

2024-2025 Collective Bargaining Agreement FAQ

Pay Increases

1. Who is eligible for a base increase for the 24-25 school year?

Returning HSE teachers that received a 23-24 evaluation rating of Effective or Highly Effective and completed 120 days of employment at HSE during the 23-24 school year are eligible for a \$1,400 base increase.

2. If I am new to HSE during the 24-25 school year, will I be eligible for an increase?

No, only returning teachers will receive a raise as part of the 24-25 professional agreement. New teachers this year will be eligible for raises beginning in the 25-26 school year as part of the next professional agreement.

3. When will I receive my raise?

You will receive a lump sum with your January 15th pay that will represent the retroactive amount for the nine previous payrolls for the 24-25 school year. Your new bi-monthly gross amount will be incorporated into your January 15th pay as well.

4. How will I know what my new salary amount should be?

Per the new agreement, if you completed 120 days of employment at HSE during the 2023-24 school year and received an evaluation rating of Effective or Highly Effective and are still actively employed you will receive a base increase of \$1,400.

5. How much will the retro amount be for my January 15th pay?

$\$1,400/24 \text{ pays} = \$58.33 \text{ per pay} \times 9 \text{ pays} = \$525 \text{ in gross retro pay}$

6. Can teachers elect their 403B annuity match not be taken out of this payment?

No, the annuity match is based on the base contract pay. Retroactive pay is part of the base contract pay and, therefore, cannot be opted out of.

7. How do I qualify for the master's degree or 36+ Graduate Credit hours payment?

NOTE – This only applies to collective bargaining unit members with a bachelor's degree, who have obtained a master's degree or 36 graduate credit hours while still continuously employed at HSE and otherwise who are not on the master's pay schedule. First, you must submit clear documentation of your obtainment of your degree or 36+ graduate credit hours and submit that to Human Resources via email at

humanresources@hse.k12.in.us no later than 8:00am on Monday, December 16th. If you are graduating in the Fall Semester, but will not have a transcript in time, a documented letter from the university must be received by the deadline above. It is important to clearly communicate if you are having issues obtaining the necessary documentation in time. **No communication by the deadline will result in no increase in pay.**

8. If I submit all documentation in time, how will my pay increase be determined?

First, take your current annual pay prior to any increases for the 24-25 school year on the New Hire Schedule (7.1.24-12.31.24) on page 31 of the professional agreement. Second, move horizontally over to the master's schedule. This will be the amount for earning your degree or 36+ graduate credits. Additionally, you will also receive the \$1,400 all returning employees receive as documented in question #2 above. Note: With both increases, your new base pay amount will match the New Hire Schedule (1.1.25-6.30.25) on page 32.

As an example, a staff member currently making \$54,873 (B5) prior to any raises in 24-25 would move over to the master's degree column with the same years of experience which is \$59,467 (M5) + \$1,400 for the year of experience and rating = \$60,867. (M6 on the new hire schedule).

9. When will I receive my additional amount for obtaining my master's degree or approved 36+ graduate credits?

You will receive a lump sum with your January 15th pay that will represent the retroactive amount for the nine previous payrolls for the 24-25 school year. Your new bi-monthly gross amount will be incorporated into your January 15th pay as well.

10. If I am not able to document my master's degree or 36+ graduate credit hours in time is there another opportunity to do this later in the year?

No, per the 24-25 professional agreement, degrees that were not documented by December 15, 2024, will not be paid under this agreement. Future payments would need to be approved in future professional agreements.

11. Currently I do not believe my years of experience match my pay compared to the new hire schedule. Will this be corrected? No, not for the 2024-2025 professional agreement. New, documented master's degrees and a year of experience base increase are the only pay increases included in the 24-25 professional agreement.

Insurance Changes

12. When will the open enrollment period for health, dental, and vision insurance take place?

Open enrollment will take place between December 4–11, 2024. Outside of a qualifying event, this is the time to elect or decline coverage for the 2025 calendar year. All employees must actively elect or decline coverage during this event.

13. If I select a high deductible health plan, will I receive a contribution to an HSA?

Under the new agreement, any bargaining unit member selecting a high deductible health plan will be eligible to receive a contribution to their own personal HSA. To receive a contribution, you must:

- Open a Health Savings Account with American Fidelity
- Not hold an active FSA
- Not be enrolled in Medicare, Medicaid, or Tricare
- Not be covered under other health insurance
- Not be claimed as a dependent on someone else's tax return

If these criteria are met, the full amount of the HSA contribution will be made to your account by the end of February. **Note:** You are responsible for these criteria as the district is unaware of your specific medical and tax situation.

14. If I have an FSA, can I still receive my HSA contribution while on a high deductible health plan?

Yes, you will receive your full contribution by the end of September as long as the criteria listed in question #13 above are met at that time.