

Congratulations & Best Wishes to Our Retirees!



SAVE THE DATES

Teacher Recognition & Mentor Program Celebration
Thursday, May 18, 2025

End of the Year & Retirement Party
Thursday, June 13, 2025
The Inn at New Hyde Park

FREE MEMBER BENEFITS

As a member of the HCTA, you have access to free and discounted benefits. Visit memberbenefits.nysut.org to learn more about these and other offers:

- Calm App - Premium subscription for all HCTA members and their family.
- YourCare360 - Resources and guidance for members caring for aging family members.
- Student Loan and Financial Counseling Services
- Life Insurance
- Shopping & Travel
- Pet Insurance



Dear Sisters and Brothers,

I hope you all had a restful and relaxing summer break. It's hard to believe it's gone by so quickly! Ready or not, the 2024-2025 school year is around the corner.

This year will be another busy one for us. We will be working with the superintendent to resolve outstanding grievances and begin negotiating a new contract and APPR plan. Your input prior to negotiations will be crucial to our negotiation team. The Officers and I will continue to visit you in your buildings and will also send a survey for your feedback on salary increases, working conditions, benefits, and issues you believe need to be on the table.

On behalf of our Executive Board, I want to take this opportunity to thank you, the members of HTAA, HSCSA, and our retirees who attended the public hearing for Diamond Charter School in July. Your presence and vocal support were vital in opposing the opening of another charter school in Hempstead. With the support of union members from Roosevelt, Baldwin, Uniondale, Freeport, Westbury, and West Hempstead, we filled the room and raised our signs and voices. It was great to hear community members, the superintendents from Uniondale and Baldwin, and Nassau County Legislator Siela Bynoe, speak out against DCS. They discussed the challenges and consequences of charter schools on taxpayers, their school district, and the County.

Your participation demonstrates the strength and unity of our union and community in defending our school district. However, our fight against DCS is not over. We must continue our efforts to advocate for students and prevent the saturation of charter schools in and around the Village of Hempstead. Together, we must ensure that every dollar stays in Hempstead Public Schools to maintain resources and programs for our students and not in the hands of charter school investors. Stay connected by attending your HCTA building meetings for information on future actions to stop DCS.





Enjoy these last few days of summer. The Officers and I look forward to seeing you at the Superintendent's Conference at Hofstra University on Thursday, August 29th. Best wishes for a successful school year!

In solidarity,

- Nicole Brown, President
- Danielle Curiel-Gaffney, 1st Vice President
- Joelle Day, 2nd Vice President
- Veronica Jimenez, Secretary
- Monifa Salako, Treasurer



If you have 12 years of service in Hempstead Public Schools and recently earned 15 additional graduate credits, you may be entitled to the Transitional stipend. See your building representative or a Union officer for more information.

Contract Highlights & Reminders



- Members eligible for the 2023-2024 Attendance Incentive will be paid by September 30th
- 2% increase on all Steps (Level 6 MA-15 is closed)
- Steps 19 and 20 added to salary scale
- 2% increase on standing clubs, Transitional and Longevity stipends
- 2024-2025 hourly rate is \$57.36
- 80-minute block schedule for secondary schools expires June 30, 2025

Payroll – Review your pay stub to ensure your annual salary is correct.

- Half check – Friday, September 6th – only taxes are deducted
- First full check – Friday, September 20th – all deductions begin

AESOP – Check your account to ensure it's accurate. Keep your own records of the days you take. Remember that unused sick and personal days rollover into the new school year.

Paid Leave Entitlements

- Probationary Educators: 10 Sick, 3 Personal, 3 Sickness in Family
Tenured Educators: 12 Sick, 5 Personal, 3 Sickness in Family
*14 Sick in tenure year

504 Accommodations

- Submit your 504 ADA form to Human Resources before the first day of school. Be sure to have your paperwork timestamped and keep copies for your records. If you are emailing letters/documents to Dr. Gilmore, copy his secretary, Jennifer Rodriguez.

Graduate Courses

- Graduate courses must be pre-approved by Dr. Gilmore. The Union President's signature is only necessary for graduate courses sponsored by the Union.
- Graduate courses sponsored by the Union are reimbursed. Go to the NYSUT Catalog on My Learning Plan and type Hempstead in the search bar to view scheduled courses.
- In-service courses offered through our Teacher Center are free.

Visit www.Hempsteadteachers.org for details.