

**2016 – 2017 Salary and Benefits Agreement For Certificated Professional
Employees Of Wallace School District No. 393**

COMES NOW the Board of Trustees of Wallace School District No. 393 (the “Board”) and the Wallace Professional Education Association (the “Association”) and agree as follows:

WHEREAS:

1. Pursuant to Idaho Code, Sections 33-1271, et seq., the Board and Association entered into negotiations and agreed on salary and benefits to be applicable to the certificated professional employees (sometimes referred to as “Employees”) of Wallace School District No. 393 during the 2016-2017 school year; and,

2. The Association represents a majority of the certificated professional Employees employed by Wallace School District No. 393 and on May 9, 2016, said Employees voted on and approved the salary and benefits tentatively agreed upon by the Association on May 5, 2016; and,

3. On May 10, 2016, at a regular Meeting of the Board, the Board approved the salary and benefits for the certificated professional Employees for the 2016-2017 school year; and,

4. The Board and Association desire to enter into this Agreement to finalize and adopt the agreements made by the Board and the Association.

WITNESSETH:

1. Attached hereto as Exhibit "A" is the salary and benefits negotiated, agreed upon and to be in effect during 2016 -2017 school year for the certificated professional Employees of Wallace School District No. 393.

2. Attached hereto as Exhibit "B" is the negotiated and agreed upon 2016 – 2017 steps and lanes movement on the salary schedule with a 3% increase added to the base salary.

John M. Cuthbert
Chairman, Board of Trustees
Dated: _____, 2016

Printed Name: _____
President, Wallace Education Professional Association
Dated: _____, 2016

1. Salary: Continue to allow steps and lanes movement on the salary schedule in addition to a 3% increase added to the base salary.
2. Personal leave: Accept Board proposal of 2 days total personal leave per year and to accumulate a maximum of 3 days personal leave during any one year. The Employee can only receive payment for 2 unused personal leave days in any one year.
3. Insurance Coverage: The insurance benefit is increased to \$740 per month for the primary eligible insured Employee choosing coverage under the District's health care plan. Said increase is only to be in effect for the 2016 – 2017 school year. If there is no accepted change by the Association (most likely in the form of an increased deductible) to the insurance program for the 2017-2018 school year that reduces the primary insured costs below the \$800 monthly premium quoted for the 2016-2017 school year, the monthly insurance benefit provided by the District will return to \$700 per month for the primary insured commencing with the 2017- 2018 school year.
4. Benefit Pool: For those eligible Employees that apply for and receive an insurance waiver, said Employee shall be paid \$425 per month in lieu of Insurance Coverage.
 - a. Employees hired after September 1, 2015 are not eligible for the Benefit Pool.
 - b. Employees that were otherwise eligible for the Benefit Pool, but were not receiving a Benefit Pool (benefit share) payment on September 1, 2015, shall not be eligible for Benefit Pool for the 2016-2017 school year or any future years.

Wallace School District #393
Certified Salary Schedule
2016-2017

Step	1 BA	2 BA + 12	3 BA + 24	4 BA + 36 MA	5 BA + 48 MA + 12	6 BA + 60 MA + 24	7 ES/DR MA + 36
0	28,592	29,664	30,775	32,123	33,127	34,623	35,658
1	29,664	30,775	32,123	33,127	34,623	35,658	36,996
2	30,775	32,123	33,127	34,623	35,658	36,996	38,384
3	32,123	33,127	34,623	35,658	36,996	38,384	39,822
4	33,127	34,623	35,658	36,996	38,384	39,822	41,316
5	34,623	35,658	36,996	38,384	39,822	41,316	42,865
6	35,658	36,996	38,384	39,822	41,316	42,865	44,474
7	36,996	38,384	39,822	41,316	42,865	44,474	46,141
8	38,384	39,822	41,316	42,865	44,474	46,141	47,872
9	39,822	41,316	42,865	44,474	46,141	47,872	49,668
10	41,316	42,865	44,474	46,141	47,872	49,668	51,531
11		44,474	46,141	47,872	49,668	51,531	53,463
12		46,141	47,872	49,668	51,531	53,463	55,468
13							57,548

Exhibit "B"