

Tentative Agreement Summary

The following document provides a summary of the Tentative Agreement between Hamilton Southeastern Schools and Hamilton Southeastern Education Association. The Tentative Agreement Public Hearing will take place on **Wednesday, October 28, 2026 at 6:00pm.**

Language

1. PTO Days

- Effective June 30, 2027, all certified bargaining unit members will receive 14 PTO days each school year.
- All PTO days must be used first before accumulated sick leave days can be used.
- After a bargaining unit member has used 3 consecutive days from their accumulated sick leave days, medical certification will be required.

2. Sick Leave Bank

- For bargaining unit members, days may be approved up to a maximum of 90 days. All approved days must be supported by a doctor's note.
- If the original sick leave days certified by a doctor are less than 90 days, but the Committee has already approved up to 90 days, then upon the teacher providing updated medical certification to support the need for additional leave days, then the Chair of the Sick Leave Bank Committee may approve or disapprove the additional days that have been requested.
- HIPAA compliant forms will be used in connection with the Sick Leave Bank.
- Enrollment in the bank may happen at the start of school up through October 1st. New hires after October 1st will have 30 days to enroll in the bank.

3. Physical Harm or Threat Leave

- When a teacher is physically harmed by a student, or when the administration determines that a teacher has been subjected to a bona fide and credible threat of physical violence or serious intimidation by a student, the teacher will receive paid administrative leave for the remainder of the school day.
- Following the incident, the teacher and building administrator will meet to discuss any safety concerns and identify appropriate support or safety measures before the teacher returns to the classroom. A safety plan will be developed when appropriate.
- If the incident occurs at or near the end of the school day, the Superintendent or designee may approve paid administrative leave for the next school day.

4. Bereavement Leave

- All bereavement leave days must be taken within one year of the death.

ECAs

- A High School eSports ECA will be added to the ECA Schedule with a multiplier of 4.
- A Student Entrepreneurial Class Sponsor (paid by class proceeds) will be added to the ECA Schedule with a multiplier of 12.
- A High School Guidance Counselor Department Chair will be added to the ECA Schedule with a multiplier of 7.
- The High School We the People Sponsor (C2) will move from a multiplier of 5 to a multiplier of 10.
- Guiding Coalition Positions (AC) will move from a multiplier of 2 to a multiplier of 3.

Health Insurance Contributions

- The district contributions for all 6 health plans are included in the attached charts.

HSA Contributions

- Starting in 2027, there will be an additional HSA Contribution for Married Couples who are both Certified Bargaining Unit employees of HSE Schools.
- \$20,000 will be evenly divided by the number of married couples.
- The married couple must notify the central office by October 30th by completing the survey provided by the administration.

Base Salary Increases

- Prior to the referendum vote, a \$1,225 base salary increase will be provided to all bargaining unit members who meet the eligibility and factor requirements.
- A \$200 early literacy endorsement will be provided to all bargaining unit members that have earned a confirmed early literacy endorsement by ratification of the contract. This specific compensation is not tied to any eligibility or factor requirements.
- With a successful referendum vote, an additional \$603 base salary increase will be provided to all bargaining unit members who meet the eligibility and factor requirements.
- Upon ratification of the contract, a \$4,000 base salary payment will be made to all employees that have earned a master's degree between December 15, 2024, and the ratification of the contract in the form of a Supplemental Payment.
- Upon ratification of the contract, a \$500 base salary Supplemental Payment will be made to all employees that meet the following requirements:

- Started with the district between January 1, 2026 and the conclusion of the 25-26 school year,
- Began work during the 25-26 school year and are still currently employed at the time of ratification,
- These employees otherwise would not be eligible for the above base salary increases.
- New hires for the 26-27 school year who were hired prior to ratification will have their starting base salary adjusted upward by \$500.

Base Salary Increases Eligibility and Factors

Eligibility Statement - To be eligible for base salary increases the bargaining unit member must have been employed for 120 days during the 25-26 school year. However, any bargaining unit member on a full year leave during the 25-26 school year will not be eligible for a base salary increase. This eligibility statement does not apply to the early literacy endorsement pay.

Factor #1 – Evaluation: The bargaining unit member’s most recent evaluation was sufficient to maintain employment with the School Corporation. \$1,628 (with a successful referendum) of the base salary increase is attributed to this factor.

Factor #2 – Academic Needs: The need to retain all teachers to provide educational continuity for students. \$200 of the base salary increase is attributed to this factor.

The bargaining unit member must be employed by HSE schools at the time of ratification to receive the base salary increase.

New Hire Schedules

- Prior to the referendum, a new hire schedule will be effective upon ratification with a \$750 starting pay increase.
- With a successful referendum vote a new hire schedule will be effective upon ratification with an additional \$250 starting pay increase. (\$1,000 total)