state law changes.

Guide	2024-25	2025-26	2026-27	2027-28	2028-29
Teachers	\$2375 plus increment of 2.29%	3.5	3.35	3.35	3.3
LDTC\ School Psych hired before date of Sidebar	3.5%	3.5%	3.35%	3.35%	3.3%
Custodians	5.3% inclusive of increment	3.5	3.35	3.35	3.3
Ed Asst	5.3% inclusive of increment	3.5	3.35	3.35	3.3
Campus Monitor	4%	3.5	3.35	3.35	3.3
Bus Driver	6.75%	3.5	3.35	3.35	3.3

*will receive retro pay for July 2024 - ratification

EDPs	5%	4%	3%	0	0
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*correction of orchestra EDP to remove district orchestra and replace with orchestra for middle school