

LETTER OF AGREEMENT

July 7, 2025

This letter of agreement is entered into between the Hamilton Community Schools Board of Education ("the Board") and the Hamilton Education Association ("the Association"). This letter takes effect upon its signing and remains in force until the end of the agreement ratified in 2021, and remains in effect until August 30, 2027. This agreement outlines the terms under which the Board may choose to assign a willing full-time certified teacher and member of the bargaining unit to the role of Middle School Athletic Director as part of their assigned duties while maintaining full salary.

Terms of Agreement

1. **Assignment and FTE Allocation**

The District and Association agree that a willing full-time certified teacher and member of the bargaining unit can be assigned to serve as the Middle School Athletic Director and will account for 0.4 FTE of the employee's full-time equivalent workload.

2. **Compensation and Seniority**

The employee will continue to receive their full teacher salary based on their placement on the current salary schedule and will maintain full credit toward seniority and experience. No additional compensation (e.g., stipend or extra duty pay) will be provided for fulfilling the duties associated with the Middle School Athletic Director role.

3. **Time Commitment**

The employee will be expected to complete Athletic Director duties during the school day (0.4 FTE) and may also be required to perform tasks outside the normal workday, including attending events and managing athletic operations. These duties outside the contractual workday and teacher calendar days are understood to be part of the assignment and will be performed at no additional compensation.

4. **Reassignment Flexibility**

Either the teacher or the District may end this arrangement at the end of each school year with reasonable notice. If the teacher elects to discontinue the Athletic Director role, or if the District determines that reassignment is necessary based on operational needs, the teacher will be assigned a full-time classroom teaching schedule consistent with their certification and qualifications.


This agreement shall expire on August 30, 2027. Further, this agreement shall not be interpreted as setting a precedent or practice for future assignments or compensation and applies solely to the situation described herein.

By signing below, both parties acknowledge and agree to the terms outlined in this letter.

HAMILTON COMMUNITY SCHOOLS

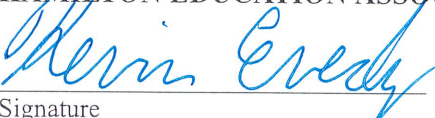

Signature

7/16/25
Date

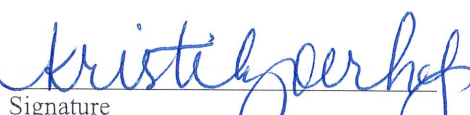

Signature

7/16/25
Date

HAMILTON EDUCATION ASSOCIATION


Signature

7/9/25
Date


Signature

07/16/25
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