

**American Federation of State, County and Municipal Employees, AFSCME,  
Local 1906, Council 93, AFL-CIO  
and  
the Hudson School Board**

**Memorandum of Understanding**

*Administrators teaching an additional class at Alvirne High School and at Hudson  
Memorial School*

Whereas the American Federation of State, County, and Municipal Employees, (“AFSCME”) #1906, and the Hudson School Board (“Board”) have consulted over the difficulties in hiring for certain critical shortage vacancies for the 2023-2024 school year;

Whereas the District and Building Administration will continue to make all reasonable attempts at filling teacher vacancies through external recruiting efforts through the Spring of 2024;

Whereas the District and Building Administration make all reasonable attempts for equitable class sizes during the 2023-2024 school year;

Whereas Building Administration will seek administrators on a voluntary basis to teach an additional class beyond their normal teaching load as an Administrator and should there be no volunteers the District and Building Administration and the American Federation of State, County, and Municipal Employees will meet to review a school plan to fulfill these teaching assignments;

Accordingly, to address the impact of *the critical shortage area hiring needs*, the Board and AFSCME agree to the following for the 2023-2024 only:

1. Administrators who teach an additional class beyond their normal teaching load as an Administrator per semester, which represents one (1) additional class added to the administrator’s responsibilities will be compensated at a rate based upon the teacher per diem (1/186<sup>th</sup>) base rate of pay as outlined in the HFT salary schedule for the degree track and step on which a teacher with an equivalent degree and years of experience would be placed for the 2023-2024 school year.
2. Administrators who, as a result of teaching an additional class beyond their normal class load in a semester, are assigned another section of the same subject area as contained within their current course assignments (i.e. an administrator with an Earth Science course picking up another section of Earth Science), will be paid thirteen percent (13%) of the equivalent teacher daily per diem rate (based on degree and experience) for the number of student days occurring within the semester in which the administrator is assigned to teach this course. This additional rate does not apply to any non-student days, including professional development days, occurring within the semester. *Please reference Table 1 for a hypothetical salary breakdown.*

**Table 1:**

Degree & Track	Salary	# Days	Per Diem	13% Calc	Per Semester
MA step 15	\$67,750	187	\$362.30	\$47.10	\$4,238.90
MA+30 step 18	\$77,000	187	\$411.76	\$53.53	\$4,817.65

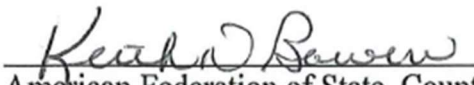
- Administrators who, as a result of teaching an additional class beyond their normal class load in a semester, are assigned to a course that is outside of any subject area as their current course assignments (i.e. an administrator with an Earth Science class picking up a section of Physics, which is not currently a course in the assignment roster), will be paid twenty percent (20%) of the equivalent teacher daily per diem rate (based on degree and experience) for the number of student days occurring within the semester in which the administrator is assigned to teach this course. This additional rate does not apply to any non-student days, including professional development days, occurring within the semester. *Please reference Table 2 for a hypothetical salary breakdown.*

**Table 2:**

Degree & Track	Salary	# Days	Per Diem	20% Calc	Per Semester
MA step 15	\$67,750	187	\$362.30	\$72.46	\$6,521.40
MA+30 step 18	\$77,000	187	\$411.76	\$82.35	\$7,411.68

- The pay will be paid as a stipend at the end of each semester or at the conclusion of the course (if less than a full semester, would be paid per diem times the number of student days).

This MOU shall expire on June 30, 2024.

  
 American Federation of State, County,  
 And Municipal Employees (AFSCME)

  
 Hudson School Board Chairperson

9/20/2023  
 Dated

10/2/2023  
 Dated