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**33333 NEGOTIATIONS  
AGREEMENT**

Between the

**CULDESAC TEACHERS ORGANIZATION**

an affiliate of the

**IDAHO EDUCATION ASSOCIATION**

and the

**NATIONAL EDUCATION ASSOCIATION**

and the

**BOARD OF DIRECTORS**

**CULDESAC SCHOOL DISTRICT NO. 342**

2011-2012

**SIGNATURE COPY**

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## ARTICLE I- LEAVES

**1.1 Sick Leave-** At the beginning of each school year, each employee shall be credited with ten (10) days of sick leave allowance.

**1.2 Personal Leave-** Personal leave is granted at the rate of one (1) day, with full pay, per school year. Up to five (5) personal days may be accumulated. Employees who have not accumulated five (5) days personal leave may be granted two (2) additional days, with pay. However, the employee must reimburse the school district for the cost of a substitute. Personal leave may be taken with the following restrictions: a suitable substitute must be available and leave must be approved by the administration five (5) days prior to the requested leave date. Five day notice may be waived in cases of extreme emergencies.

**1.3 Bereavement Leave-** Employees shall be granted up to five (5) days, with pay, for each bereavement in the family from the Bereavement Bank of 45 days. Family shall include parents, spouse, grandparents, siblings, parents-in-law, siblings-in-law, and children. Bereavement leaves beyond the family or in excess of 45 days in Bank, shall be requested for approval by the Board Chairman.

**1.4 Professional Leave-** The Board recognizes that certain professional meetings, conventions or workshops which contribute to the professional growth of employees and to the improvement of instruction may be mutually advantageous to the individual professional employee and the District. As determined by the Board Chairman, a reasonable number of such absences from regular school duties shall be approved without any salary deduction, provided a written request and explanation is filed and approved by the Board at least ten (10) calendar days in advance of the requested absence. When such leave is granted, the employee will be notified in writing.

**1.5 Jury Duty-** In the event that district employees are called for jury duty, the employee will receive full pay from the school district. All pay received during regular working hours for jury duty (excluding mileage for travel) will be given to the school district and credited to the appropriate account.

**1.6 Extended Leave-** With approval from the Board, employees shall be granted leaves of absence without pay for up to one (1) school year, providing a qualified replacement which can be found by July 1 following the request. Upon return from such leave, the employee shall be guaranteed the same position held prior to the commencement of the leave. All rights of tenure, retirement, accrued sick leave, salary increments and other benefits provided herein shall be preserved and available to the employee upon his/her return to the district.

**1.7 Association Leave-** Should the Association send representatives to local, state or national conferences or other business pertinent to Association affairs, these representatives shall be excused without loss of salary providing that the Association, for a total of eleven (11) aggregate days, shall reimburse the district for the cost of the substitute(s). A written notice of leave shall have been submitted to the superintendent five (5) days prior to the leave.

**APPENDIX A**

## **2.1 Insurance**

1. The District shall establish an insurance benefit pool for all certificated employees.
2. The District shall provide full Blue Cross medical, Blue Cross dental and Blue Cross vision insurance ( PPO/500 ) for each certificated employee. During the term of this contract the district will pay \$ 234.28 per employee per month for insurance. The association and the district agree to explore alternative insurance options and plans to control the rising cost to the employee and the district.
3. Each employee shall allocate the sum contributed to his/her credit among the various insurance benefits offered in the pool. The optional benefits offered in the pool shall be:
  1. Member plus one health
  2. Member plus one dental
  3. Member plus one vision
  4. Family health
  5. Family dental
  6. Family vision
  7. Salary protection (disability) insurance
  8. Individual term life (Section 79)
4. Should the employee choose benefits whose premiums exceed the District's contribution, the employees shall authorize payroll deductions to pay the excess amounts. Such excess amounts shall be deducted under the Section 125 plan in effect.
5. Coverages in the insurance benefit pool shall begin on the effective date of this contract and be continuous twelve month coverage.
6. Insurance carriers and plans shall be mutually determined by the District and the Association.

- 2.2 Continuity of Coverage:** All insurance coverage under this article shall remain in full force during the life of this agreement. When necessary, premiums in behalf of the employee shall be made retroactively or prospectively to assure uninterrupted participation and coverage.

- 3.1 Salary Schedule:** The basic salaries of employees covered by this Agreement are set forth in the Idaho 2010-2011 Salary Allocation Schedule (see Appendix A). All days beyond the 190 days, prescribed by this contract shall be compensated at 1/190<sup>th</sup> of the employee's salary. The District will hire full time elementary positions. The high school will be staffed according to the educational needs of the 7-12<sup>th</sup> grade students. Secondary teachers will be hired at full time or part time, depending on their educational endorsements.
- 3.2 Allowable Experience (limited to 2008-2009 placement):** Up to ten (10) years of Idaho approved teaching experience will be allowed for placement on the salary schedule for transfer teachers. Ten (10) years of experience would place the teacher on step 11. Seven (7) months of continuous teaching in a full day capacity, in any given single year is required to count as a year of experience. Substitute teaching shall not count as experience.
- 3.3 Training Increments (limited to 2009-2010 placement):** To advance one (1) or more training increments, acceptable credit must be earned after completion of the BA degree. Twelve (12) semester hours of acceptable credit is required for replacement on the BA+12 step. Evaluation of official transcript is required for placement.
- 3.4 Placement on the Salary Schedule:** The salary category is determined by the number of years of service and training of the teacher before the opening day of school. The teacher must furnish an official transcript for evaluation in order to determine placement on the salary schedule. Grade reports, credit slips, unofficial transcript, etc., are not acceptable for evaluation. An official transcript of all credits earned must be kept on file in the office of the superintendent during employment.
- 3.5 Advancement on the Salary Schedule when funded by the State of Idaho:** Teachers planning to advance on the salary schedule through additional credits and/or degrees must notify the superintendent of schools, in writing, not later than April 15<sup>th</sup> of their intention to work toward advancement on the schedule. All course work for advancement on the salary schedule must be completed prior to September 1st. Proof of credit by official transcript must be received in the District office by October 1 for salary schedule advancement. A teacher cannot advance more than (1) training step in one (1) year.
- 3.6 Salary Payments to Certified Personnel:** Certified personnel of the Culdesac School District No. 342 shall be paid in twelve (12) equal monthly installments. Pay periods shall be the 20<sup>th</sup> day of the month. If the 20<sup>th</sup> falls on a non-workday, payday shall be on the last work day prior to the 20<sup>th</sup> day of the month.
- 3.7 Salary Increase:** All State salary increases or reductions provided to the district during this contract will be provided to all employees.

4.1 **Agreement:** This Agreement is signed this \_\_\_\_\_ day of \_\_\_\_\_, 2011, and shall be binding upon the parties until June 30, 2012.

**IN WITNESS, THEREOF:**

For the Association:

For the Board:

\_\_\_\_\_  
President, Culdesac Teachers  
Organization/IEA/NEA

\_\_\_\_\_  
Chair, Board of Trustees  
Culdesac School District # 342

\_\_\_\_\_  
Chief Negotiator, Culdesac  
Teachers Organization/IEA/NEA

\_\_\_\_\_  
Superintendent,  
Culdesac School District # 342

**APPENDIX A**

Rollback of SDE Funding Base \$23,123		Certificated	2011-12 SDE minimum pay \$30,000	Salary Schedule			
Step	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
Yr. EXP							
1	23,123	23,990	24,890	25,824	26,792	27,797	28,840
0	1.0000	1.0375	1.0764	1.1168	1.1587	1.2022	1.2473
2	23,990	24,890	25,824	26,792	27,797	28,840	29,922
1	1.0375	1.0764	1.1168	1.1587	1.2022	1.2473	1.2941
3	24,890	25,824	26,792	27,797	28,840	29,922	31,045
2	1.0764	1.1168	1.1587	1.2022	1.2473	1.2941	1.3426
4	25,824	26,792	27,797	28,840	29,922	31,045	32,207
3	1.1168	1.1587	1.2022	1.2473	1.2941	1.3426	1.3929
5	26,792	27,797	28,840	29,922	31,045	32,207	33,414
4	1.1587	1.2022	1.2473	1.2941	1.3426	1.3929	1.4451
6	27,797	28,840	29,922	31,045	32,207	33,414	34,668
5	1.2022	1.2473	1.2941	1.3426	1.3929	1.4451	1.4993
7	28,840	29,922	31,045	32,207	33,414	34,668	35,967
6	1.2473	1.2941	1.3426	1.3929	1.4451	1.4993	1.5555
8	29,922	31,045	32,207	33,414	34,668	35,967	37,315
7	1.2941	1.3426	1.3929	1.4451	1.4993	1.5555	1.6138
9	31,045	32,207	33,414	34,668	35,967	37,315	38,714
8	1.3426	1.3929	1.4451	1.4993	1.5555	1.6138	1.6743
10	32,207	33,414	34,668	35,967	37,315	38,714	40,167
9	1.3929	1.4451	1.4993	1.5555	1.6138	1.6743	1.7371
11	N/A	34,668	35,967	37,315	38,714	40,167	41,672
10	32,207	1.4993	1.5555	1.6138	1.6743	1.7371	1.8022
12	N/A	N/A	N/A	N/A	40,167	41,672	43,235
11	32,207	34,668	35,967	37,315	1.7371	1.8022	1.8698
13	N/A	N/A	N/A	N/A	N/A	43,235	44,856
12	32,207	34,668	35,967	37,315	40,167	1.8698	1.9399
14	N/A	N/A	N/A	N/A	N/A	N/A	46,537
13	32,207	34,668	35,967	37,315	40,167	43,235	2.0126

or more