

**HAMILTON SOUTHEASTERN SCHOOLS & HSEA**  
**TENTATIVE AGREEMENT**  
**12.16.25**

- **1 Year Contract Term:** July 1, 2025 through June 30, 2026
- **Recognition – Art. I**
  - School Psychologists and Department of Exceptional Learners Specialists are not members of the bargaining unit
- **New Hire Provision – Art. II, Sec. 2**
  - Effective January 1, 2026, the School Corporation will use a new hire formula based on education and experience: \$48,500 +\$1,000 for each year of experience + \$4,000 for Masters. The Superintendent has discretion to pay teachers new to school corporation above new hire formula up to \$93,201 for hard-to-fill positions
- **Compensation Model/Placement on New Salary Range – Art. II, Sec. 3**
  - Due to the Corporation being in deficit financing, no base salary increase will occur in the 2025-2026 school year.
- **Summer School Contract – Art. II, Sec. 6**
  - For all literacy courses, summer school compensation will be based on a teacher's hourly rate. The hourly rate for all non-literacy courses will be the hourly rate of the teacher up to a maximum of \$64.00 per hour.
- **Compensatory for Direct and Indirect Services (Ancillary Duty) – Article II, Sec. 10**
  - When direct instruction or direct services are provided to students, teachers will be compensated at their hourly rate.
  - When indirect services are provided to students that do not involve direct instruction or direct services to students, a teacher will be compensated at \$30.00 per hour.
  - All ancillary services must be documented and approved in advance by the principal or designated administrator. All ancillary duties will be compensated in 15-minute increments.
- **Health insurance – Art. III, Sec. 1**
  - The School Corporation will allow teachers to participate in open enrollment for the 2025-2026 school year during the period beginning January 20, 2026, and ending January 27, 2026.
  - The health plan and health plan contributions selected by each teacher on or before November 21, 2025, will remain in effect through February 28, 2026. A teacher's newly elected health plan will become effective on March 1, 2026.
  - For an employee only plan, the Board will contribute the following amounts for calendar year 2026:
    - Plan # 1 (PPO) - \$6,900
    - Plan #2 (HDHP) - \$7,050
    - Plan #3 (HDHP) - \$5,300
  - For an employee plus spouse plan, the Board will contribute the following amounts for calendar year 2026:
    - Plan # 1 (PPO) - \$13,500
    - Plan #2 (HDHP) - \$13,550
    - Plan #3 (HDHP) - \$10,550

- For an employee plus child(ren) plan, the Board will contribute the following amounts for calendar year 2026:
  - Plan # 1 (PPO) - \$11,400
  - Plan #2 (HDHP) - \$11,450
  - Plan #3 (HDHP) - \$9,000
- For family plan, the Board will contribute the following amounts for calendar year 2026:
  - Plan # 1 (PPO) - \$22,100
  - Plan # 2 (HDHP) - \$22,800
  - Plan # 3 (HDHP) - \$16,900
- **HSA – Art. III, Sec. 2**
  - All HSA contributions will be made on March 15<sup>th</sup> payroll
  - The School Corporation will continue HSA Contributions as follows:
    - Employee Only: \$1,000
    - Employee + Spouse: \$1,500
    - Employee + Child(ren): \$1,500
    - Family: \$2,000
  - The School Corporation will pay a one-time additional HSA contribution as follows:
    - Employee Only: \$400
    - Employee + Spouse: \$550
    - Employee + Child(ren): \$550
    - Family: \$700
  - Potential Additional Contributions:
    - For any additional savings to the School Corporation for health insurance after the January 2026 open enrollment, the total savings will be divided by the number of HSAs and tiered proportionally by plan similar to current tiers
- **Death Benefits – Art. III, Sec. 10**
  - Any teacher who dies while employed by the Board shall receive, payable to teachers estate full eligible benefits and accumulate sick leave over seventy (70) days.
- **Sick Leave – Art. IV, Sec. 1**
  - Teachers are allowed to accumulate 120 sick days. Accumulations above 120 days prior to the 2025-2026 school year will be honored. No new days will be accumulated to totals already beyond the 120-day limit.
  - A doctor’s note may be required for absences of over three (3) days.
- **Annual Sick Leave Conversion – Art. IV, Sec. 2**
  - A teacher may sell back any accrued unused sick days over seventy (70) days as of June 30<sup>th</sup>, of that school year, but capped at twenty (20) days per year to their 457(b) account at \$60.00 per day.
  - This is no vesting requirement for these funds.
  - Upon retirement from School Corporation, the teacher may elect to donate up to fifteen (15) days of unused sick leave to the sick bank.
- **Sick Leave Bank – Art. IV, Sec. 3**
  - Membership restricted to bargaining unit members.
  - Contribution to reenter the Sick Leave Bank shall be two (2) days.

- All records as to number of sick days within the Sick Leave Bank, contribution to the Bank, and authorized use to the Bank shall be maintained by the sick leave bank committee.
- **Personal Leave – Art. IV, Sec. 12**
  - Any consecutive absences over three (3) days must be submitted to the building principal at least one week prior to the first proposed absence day. Additionally, no more than five (5) consecutive paid absence days may be taken during the school year. In extreme circumstances (i.e. family emergency), a teacher may request to human resources department additional consecutive days.
  - If a teacher does not cancel a day approved before or after holidays/breaks within 48 hours of the absence, he or she will be charged for the day.
  - Application may be made on the last teacher workday of the contract year at an advertised time.
- **Association Leave – Art. IV, Secs 18-21**
  - Section 19 – Local Association Officer Leave - effective until June 30, 2026
- **ECAs – Appendix II**
  - ECA payments will be made according to the published district schedule
  - High School Head Soccer Coach index increased to 16
  - All High School Department Chair positions expire June 30, 2026
  - New position – Guiding Coalition Position at index 2

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