

Rockland School District No. 382

IN COUNTY OF POWER
POST OFFICE BOX 119
ROCKLAND, IDAHO 83271
(208) 548-2221

Master Agreement 2016-2017

1. Each employee hired after January 1, 2004 will receive a single health benefit with no cash equivalent. Part time (i.e. 9 month or less, but more than 20 hrs. per week consecutively) employees will receive a single benefit according to the percentage of time worked, but will not be able to take cash in place of the benefit. The insurance plan, which includes vision coverage and a prescription drug card, is currently with Blue Cross of Idaho. For a complete description of the health plan, see group policy no. 10018150.
2. The District will pay the full cost of the family dental program to Delta Dental to teachers hired before January 1, 2004. Each teacher hired after January 1, 2004 will be paid a single dental benefit. Same detail as Health Benefit.
3. The District will pay for \$20,000 life insurance to include term life, accidental death and dismemberment, and \$2,500.00 dependent life, for each full time employee.
4. The certified employee will be allowed 12 days of sick leave per year, accumulated without cap until the end of employment with the district or retirement. Non-Certified will accrue sick leave at 1 day per month of employment without cap until end of employment with district or retirement. (6/02)
5. The employee will be allowed to use 2 days of bereavement leave per incident for qualified family members. The employee will be allowed to use 3 days of sick leave for family members' sickness per year.
6. The employee will be allowed 4 days of personal leave per school year. (3) Three additional days may be used for this purpose with the teacher forfeiting the cost of the substitute. Unused personal days will be reimbursed at the rate of the substitute's pay.
7. Changes to the current plan will be negotiated by the District and the Rockland Education Association or other organized group which represents majority of certified staff. (IC 33-1273)
8. Teacher salaries will not be tied to an over-ride.

Employee, please initial/date that you have read the above statements_____ date_____