

MEMORANDUM OF AGREEMENT BETWEEN
HUDSON SCHOOL BOARD AND HUDSON FEDERATION OF TEACHERS

Re: New Teacher Salary Track and Salary Track Movement Generally

This Memorandum of Agreement is entered into between the Hudson School Board ("the Board") and the Hudson Federation of Teachers ("the Federation").

WHEREAS, the 2016-2021 collective bargaining agreement (CBA) between the Board and the Federation provides for the establishment of a new teacher salary track in Year 2 (2017-2018) of the five year agreement; and

WHEREAS, Article IV of the CBA refers to the introduction of a "Bachelors +20" Wage Schedule beginning in 2017-2018 per the parties' Tentative Agreement, but Appendix A to the CBA in error states the new salary column as "Bachelors +30"; and

WHEREAS, the parties wish settle all of their concerns and interests relative to (1) the introduction of the new salary track for teachers under the 2016-2021 collective bargaining agreement and the number of graduate level credits necessary to move to the new track, as well as (2) the process by which teachers should notify the District of their eligibility to move from one salary track to another in the 2017-18 school year and in future years;

Accordingly, the parties hereby agree as follows:

1. The new teacher salary track to be commenced as of the 2017-2018 contract year shall be Bachelors +20.
2. Teachers who anticipate they will be eligible to move up from any track to another on the salary schedule shall notify the Human Resources Department as soon as possible, but in any event no later than January 10th for a track change to be effective as of the date of the start of the second semester of the school year and no later than July 1st for a track change to be effective as of the start of the first semester of the school year. Notwithstanding the foregoing, teachers are encouraged to notify the Human Resources Department of any anticipated track change by September 15th of the prior school year (from when the track change is anticipated to go into effect) so that the District may adequately plan for the teacher's increase in salary during the annual budgeting process.
3. A teacher's failure to notify the Human Resources Department by the July 1st and January 10th deadlines referenced above shall delay the effective date of his/her track change/salary increase to the start of the next semester.
4. Actual salary adjustment to the corresponding salary track (based upon degree status or number of graduate level credits) shall not occur until transcripts substantiating the respective degree or credit level are filed with the Human Resources Department.

HUDSON FEDERATION OF TEACHERS

By: *Angela Savoie*

Date: 9/6/2017

HUDSON SCHOOL BOARD

By: *Tom Scerif*

Date: 9/28/2017