

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN THE**  
**HAMILTON CITY SCHOOL DISTRICT BOARD OF EDUCATION**  
**AND THE**  
**HAMILTON CLASSROOM TEACHERS' ASSOCIATION**

This Memorandum of Understanding is entered on this 1st day of August 2017, by and between the Hamilton City School District Board of Education and of the Hamilton Classroom Teachers' Association.

**WHEREAS**, the Hamilton City School District Board of Education ("Board") and the Hamilton Classroom Teachers' Association ("HCTA") are parties to a Collective Bargaining Agreement effective July 1, 2016 through June 30, 2020: and

**WHEREAS**, in order for a Collective Bargaining Member to cover classes due to no substitute available, or limited class coverage needed, etc., administrators may select teachers on a volunteer basis, and

**WHEREAS**, middle school and high school (grades 7-12), teachers who cover classes during their preparation period shall be compensated  $\frac{1}{2}$  of the hourly rate per period and Elementary (PreK-6) teachers are compensated when, adding 1-9 students at \$50.00 a student day, 10-19 students at \$100.00 a student day, and 20 and over students at \$150.00 a student day, and

**NOW, THEREFORE, BE IT AGREED**, by and between the Hamilton City School District Board of Education and the Hamilton Classroom Teachers' Association as follows:

1. The parties agree to compensate elementary (PreK-6) teachers including Music, Physical Education, and Art.
2. The elementary student day is defined as six (6) hours and thirty-five (35) minutes. For the ease of calculations in the Treasurer's office, calculations will be for six (6) hours and thirty (30) minutes for the elementary day. All teachers who submitted and received modular pay in the 2017- 2018 school year thus far, will have modular pay adjusted to the above school day definition.
3. This Memorandum of Understanding shall be in full force and effect beginning August 14, 2017 and until the expiration of the current Collective Bargaining Agreement between the Board and HCTA. There will be no retroactive payments for 2016-2017.
4. Notwithstanding the terms of this Memorandum of Understanding, all parties further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and the HCTA
5. This memorandum shall constitute the full and complete understanding of the parties concerning this matter and any amendments or modifications shall be in writing and signed by the parties.

**IN WITNESS WHEREOF**, the duly authorized representatives of the **HAMILTON CITY SCHOOL DISTRICT BOARD OF EDUCATION** and the **HAMILTON CLASSROOM TEACHERS' ASSOCIATION** have executed this Memorandum on the dates opposite their signatures.

HAMILTON CITY SCHOOL DISTRICT

BOARD OF EDUCATION

Date: 10 / 24 / 17

By: 

HAMILTON CLASSROOM TEACHERS'

ASSOCIATION

Date: 10-10-17

By: 