

**MEMORANDUM OF AGREEMENT**, made and entered into this \_\_\_ day of July 2025, (hereinafter, the “Effective Date”), by and between the negotiating committees for the Hempstead Union Free School District (hereinafter, the “District”) and the Hempstead Classroom Teachers Association (hereinafter, the “HCTA” or the Union”) (hereinafter, the District and the Union, collectively, the “Parties”) for a renewal collective bargaining agreement (hereinafter “CBA”) to the one between the Parties that expired on June 30, 2025 (hereinafter, this “MOA” or this “Agreement”).

**NOW THEREFORE**, in consideration of the mutual covenants contained herein, the Parties hereby stipulate and agree as follows:

1. Term of the agreement is from July 1, 2025 to June 30, 2026.
2. Unless modified by this MOA, all other language in the parties’ collective bargaining agreement remains unchanged.
3. For the 2025-2026 school year the District shall increase salary schedules by two-and-a-half percent (2.5%). For the avoidance of any doubt, longevity, club stipends, transitional, class coverage and tutoring hourly rate, AIS Saturday Academy and other AIS programs, summer school rate, Adult Ed, coaching, and service assignments shall increase for the 2025-2026 school year by two-and-a-half percent (2.5%).
4. The salary schedule shall be modified as follows: add two Steps to all Levels. Between Step 20 and 21 shall be a 1% increase and between Step 21 and 22 shall be a 1% increase.
5. Article VIII.J. shall be modified as follows: “Teachers in the Elementary school, including pre-kindergarten, shall have no less than 250 weekly minutes for duty-free preparation periods and 300 weekly minutes for lunch (60 minutes for lunch each school day). The District will make every effort to provide each Elementary teacher with at least 35 continuous minutes of preparation time daily within the 250 weekly minutes with the 8:15 am to 8:30 am time period not being utilized for that purpose.”
6. Article VIII(A), Article VIII(N), and MOA at § 21 shall be modified as follows: Extended Wednesdays shall be limited to nine 90-minute Wednesday sessions during a school year, not to begin before the third Wednesday in September. Teachers may choose to attend professional development sessions during extended Wednesdays in schools within the District other than their assigned school, one (1) time per year.
7. This Agreement is subject to the approval of the District’s Board of Education and ratification by the members of the Union.

[illegible]

**Proposed July 1, 2025 - 2026, 2.5% + 2 new steps @ 1%**

	BA	BA-30	BA-60	MA	MA-15	MA-30	MA-45	MA-60	DR
1	\$ 58,293	\$ 63,514	\$ 67,677	\$ 66,114	\$ 68,885	\$ 71,634	\$ 74,406	\$ 77,169	\$ 79,162
2	\$ 60,902	\$ 66,114	\$ 70,291	\$ 68,885	\$ 71,634	\$ 74,406	\$ 77,169	\$ 79,938	\$ 81,932
3	\$ 63,514	\$ 68,725	\$ 72,891	\$ 71,634	\$ 74,406	\$ 77,169	\$ 79,938	\$ 82,694	\$ 84,689
4	\$ 66,114	\$ 71,332	\$ 75,503	\$ 74,406	\$ 77,169	\$ 79,938	\$ 82,694	\$ 85,463	\$ 87,456
5	\$ 68,724	\$ 73,934	\$ 78,110	\$ 77,169	\$ 79,938	\$ 82,694	\$ 85,463	\$ 88,218	\$ 90,222
6	\$ 71,332	\$ 76,535	\$ 80,711	\$ 79,938	\$ 82,694	\$ 85,463	\$ 88,218	\$ 90,978	\$ 92,978
7	\$ 73,934	\$ 79,151	\$ 83,322	\$ 82,694	\$ 85,463	\$ 88,218	\$ 90,978	\$ 93,742	\$ 95,736
8	\$ 76,535	\$ 81,751	\$ 85,931	\$ 85,463	\$ 88,218	\$ 90,978	\$ 93,742	\$ 96,508	\$ 98,504
9	\$ 79,151	\$ 84,362	\$ 88,527	\$ 88,218	\$ 90,978	\$ 93,742	\$ 96,508	\$ 99,268	\$101,259
10	\$ 79,151	\$ 86,977	\$ 91,135	\$ 90,978	\$ 93,742	\$ 96,508	\$ 99,268	\$102,033	\$104,025
11	\$ 79,151	\$ 89,573	\$ 93,742	\$ 93,742	\$ 96,508	\$ 99,268	\$102,033	\$104,795	\$106,800
12	\$ 79,151	\$ 92,182	\$ 96,351	\$ 96,508	\$ 99,268	\$102,033	\$104,795	\$107,551	\$109,551
13	\$ 79,151	\$ 94,783	\$ 98,960	\$ 99,268	\$102,033	\$104,795	\$107,551	\$110,318	\$112,314
14	\$ 79,151	\$ 97,404	\$101,558	\$102,033	\$104,795	\$107,551	\$110,318	\$113,086	\$115,087
15	\$ 79,151	\$100,002	\$104,174	\$104,795	\$107,551	\$110,318	\$113,086	\$115,849	\$117,849
16	\$ 79,151	\$100,002	\$104,174	\$105,842	\$108,626	\$113,086	\$115,849	\$118,612	\$120,610
17	\$ 79,151	\$100,002	\$104,174	\$106,900	\$109,712	\$115,850	\$118,613	\$121,374	\$123,364
18	\$ 79,151	\$100,983	\$105,196	\$109,028	\$111,896	\$118,155	\$120,975	\$128,150	\$130,167
19	\$ 79,151	\$101,488	\$105,722	\$109,574	\$112,456	\$118,746	\$121,579	\$128,790	\$130,817
20	\$ 79,151	\$101,996	\$106,250	\$110,121	\$113,018	\$119,340	\$122,187	\$129,434	\$131,472
21	\$ 79,151	\$103,016	\$107,313	\$111,222	\$114,148	\$120,533	\$123,409	\$130,728	\$132,786
22	\$ 79,151	\$104,046	\$108,386	\$112,334	\$115,289	\$121,738	\$124,643	\$132,036	\$134,114