

NEGOTIATED AGREEMENT

BETWEEN

**THE BOARD OF TRUSTEES
OF
ST. MARIES JOINT SCHOOL DISTRICT NO. 41**

AND

ST. MARIES EDUCATION ASSOCIATION

2016-2017

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PROFESSIONAL NEGOTIATIONS AGREEMENT

The Board of Trustees of St. Maries Joint School District No. 41 and the St. Maries Education Association concur in the following statement of policy:

1. That education is a process requiring maximum utilization of the knowledge and opinion of professionally qualified personnel;
2. That the attainment of educational objectives of the School District requires a free and open exchange of views between the District's Board of Trustees and its staff of certified employees; and
3. That the welfare and best interests of the students of the School District are the primary concern of the School District's Board of Trustees and its certified employees, and such concern may be served by the establishment of effective channels and procedures of communication between the District's Board of Trustees and representatives of its staff of certified employees.

In recognition of the foregoing statement, the Board of Trustees of St. Maries Joint School District No. 41, St. Maries, Idaho, hereinafter called the "Board", and the St. Maries Education Association, St. Maries, Idaho, hereinafter called the "Association", do hereby agree, this _____ day of July, 2016, as follows:

ARTICLE I

LEGAL APPLICATION

This Agreement shall be governed and constructed according to the Constitution and laws of the State of Idaho.

The Board of Trustees for St. Maries Joint School District No. 41, hereinafter referred to as the “Board”, and St. Maries Education Association, hereinafter referred as the “Association” or “SMEA”, recognize that the Board has certain authorities, powers, discretions, responsibilities and duties, that under the Constitution and laws of the State of Idaho, may not be delegated, limited, or abrogated by agreement with any party and the same are hereby reserved to the Board. If any provision of this Agreement, or any application of this Agreement to any certified employee covered hereby shall be found contrary to law, such provisions or application shall have effect only to the extent permitted by law, but all other provisions or applications of this Agreement shall continue in full force and effect for the length and term of this Agreement.

As used herein, the term “certified” employees shall mean certificated employees as provided for in Idaho Code Sections 33-514 and 33-515.

All policies, practices, procedures, and customs which are not expressly modified or abrogated by the provisions of the Agreement or by any contract negotiated and entered into pursuant to this Agreement, shall remain in full force and effect.

ARTICLE II

RECOGNITION

In accordance with the applicable provisions of the Idaho Code, St. Maries Education Association (SMEA), will be the exclusive representative of all professional certified employees in St. Maries Joint School District No. 41 for the purposes of negotiations with the Board for the length of this Agreement. Upon Board of Trustees’ request, SMEA shall be required to demonstrate to the District that it has been duly chosen and selected by fifty percent (50%) plus one (1) of the professional certified employees of the District, excluding administrative personnel, as their representative Association for negotiations.

The Association’s process for obtaining authorization for representative status for the purposes of negotiations will be documented in writing and submitted in summary form to the Board of Trustees. For representation status for the purpose of negotiations, the subject certified employee need not be a member of SMEA.

ARTICLE III

ASSOCIATION SECURITY

1. No certified employees representing the Association shall suffer loss of pay while conducting Association business during working hours. To the fullest possible extent, Association business shall be conducted outside working hours.

2. The Board will support reasonable requests through the Administration for the use of school facilities by the Association.
3. The Board will withhold from professional employees' salaries and promptly remit to the Association all Association dues, such dues to be withheld ratably from each salary payment, unless the Association and the Board shall otherwise agree.

ARTICLE IV **SCOPE**

Pursuant to Idaho Code Section 33-1271, the Board of Trustees and the Association agree negotiations shall be done in good faith on those matters specified and mutually agreed to by both the Board and the Association and identified in any such Negotiated Agreement between the Board and the Association identified in said Agreement.

ARTICLE V **NEGOTIATING PROCEDURE**

The Board and the Association are entitled to enter into negotiations with respect to this Agreement, consistent with Idaho Code Sections 33-1271 and 33-1272. Negotiations shall be subject to the following requirements.

1. The Board, upon its own initiative, or the Association, so long as it provides written proof to the Board that it represents fifty percent (50%) plus one (1) of the professional certified employees of the District, excluding administrative personnel, may request negotiations regarding the interpretation or application of this Agreement. The Board or the Association may request negotiations be undertaken, by delivering written notice to the duly appointed representative of the other party.
2. The Board and the Association agree to undertake such good faith negotiations only as to matters pertaining to interpretation or application of this Agreement. It is the responsibility of the Board and the Association to clothe their negotiations representatives with the necessary power and authority to make and consider proposals, counter proposals, and conclude tentative agreements. All agreements shall be considered tentative until ratified by both the Board and the Association.
3. Accurate records or minutes of the proceedings shall be kept and shall be available for public inspection at the office of the District, during normal business hours. Both parties will read for clarification the draft minutes prior to continuing each subsequent meeting.
4. Joint ratification of all final offers of settlement shall be made by the Board and the Association in open meetings. Each party must provide written evidence confirming to the other party that a majority ratification has occurred.

ARTICLE VI **AGREEMENT**

When tentative agreement is reached, it shall then be made in writing and submitted for ratification to the Board and the Association. When approved by both parties in accordance with their respective procedures, it shall be signed by their respective representatives and shall be entered into the official minutes of the Board. Whereupon the Agreement shall be binding upon the Board and the Association, and the Board and the Association shall take all necessary action in order to give full force and effect to the Agreement.

If any tentative agreement shall not be ratified by either party, such agreement shall be referred to the negotiating representatives for further negotiations.

Terms of this Agreement shall adhere to the provisions of Idaho Code Section 33-1275.

ARTICLE VII **MEDIATION**

In the event the Board and the Association in negotiations conducted pursuant to Article V of this Agreement are not able to come to an agreement upon the item or items submitted for such negotiations, then either party may request, in writing, that such item or items be submitted to mediation, in order to resolve the conflict. The Board and the Association may agree to the use of a particular mediator, but if no agreement can be reached on a mutual mediator, then the mediators nominated by each of the parties shall choose the mediator, who shall mediate the matter on behalf of the parties. Mediations shall take place within the District, at a location to be decided upon by the Board and the Association. Ratification of any mediated settlement shall take place in open meetings, and each party shall provide the other party with written notice that such ratification has occurred.

ARTICLE VIII **RESTRICTION OF RIGHT TO STRIKE**

The Association agrees that under no circumstances will it declare, authorize, sanction, condone, or acquiesce in any strike (as hereinafter defined) during the term of any contract negotiated pursuant to this Agreement, with respect to any issue covered by such contract; and the Association will take positive action to prevent participation in any such strikes by any of its members.

The Association further agrees that it will not declare, authorize, sanction, condone, or acquiesce or participate in any strike unless or until:

1. All procedures for the resolution of differences provided under this Agreement have been exhausted;

2. A specific proposal for such strike has been submitted to a vote of all professional certified employees of the District by written ballot and approved by the affirmative vote of a majority of all such certified employees; and
3. Not less than fifteen (15) days shall have lapsed following completion of compliance with subparagraphs (1) and (2) above.

“Strike”, as used in this Article, shall include any form of: slow-down, sit-in, concerted mass sickness, stoppage or curtailment of work, or interference with the operations of the School District by picketing, demonstrating, or any means whatever, when engaged in by a significant number of certified employees.

ARTICLE IX

TEACHER PROTECTION

The Board hereby agrees that every professional certified employee of the Board shall have the right to freely organize, join, and support the Association for the purposes of engaging in negotiations. The Board agrees further that it will not directly or indirectly discourage, deprive, or coerce any professional certified employee in the employment of any rights conferred by the Idaho Statute relating to negotiations with professional certified employees of school districts, or this Agreement, nor discriminate against any professional certified employee with respect to terms and conditions of professional services by reasons of his or her membership in the Association, his or her participation in any activities of the Association, or negotiations with the Board or his or her institution of any grievance, complaint, or proceeding under this Agreement.

Pursuant to Idaho Code Section 44-2001 the Association or its members agree not to infringe or restrict the rights of any professional certified employee who is not a member of the SMEA.

ARTICLE X

LEGAL DISPUTES

Jurisdiction and venue of any disputes between the Board and the Association which cannot be resolved through negotiations conducted under Article V, or mediation conducted under Article VII, shall be in the District Court of the First Judicial District, State of Idaho, Benewah County.

ARTICLE XI

GRIEVANCE PROCEDURE

The Board and the Association agree that procedures for settling certified staff grievances be an orderly process within which solutions may be pursued. Further, that the procedures provide prompt and equitable resolution at the lowest possible administrative level. Additionally, that each certified employee be assured an opportunity for orderly presentation and review of grievances without fear of reprisal.

A grievance pursuant to Board Policy shall be a written allegation of a violation of Board-approved District policies or a written allegation of a violation of the Negotiated Agreement between the Board and SMEA.

The Certified Staff Grievance procedure shall be in accordance with Board Policy 402.03 – Certificated Staff Grievances and applicable Idaho Code.

ARTICLE XII

PROCEDURES FOR EVALUATION OF CERTIFIED EMPLOYEES

The Board and the Association have a firm commitment to performance evaluation of District personnel, whatever their category and level, through the medium of a formalized system. The primary purpose of such evaluation is to assist personnel in professional development in achieving District goals and to assist with decisions regarding personnel actions. Board Policy applies to all certified employees, both student instructional personnel and non-instructional personnel.

Each certified employee shall receive at least one (1) written evaluation to be completed by no later than June 1st for each annual contract year of employment completed by the certified employee's respective building principal or building administrator and shall use multiple measures that are research based and aligned to the *Charlotte Danielson Framework for Teaching Second Edition*. The evaluation of certified employees shall annually include a minimum of two (2) documented observations, one (1) of which shall be completed prior to January 1st.

The evaluation of certified personnel procedure shall be in accordance with Board Policy 402.11 – Evaluation of Certified Personnel and Idaho Code Section 33-514 – Issuance of Annual Contracts – Support Programs – Categories of Contracts – Optional Placement [Effective July 1, 2016], Idaho Code Section 33-515 – Issuance of Renewable Contracts [Effective July 1, 2016], and Idaho Code Section 33-518 – Employee Personnel Files.

ARTICLE XIII

REDUCTION IN FORCE

The Board and the Association agree that the Board has the responsibility to maintain good public elementary and secondary schools and to implement the educational interest of the State, consistent with State and federal educational requirements, including District improvement plans, accreditation requirements, and other school-based issues. However, recognizing also that it may become necessary to eliminate certified staff positions in certain circumstances, Board Policy is adopted to provide a fair and orderly process should such elimination become necessary.

The Board has the sole and exclusive authority to determine the appropriate number of certified employees and to eliminate certified staff positions consistent with the provisions of the State statutes. A reduction of certified employees may occur as a result of, but not be limited to, the following examples or from other conditions necessitating reductions:

1. Decreases in student enrollment
2. Changes in curriculum
3. Financial conditions or limitations of the District

The need for implementation of a Reduction in Force and/or the elimination of certified positions is left to the sole discretion of the Board, provided however, that no such decision shall be made until after completion of the written evaluation for each certified staff member and that the decision as to which certified employee(s) shall be subject to such reductions shall not be made solely on consideration of seniority or contract status.

The Board may choose to implement a Reduction in Force (RIF) through:

1. The elimination of an entire program or portions of programs;
2. The elimination of positions in certain grade levels only;
3. The elimination of positions by category;
4. The elimination of positions in an overall review of the District;
5. The elimination of positions through other considerations and implementation decisions;
6. The elimination of a portion or percentage of a position(s) or any combination of the above.

The reduction in force of certified personnel procedure shall be in accordance with Board Policy 402.13 – Reduction In Force and Idaho Code Section 33-514 – Issuance of Annual Contracts – Support Programs – Categories of Contracts – Optional Placement [Effective July 1, 2016], and Idaho Code Section 33-515 – Issuance of Renewable Contracts [Effective July 1, 2016].

ARTICLE XIV

LEAVES

The Board and the Association agree that certified employees may be granted the following leaves upon approval from the appropriate building principal or administrator:

REASONS FOR TAKING LEAVE

Unpaid leave will be granted to eligible employees for any of the following reasons:

1. To care for the employee's child after birth, or placement of a child for adoption or foster care in an employee's home;
2. To care for the employee's spouse, child, or parent (does not include parents in-law) who has a serious health condition; or
3. For a serious health condition that makes the employee unable to perform the employee's job.

SUBSTITUTION OF PAID LEAVE

Paid leave will be substituted for unpaid leave under the following circumstances:

1. Accumulated sick/personnel leave will be utilized concurrently with any FMLA leave that is taken for a serious health reason as described in 3 above;
2. Accumulated vacation/personal leave will be utilized concurrently with any FMLA leave that is taken for a family reason as described in 1 or 2 above;
3. Accumulated sick leave will be utilized concurrently with FMLA leave whenever the FMLA leave is taken for reasons which qualify for sick leave benefits pursuant to District policy or an applicable collective bargaining agreement; or
4. Whenever appropriate workers' compensation absences shall be designated FMLA.

PERSONAL LEAVE:

Two days of personal leave will be available to each certified employee. Reasonable advance notice to the principal is required along with the certified employee's reason for taking leave, and not more than two (2) certified employees from any building may be absent on leave any day, except for an emergency.

Personal leave may not be taken on the day(s) immediately prior to or immediately following scheduled vacations or holidays, without administrative approval based upon proper justification.

Certified employees who do not use their current year's personal leave will be compensated at the end of the school year at the average rate of substitute teacher pay, for each unused current year personal leave day, not to exceed two (2) days, unless employee elects to accumulate.

Unused personal leave may be accumulated to a total of ten (10) days; subject to the following limitations:

- A. Unless administration approval is obtained in advance, not more than five (5) days of personal leave (accumulated or current) shall be used consecutively or within one (1) semester; and
- B. Any certified employee desiring to accumulate personal leave in any school year shall, before June 1 of each year, notify the administration in writing of such certified employee's election to accumulate, which election shall be binding and irrevocable for the school year in which made; and
- C. No certified employee shall be compensated at the end of the school year for any unused leave which such certified employee has elected to accumulate.

Certified employees who have given formal notification that they will retire at the end of the school year will be eligible to be compensated at the end of their employment at the average rate of substitute teacher pay, for up to and including seven (7) unused personal leave days.

Personal leave shall only be accrued and used during the regular school year as determined by the Board of Trustees. Temporary employment during the summer months when school is not in session does not qualify for use or accrual of personal leave time.

ASSOCIATION LEAVE:

Ten (10) days of "Association Leave" will be available during the current school year for members to participate in Association business and State meetings such as "delegate assembly". The approval process for Association Leave will conform to those required for "Professional Leave" and Board Policy. No more than two (2) total certified staff members may be absent from any one building for Association Leave on any one day. Reimbursement for the cost of all substitutes supporting Association Leave shall be the responsibility of the Association.

SICK LEAVE:

Upon approval of the Superintendent, certified employees shall be granted sick leave at full pay for serious illness in the immediate family (spouse, children, brother, sister, mother, father, or anyone for whom they are the legally appointed primary caregiver).

Certified employees may be required to provide proof of illness in a form adequate to protect the District from any employee abusing sick leave through such actions as malingering or false claims of illness.

If a request of any employee to provide such proof is made, the employee shall provide written documentation from a licensed health care provider as to the illness and/or necessity of the employee to be absent from work.

ACCUMULATED SICK LEAVE:

Certified employees are able to access sick leave data through the District's electronic Skyward Human Management System.

Sick Leave shall accumulate at the rate of one (1) day for each month of service or major portion thereof, with no limitations upon the maximum accumulation of unused days. Each certified employee who completes full-time service for the school year shall accumulate ten (10) days of sick leave.

SICK LEAVE BANK:

The Board has established a St. Maries Joint School District No. 41 Sick Leave Bank controlled by the following philosophy and regulations.

SICK LEAVE BANK PURPOSE:

The purpose of the Sick Leave Bank shall be to provide certified employees who qualify for membership in the Bank with additional sick leave days needed to recover from personal illnesses which cause absence from work and loss of all accumulated personal sick leave. The Bank shall not be used as a reserve for time lost due to short-term illnesses which would normally be covered by the employee's accumulated sick leave or pre-existing illness or condition prior to membership, nor for the time lost due to illness in the family, bereavement, or for purposes other than personal illness.

SICK LEAVE BANK ADMINISTRATION:

The Sick Leave Bank shall be administrated by the Sick Leave Council in conformance with the Sick Leave Council regulations set forth in Board Policy. The Sick Leave Council shall be composed of two (2) administrators and a certified employee from each of the following school buildings: Heyburn Elementary School, St. Maries Middle School, UpRiver Elementary School, and St. Maries High School, one of which shall be a member of the St. Maries Education Association. In the event of a tie vote by the Sick Leave Council, the Superintendent shall cast the deciding vote.

SICK LEAVE BANK ELIGIBILITY:

Certified employees who have accumulated one (1) or more days of personal sick leave as defined by Idaho Code Sections 33-1216 and 33-1217, shall be eligible for membership in the Sick Leave Bank.

SICK LEAVE BANK MEMBERSHIP:

Certified employees who donate one (1) day of accumulated sick leave to the Sick Leave Bank shall be members of the Bank and eligible for its services.

In the event the Sick Leave Council assesses additional days to keep the Bank solvent, a member must donate the required additional day to continue his/her membership in the Bank.

SICK LEAVE BANK ENROLLMENT:

The enrollment period shall be from the first day of school through September 30 of each year.

The certified employee must donate one (1) day of personal sick leave to the Bank during an enrollment period to become a member and, when necessary, members must donate one (1) day if the Sick Leave Bank falls below sixty (60) percent of maximum capacity. During the first year of membership only, a certified employee will not be required to donate one (1) day if the Sick Leave Bank falls below sixty (60) percent of maximum capacity to continue membership.

When a member draws from the Sick Leave Bank, they will be required to donate one (1) day of accumulated sick leave the following year to continue membership.

Days donated to the Sick Leave Bank shall be non-returnable to the donor as accumulated personal sick leave in the event of loss of Bank membership or separation or transfer from the District.

SICK LEAVE BANK MAXIMUM CAPACITY:

The Sick Leave Bank shall accumulate unused Bank days from year to year to a maximum capacity which shall not exceed one hundred ninety (190) days.

SICK LEAVE BANK MAXIMUM WITHDRAWAL:

The maximum number of days that shall be available for withdrawal for certified employee use in any one (1) year shall not exceed the Bank's maximum capacity as defined in Maximum Capacity above. The maximum number of days available for any one (1) individual per school year shall not exceed ninety-five (95) days.

SICK LEAVE BANK EMPLOYEE USE:

Members of the Sick Leave Bank shall conform to the following regulations when requesting use of Bank days:

1. The certified employee, or the certified employee's representative when the certified employee is physically incapable, shall secure written evidence from the District Office that:
 - A. All accumulated sick leave has been used; and
 - B. He or she has purchased five (5) days of substitute teacher salary making him or her eligible to apply for use of Sick Leave Bank days.
2. The certified employee, or the certified employee's representative when the certified employee is physically incapable, shall secure written proof of illness adequate to protect the District against malingering and false claims of illness as provided by Idaho Code Sections 33-1216 and 33-1218.
3. The certified employee, or the certified employee's representative when the certified employee is physically incapable, shall secure written notification of the certified employee's back-to-work date. If return to work is on a half-day basis, the certified employee's doctor must so specify on the back-to-work notification. If prolonged illness requires subsequent related periodic visits to the doctor or medical facility during school time, the doctor must so specify.

4. The certified employee's representative shall forward the above necessary documents to the Sick Leave Council in writing within three (3) working days of receipt of Items 1, 2, and 3 above.
5. The Sick Leave Council shall give full consideration to the certified employee's representative's recommendation and to the accompanying statements and shall make a final approval or disapproval of the request in full or in part in writing to the certified employee within three (3) working days of receipt of items 1, 2, 3, and 4 above.
6. In the event the Superintendent must cast a tie-breaking vote, he or she shall notify the certified employee within three (3) working days of his or her decision.
7. If the certified employee's request is approved, immediate transfer of the approved number of days from the Sick Leave Bank to the certified employee shall be made.
8. Except as provided in subparagraph 9, each unrelated prolonged illness must be preceded by five (5) days substitute paid leave before the same certified employee is eligible to draw on the Sick Leave Bank again in the same school year. Total days drawn cannot exceed ninety-five (95).
9. In the event of a recurring long-term illness, it shall not be required that the certified employee purchase an additional five (5) days of substitute paid leave before receiving additional days from the Sick Leave Bank. Total days drawn cannot exceed ninety-five (95).

MATERNITY LEAVE:

Certified employees may use sick leave for long-term illness or temporary disability, and upon the expiration of sick leave, the Board or its designee may grant eligible employees leave without pay if requested. Medical certification of the long-term illness or temporary disability may be required at the Board's discretion or its designee.

Long-term illness or temporary disability shall be construed to include pregnancy, miscarriage, childbirth and recovery therefrom. Maternity leave includes only continuous absence immediately prior to delivery, absence for delivery, and absence for post-delivery recovery, or continuous absence immediately prior to and in the aftermath of miscarriage or other pregnancy-related complications. Such leave shall not exceed six (6) weeks unless prescribed by a physician.

ARTICLE XV **SALARY PAYMENT**

Annual salary of certified employees will be paid in twelve (12) equal payments. If the certified employee faithfully complies with and fully performs the provisions of his or her contract, then said annual compensation shall be paid in the following manner, to wit: One twelfth (1/12) to be paid on the twentieth (20th) day of September and the remainder of said sum to be paid in eleven (11) equal installments on the twentieth (20th) day of each calendar month thereafter until twelve

(12) payments have been paid. If the twentieth (20th) of the month falls on a Saturday or Sunday or on Monday when Monday is a holiday, then said payment will be made on the preceding Friday.

ARTICLE XVI
SALARY SCHEDULE AND GENERAL PROVISIONS

- Column headings 1-7 represent education and rows 0-13 represent years of experience. Salary Allocation for column and row positions will be determined by multiplying the District's Base Salary by the factorial represented for each row and column position.

EXPERIENCE AND EDUCATION MULTIPLIER TABLES

Year	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	1.00000	1.03750	1.07640	1.11680	1.15870	1.20220	1.24730
1	1.03750	1.07640	1.11680	1.15870	1.20220	1.24730	1.29410
2	1.07640	1.11680	1.15870	1.20220	1.24730	1.29410	1.34260
3	1.11680	1.15870	1.20220	1.24730	1.29410	1.34260	1.39290
4	1.15870	1.20220	1.24730	1.29410	1.34260	1.39290	1.44510
5	1.20220	1.24730	1.29410	1.34260	1.39290	1.44510	1.49930
6	1.24730	1.29410	1.34260	1.39290	1.44510	1.49930	1.55550
7	1.29410	1.34260	1.39290	1.44510	1.49930	1.55550	1.61380
8	1.34260	1.39290	1.44510	1.49930	1.55550	1.61380	1.67430
9	1.39290	1.44510	1.49930	1.55550	1.61380	1.67430	1.73710
10	1.39290	1.49930	1.55550	1.61380	1.67430	1.73710	1.80220
11	1.39290	1.49930	1.55550	1.61380	1.73710	1.80220	1.86980
12	1.39290	1.49930	1.55550	1.61380	1.73710	1.86980	1.93990
13 or more	1.39290	1.49930	1.55550	1.61380	1.73710	1.86980	2.01260

Completed Contracts	BA 1	BA+12 2	BA+24 3	MA BA+36 4	MA+12 BA+48 5	MA+24 BA+60 6	MA+36 ES/DR 7
0	33,400	33,400	33,400	33,400	33,400	33,400	34,479
1	33,400	33,400	33,400	33,400	33,400	34,479	35,773
2	33,400	33,400	33,400	33,400	34,479	35,773	37,113
3	33,400	33,400	33,400	34,479	35,773	37,113	38,504
4	33,400	33,400	34,479	35,773	37,113	38,504	39,947
5	33,400	34,479	35,773	37,113	38,504	39,947	41,445
6	34,479	35,773	37,113	38,504	39,947	41,445	42,999
7	35,773	37,113	38,504	39,947	41,445	42,999	44,610
8	37,113	38,504	39,947	41,445	42,999	44,610	46,283
9	38,504	39,947	41,445	42,999	44,610	46,283	48,019
10	38,504	41,445	42,999	44,610	46,283	48,019	49,818
11	38,504	41,445	42,999	44,610	48,019	49,818	51,687
12	38,504	41,445	42,999	44,610	48,019	51,687	53,625
13 or more	38,504	41,445	42,999	44,610	48,019	51,687	55,634

2. The base salary for 2016-2017 is \$27,643. The minimum salary for 2016-2017 is \$33,400.
3. In-district credits earned after June 30, 1998 can be used for recertification only.
4. Total years of acceptable teaching experience will be allowed for initial placement on the salary schedule. No credit is given for military service.

In the event of a change in State policy or statute affecting reimbursement of School District payroll expense, it is agreed that the foregoing provision shall be eliminated in order to maximize District No. 41 state reimbursement.

5. Credits completed before receiving the Idaho Education Credential do not count toward the additional twelve (12) hours, and any qualifying credit hours must be in a related teaching field.
6. Certified employees planning to advance on the salary schedule through additional credits or degrees must notify the Superintendent of Schools, in writing, no later than May 1 or as promptly thereafter as reasonably possible of their intention to work toward advancement on the schedule. All course work for advancement on the schedule must be completed prior to September 1. Proof of credit by official transcript must be received by the Superintendent of Schools by October 31st due to advancement on the salary schedule.
7. At least one (1) Association member shall be considered for membership on the District's Leadership Premium Committee.
8. The Board and the Association agree that school activities are a very dynamic issue with programs coming and going based on the level of student interest and participation, and available fiscal resources. Therefore, the Board and Association agree that based on building principal or administrator recommendations regarding the programs to be offered and the extent of the work associated with each program, the following extra responsibilities be compensated by the following additional payments:

High School Activities Director, High School Head Coach Positions – Football, Basketball, Wrestling, Volleyball, Baseball, Golf, Track, Softball, High School Cheerleader Advisor, High School Drama Advisor, BPA Advisor, KJAX Advisor	Column A
High School Assistant Coach Positions – Football, Volleyball, Basketball, Wrestling, Track, Baseball, Softball, Music Advisor	Column B
Middle School Coaches, Middle School Activities Director, High School Annual Advisor, High School C Squad Coaches	Column C

2016-2017 Extra/Co-Curricular Coaching/Advisor Salary Schedule

SMJSD Years of Experience	Column A	Column B	Column C
0	2,926	2,163	1,654
1	3,028	2,239	1,712
2	3,130	2,315	1,770
3	3,232	2,391	1,828
4	3,334	2,467	1,886
5	3,436	2,543	1,944
6	3,538	2,619	2,002
7	3,640	2,695	2,060
8	3,742	2,771	2,118
9	3,844	2,847	2,176
10	3,946	2,923	2,234
11	4,048	2,999	2,292
12	4,150	3,075	2,350
13	4,252	3,151	2,408
14	4,354	3,227	2,466
15 years or more	4,456	3,303	2,524

No prior experience outside of St. Maries Joint School District No. 41 will be recognized for years of experience for placement on the Extra/Co-Curricular Coaching/Advisor salary schedule.

In the event a program is cancelled due to lack of student interest and participation, the Board and Association agree the certified staff member involved shall be compensated on a prorated basis equal to the amount of time served.

It is recognized that High School class advisors provide time-consuming and beneficial services to the students they serve, particularly in the Junior and Senior years. Said advisors, of whom there normally are two or three per class, advise the same group of students as they progress from their Freshman through Senior years.

It is agreed that no more than three (3) advisors for each High School class shall be paid Two Hundred Dollars (\$200.00) each per year for advising the Freshman and Sophomore classes, and Three Hundred Dollars (\$300.00) each per year for advising the Junior and Senior classes.

It is agreed that no more than one (1) advisor per each Middle School grade level shall be paid Two Hundred Dollars (\$200.00) each per year for advising the sixth, seventh, and eighth grade levels.

ARTICLE XVII
EMPLOYEE INSURANCE

For full-time certified employees who work at least thirty-six (36) hours per week, St. Maries Joint School District No. 41 will pay for 100% of the employee's insurance premiums for medical, vision, and dental insurance. In addition, if the certified employee elects dependent insurance coverage, the School District will pay for 50% of eligible dependent medical, vision, and dental insurance premiums.

For part-time certified employees who work at least twenty (20) hours per week, and less than thirty-six (36) hours per week, St. Maries Joint School District No. 41 will pay 100% of the certified employee's insurance premiums for medical, vision, and dental insurance. If the certified employee elects dependent insurance coverage, the certified employee will be responsible for any and all dependent insurance premiums.

The School District's medical insurance plan will be Blue Cross of Idaho's N-2 - \$2,500 Plan.

The School District's vision insurance plan will be Blue Cross SWS VSP Plan I.

The School District's dental insurance plans will be (1) Blue Cross Dental Blue Connect or (2) Delta Dental Option 1. Eligible certified employees can choose between one of the two listed Plans.

DATED this ____ day of _____, 2016.

ST. MARIES JOINT SCHOOL DISTRICT NO. 41
BOARD OF TRUSTEES

BY _____
CHRISTINE ASHMEAD, CHAIR

ST. MARIES EDUCATION ASSOCIATION

BY: _____
KATHLEEN ANNA DAVIS, CO-PRESIDENT

BY: _____
MICHAEL THOMAS NOYES, CO-PRESIDENT