

Tentative Agreement 2025-2027

10.21.2025

Year 1:

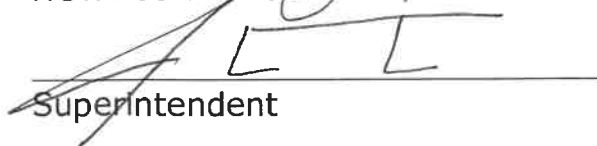
1. Beginning teacher pay would be \$45,000 and top of the scale would be \$76,250.
2. Raise each level on the current salary scale \$2,500.
3. Returning teachers will move up one step to honor their favorable performance review (\$1,250/step).
 - a. Returning teacher = #2 + #3 for a total adjustment of \$3,750.
 - b. New hires will be hired in on the scale based on their years of experience.
 - c. Teachers currently at the top of the scale will receive a \$2,500 base increase.
4. Middle School 2 guidance counselors (1 each MS) at 195 days.
5. HNHS 4 guidance counselors at 205 days.
6. Literacy Endorsement of \$100 on base.
7. Remove the 12 Literacy Coach stipends of \$1,800 each.

Year 2:

1. Maintain 2025-26 salary schedule.
2. Returning teachers will move up one step to honor their favorable performance review (\$1,250/step).
3. Teachers at top of scale receive \$1,500 one-time stipend.
4. Previous recipients of the Literacy Endorsement maintain \$100 on base.
5. Newly qualifying teachers who earned the Literacy Endorsement receive \$100 on base.


HCTA Co-President


HCTA Co-President


Superintendent