

NEGOTIATED AGREEMENT

Between

**THE BOARD OF TRUSTEES
LAKE PEND OREILLE SCHOOL DISTRICT #84**

And

**THE LAKE PEND OREILLE EDUCATION
ASSOCIATION**

2017-2018

**This document constitutes the negotiated agreement between the
Lake Pend Oreille School District #84 and the Lake Pend Oreille
Education Association, for the 2017-2018 school year.**

**Steve Youngdahl, Chairman
Board of Trustees, Lake Pend
Oreille School District #84**

**Brian Smith, President
Lake Pend Oreille Education
Association**

Date

Date

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ARTICLE I
RECOGNITION AND DEFINITIONS

The Lake Pend Oreille School District No. 84 (hereinafter known as the District) recognizes the Lake Pend Oreille Education Association (hereinafter known as the LPOEA) as the exclusive bargaining agent for the purpose of LPOEA negotiations.

The bargaining unit represented by the LPOEA shall be composed of all regularly employed full-time and part-time certificated employees except for District and school level administrators.

DEFINITIONS:

ASSOCIATION: Shall mean the local education organization as defined by Idaho Code 33-1272 (2).

BOARD: refers to the Board of Trustees of the Lake Pend Oreille School District #84 in the County of Bonner, State of Idaho.

BUILDING: Refers to facilities operated and maintained by the District.

CALENDAR: Refers to the school calendar as adopted by the Board.

CERTIFIED PREPARATION DAY: A calendar non-student work day directed by the employee for such things as grading, report cards, collaboration, and preparation. Mandatory meetings shall not be held during these days.

CLASS: Refers to an individual teacher's students, in a classroom, at any given time.

CONTRACTS:

1. **STANDARD TEACHING:** Refers to the State mandated contract between the individual and the Board.
2. **EXTRA CURRICULAR / SUPPLEMENTAL DUTIES:** A separate and distinct addendum for extra curricular as listed in the employee contract.

DAY: This refers to workdays (Monday through Friday), excluding holidays.

1. **WORK DAY:** Total on-site work hours.
2. **MINIMUM DAY:** Minimum of four (4) hours of instruction.

DISTRICT: District as used in this Negotiated Agreement refers to the Lake Pend Oreille School District #84.

EMPLOYEE: The term "employee" as used in this Negotiated Agreement refers to an employee holding a valid Idaho Teachers Certificate who is employed by Lake Pend Oreille School District #84 in a position requiring such certificate, except for District and school level administrators.

FRINGE BENEFITS: Any supplemental benefits, in addition to fixed salary, provided to or on behalf of an individual professional employee of Lake Pend Oreille School District No. 84.

IMMEDIATE FAMILY: Includes a husband, wife, father, mother, son, daughter, parent-in-law, grandparent, grandchild, brother, sister, guardian or ward. This includes any relative or companion residing in the same household.

IN-BUILDING: For an individual to be classified as in building they must be either:

1. An employee currently working in a certified position within that building, employed under a contract other than a category 1.

OR

2. A district-wide specialist currently working in the same field as the opening, employed under a contract other than a category 1.

IN-DISTRICT: An employee who is working for the district in a position other than a substitute at the time an opening is posted (including category 1 teachers).

LPOEA: Lake Pend Oreille Education Association

TRANSFER ELIGIBILITY: In order to be eligible to utilize the voluntary or involuntary transfer language, a certified employee must be employed under a contract other than a category 1.

ARTICLE II
TERM OF CONTRACT

The term of the contract for employees covered by this Agreement shall be one hundred ninety (190) days and shall include the following:

- 173.5** Student Days; 1 of which is the October in-service day and 1 of which is either a district-led professional development day or a student-led conference day
- 3** Days prior to when the student school year begins (2 certified preparation days and 1 district-led professional development day)
- 1** certified preparation day at the end of the first quarter
- 1** Parent-Conference day which is comprised of 2 nights of conferences
- 1** additional day for Parent-Conferences for Elementary. At Secondary this day may be utilized for professional development or conferences.
- 1** certified preparation day at the end of the second quarter
- 1** certified preparation day at the end of the third quarter
- 1.5** certified preparation days at the end of the student school year
- 7** holidays

Holidays / Commemorative Days

School holidays shall include Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day, New Year's Day, Presidents' Day, and Memorial Day.

Any extension of the annual term of the contract shall be paid at the rate of one/one hundred ninetieth (1/190th) of the regular salary of the employee.

ARTICLE III
TEACHER WORKDAY

- A. Teachers are required to be in the building or at the job site a minimum of one-half (1/2) hour before classes begin and a minimum of one-half (1/2) hour after the normal student dismissal ending the instructional day in that building. Exceptions to this may be made by the immediate supervisor with the consensus of at least two-thirds (2/3s) of the entire teaching staff. The length of a given work day may be shortened by the immediate supervisor, provided however, that such shortening does not violate any state rules and regulations, or laws of the State of Idaho regarding the length of the instructional day.
- B. When a required teaching/contracted assignment, other than extracurricular assignments, obligates an employee to extend his/her contract day beyond that in A (above), said employee shall be compensated at his/her regular rate of pay. One open house does not fall under this definition. An additional exception to this rule shall be the two (2) parent conference days at the end of the first quarter, for which employees shall be compensated with a non-work day on the weekday following the conferences. When necessary, substitutes shall be provided for teachers to attend IEP meetings during the instructional day when they can't be scheduled during the contract day.

All required meetings (excluding the two (2) parent conference days identified above) shall be scheduled during the employee's regular workday. Regularly scheduled staff meetings shall be decided through a collaborative process at the building level. Special staff meetings may be called by the building administrator if the issue cannot wait until the next regularly scheduled meeting. If a staff meeting exceeds the preset length of time, compensatory time shall be scheduled within the next workweek.

Significant alterations to the overall schedule of a building shall require a two-thirds (2/3s) vote of the entire teaching staff. If staffing levels drop to a point that makes it impossible to maintain the current schedule, options shall be developed utilizing a collaborative process that includes members of the Association. The building administrator shall present those options for a vote of the entire teaching staff.

- C. Each employee shall be provided a daily duty-free lunch period of at least thirty (30) continuous minutes within the instructional day. Employees are not to be assigned extra duty during this duty-free lunch period.
- D. A committee of administration and teachers at each building level shall set the schedule to allow time for classroom preparation and a rotation schedule if desired or deemed necessary. Individual teachers or groups of teachers may elect to adjust their preparation period schedules as long as it does not adversely affect other teachers.

Teachers shall not be required to take on extra duties during their preparation time such as monitoring another teacher's classroom. Those agreeing to do so shall, upon pre-approval of the site administrator, have the choice of being compensated at their regular rate of pay, or being compensated with additional preparation time commensurate with time spent.

All elementary teachers shall be provided with a minimum of one (1) uninterrupted thirty (30) minute preparation period during the instructional day plus an additional sixty (60) minutes for a minimum of 210 minutes a week. Fifty percent (50%) of the early release time each month shall be used for individual preparation/peer collaboration time.

All secondary teachers shall be provided with one continuous class period of preparation time per day during the instructional day.

Part-time employees shall receive a pro-rated prep based on the number of hours they teach in relation to the number of hours full-time employees teach within that building.

- E. When there is a decrease in classrooms at the elementary level, ancillary staff time will be redistributed. Individual schools will need to plan the use of additional specialist's time. Examples might include: small group instruction, individual preps, school duties, and additional transition time for teachers. Final decisions of the most effective and efficient use shall be determined by the individual sites. All teachers and specialists should have equal duty and prep time while allowing for travel time for the specialist. A committee of teachers, ancillary staff and administration shall meet to determine the best use of a specialist's time at each site. If consensus cannot be met the recommendations will be heard by LPOEA, LPOSD Administration, and building administrator.
- F. Teachers shall not be required to come to school during days in which the administration and/or Board has determined that the school(s) is/are to be closed due to inclement weather, road conditions, and/or emergency situations at the particular school(s). If the Board chooses to make up these closure days at a later time, teachers are required to perform their duties as part of the regular 190-day contract.

ARTICLE IV

SHARED TEACHING POSITION

- A. Definition
A shared teaching position shall be a previously established position (not to exceed 1.0 FTE) which may be filled by not more than two employees certified to hold the position. At the secondary level, multiple subject areas should not be combined in order to create a shared position.

A shared position is one where both individuals work the full year with less than full time hours but not more than 1.0 FTE between the two individuals sharing the position.

A shared position is established at the request of the employee and with the approval of the building administrator and the Superintendent or designee. This request shall be submitted by April 1 of the preceding school year.

B. Salary

Placement on the District's Salary Schedule shall be determined for each employee based upon his/her approved experience and training. For the shared teaching position, each employee shall receive a prorated salary based on their placement on the Salary Schedule and the percent of time worked.

C. Benefits

The School District's contribution for benefits for a shared position shall not exceed the District's contribution had it been filled by a single employee. If the shared position is split between two employees equally, (.5 FTE and .5 FTE) then the benefits (except life insurance) will also be divided equally between the two employees. However, the employees may agree to a different distribution of the benefits upon approval of Human Resources. If one employee has an FTE status that is greater than the other employee, the employee with the greater FTE shall maintain all the benefits.

D. Number of Shared Teaching Positions

The number of shared teaching positions shall be determined on an individual basis by the building administrator and the Superintendent or designee.

E. Employee Responsibilities

Employee responsibilities shall be divided between the persons involved in the shared position, in proportion to their paid assignment.

F. Renewal Process

Each shared position shall be dissolved at the end of the school year. An employee may request to continue the shared position. With the approval of the building administrator and the Superintendent or designee, the position may be extended for another school year. This process shall continue until either the employee no longer requests the continuation of the shared position or the building administrator and Superintendent no longer approve the shared position. When a shared position is dissolved, the employee who made the original request shall return to full-time status.

ARTICLE V
Assignments, Reassignments, Transfers

When a certified vacancy exists for the following school year, this article shall be followed in its entirety prior to posting an opening. One exception exists: A job may be posted prior to completing the Certificated Involuntary Transfer Between Building process (Section E) if no one on the involuntary transfer list is qualified for the position.

Openings that occur during the school year for which the position is needed shall only be required to follow the Certificated In Building process (Section A).

A. CERTIFICATED IN BUILDING TRANSFERS:

1. Principal shall notify in-building certified staff of any in-building opening via email by advertising for three school days (or five working days if the opening occurs during the summer). A certified staff member on a leave of absence shall leave appropriate contact information if they wish to be notified of any in-building openings.

2. An employee currently in a certified position, who meets requirements, will respond to the principal in writing within three school days, if interested in the opening.
3. If a vacancy occurs during the fiscal year in which the position needs to be filled, the district-wide posting of the position may begin immediately after the first day of the in-building posting if the following conditions are met:
 - a. The building/program administrator personally notifies every qualified employee in the building, **AND**
 - b. All such employees provide verbal or written confirmation that they have no interest in the position that shall be posted.
4. An employee who is less than 1.0 FTE is only eligible to expand their FTE through an in-building transfer if one of the following conditions is met:
 - a. No staff member is on the involuntary transfer list
 - b. No staff member on the involuntary transfer list is qualified for the position
 - c. No staff member on the involuntary transfer list is interested in the position
5. Principal determines which staff member, if any, will fill the school opening after discussion with interested staff. If more than one in-building employee who wishes to expand their FTE is interested, formal interviews may be conducted.
6. If movement creates a new opening, the above process will be repeated.

B. CERTIFICATED INVOLUNTARY TRANSFERS WITHIN A BUILDING

When changes result from administrative decisions that require a change in teaching discipline or grade level, within a building, the following steps shall be followed:

1. Principals will explain the need for the transfer and ask in writing for volunteers. Principals may also call building meetings that include potentially affected staff in order to propose resolutions.
2. If the number of employee volunteers exceeds the number necessary, the principal will make the selection and provide a rationale to those teachers who are not selected.
3. If the number of employee volunteers is not adequate, the principal shall select an employee under the following conditions.
 - a. The person who is selected must have the appropriate qualifications to take the new position.
 - b. The process shall be done in a manner that maximizes school improvement goals. Every effort shall be made to minimize the amount of transitions for staff.
 - c. Factors such as student achievement and growth based on multiple measures, years of experience within the grade level or discipline, total number of years teaching, and areas of specialization shall be considered when making a selection.
4. The principal shall notify the employee, and provide a written rationale once the decision is made.

C. CERTIFICATED VOLUNTARY TRANSFERS BETWEEN BUILDINGS

1. After all transfers within a building have been completed, the Superintendent, a principal, or a director may seek out a voluntary transfer prior to posting a position. On request, Human Resources shall send

out an e-mail notification to all qualified certified employees. Those that are interested shall have three days to respond to the request. The names shall be forwarded to the Superintendent. A voluntary transfer may be approved as long as one of the following is true:

- a. The voluntary transfer leaves a position open. The open position shall be of the same FTE or greater as the position filled and shall require the same endorsement / certification.
 - b. The voluntary transfer creates an additional opening necessary to cover an employee on the involuntary transfer list.
 - c. The voluntary transfer leaves enough open positions throughout the district to cover all involuntary transfers.
2. An employee on the involuntarily transfer list shall not be added to the reduction in force list as a result of the implementation of this article.
 3. The Superintendent, after consulting with the affected administrators, may approve a requested transfer. Employee(s) must confirm a continued interest. If a transfer is not approved, the employee shall retain their current position. Such employees are eligible to apply for openings when positions are posted.

D. CERTIFICATED VOLUNTARY EXCHANGE BETWEEN BUILDINGS

Two employees may submit a request to exchange positions within the district. Such a request must be submitted by April 1st. The Superintendent, after consulting with the affected administrators, may switch the teaching assignments of the employees. Employees must confirm a continued interest.

E. CERTIFICATED TRANSFER RESULTING FROM A MOVED PROGRAM

When a program is being moved from one building to another as a result of an administrative decision, the certified employee working within that program will have the following options:

1. They may voluntarily transfer with the program without need to reapply.

OR

2. The Certified Involuntary Transfer Between Buildings language shall be utilized.

F. CERTIFICATED INVOLUNTARY TRANSFERS BETWEEN BUILDINGS

1. If there will be fewer positions remaining in a building for the following year than the returning certified staff after all retirements, resignations, and leaves of absence have been accounted for, then this portion of the Assignments, Reassignments, Transfers policy shall be used.
2. This policy will be implemented building by building. The Superintendent or designee shall decide all transfers using the steps outlined in this portion of the policy. Considering that an individual who is placed on the involuntary transfer list may ultimately be moved to the reduction in force list, the criteria listed below shall be used to select the appropriate individual to be transferred. These steps shall be used in the order listed. The Superintendent or designee shall proceed down the list only to the extent necessary to identify the person who will be transferred. For example, if the transfer can be accomplished by applying the first criterion, it is not necessary to apply the second criterion, and so forth.

- a. At the secondary level, the individual that is transferred shall come from the endorsement/certification area that needs to be reduced (unless the individual considered within that area can be moved to another vacancy within their building that they are also qualified for). Elementary positions that require specialized endorsements/certification shall be treated in the same manner as at the secondary level. However, elementary teachers in positions that only require standard K-8 certification are considered to have equal standing for the purposes of this policy.
 - b. If the individuals being considered are not equal in their classroom performance, the selection of the employee for transfer shall be made based upon the evaluations of the individuals with the employee with the lowest evaluation being the one transferred. For the purposes of this policy, employees shall be considered to have equal classroom performance if they are classified in the same overall performance category as indicated by the Charlotte Danielson evaluation rubric. The Superintendent or designee, working in conjunction with the LPOEA, shall utilize the Danielson framework to develop a system that will delineate between classroom performances and place them into distinct categories. In order to establish a trend of performance, the evaluations must show a consistent pattern over the past three years, unless fewer than three years are available.
 - c. If the individuals being considered for transfer have classroom performances that are equal as defined by the previous paragraph, then seniority shall be the determining factor. The least senior employee shall be transferred.
 - d. The following items will serve as tiebreakers if all of the factors above are equal: additional specialized training, endorsements, and assignments that strengthen the school as a whole. The Superintendent or designee shall determine the weight of each of these items when making their decision.
 - e. If approved by the Superintendent or designee, an employee may volunteer to take the place of an involuntary transfer. This shall only be done if the district has positions available and the Superintendent or designee places the volunteer in one of the requested positions.
3. The Superintendent or designee shall communicate to the affected employee specifically how the above criteria were utilized.
 4. Once all buildings have completed their internal movement and placed individuals on the involuntary transfer list, the Superintendent or designee shall select from the list in order to fill vacancies within the district. An individual must be qualified in order to fill a position.
 5. If more than one building would like to select the same individual from the list, each position shall be offered to that employee. The employee shall then select which position they would like to fill.
 6. Once all open positions within the district are filled, the remaining individuals shall be placed on the reduction in force list (see Board Policy 5740) in order to provide appropriate notice for the affected employee/s. This list shall be sent to the Board for their approval. Individuals placed on the reduction in force list shall stay on the involuntary transfer list until the effective date of the reduction in force (July 1st).

Definitions:

For the purposes of this article, the term "qualified" or "qualifications" means having the appropriate certification/endorsement to fill a position.

The word "seniority" shall be defined as the number of years of continuous employment in a position requiring an Idaho certificate within the Lake Pend Oreille School District, based upon the first day of employment as defined by the District calendar. A person whose first day of work is on or prior to the last Friday in September in a given year shall be considered to have equal seniority to all other employees whose start date falls within those same parameters. A person whose start date falls after the last Friday in September in a given year shall be considered to have less continuous seniority.

An approved leave of absence does not interrupt the continuity of employment, but is not counted as employment time for seniority purposes: i.e. 5 years of continuous employment in the Lake Pend Oreille School District followed by an approved one (1) year leave of absence and then three (3) continuous years of employment within the district gives the person eight (8) years of seniority within the school district.

An updated continuous seniority list will be posted on the district website each year by no later than November 15th.

ARTICLE VI **CLASS SIZE**

The LPOEA and LPOSD recognize that reasonable class size is essential. Therefore, we agree to the following guidelines:

K-1	20 per class
2-3	23 per class
4-6	26 per class
7-12	145 case load

In the event that the above class size numbers are exceeded employees are encouraged to notify their administrator of any concerns. Special Education teachers whose case loads are comparatively high are encouraged to do the same. Building level meetings may be called in order to make recommendations on how to best address any issues.

A district-wide committee of administrators and the LPOEA President may meet on Friday at the end of the first week of school in order to address any building or district-wide concerns. If this group does not meet, the LPOEA President or Designee shall be included in a discussion about the various options being considered and have the opportunity to provide input.

Methods to be considered by the district may include, but not be limited to, the employment of additional teachers, paraprofessionals, or classroom aides, changes in scheduling, team teaching, or transferring students between other District buildings or classrooms.

Once the final decisions have been made, an explanation of those decisions shall be sent out to all affected employees.

ARTICLE VII **EMPLOYEE EVALUATION**

The membership of District committees established to develop and implement criteria and procedures for employee evaluation shall include members of the Association.

ARTICLE VIII
STUDENT DISCIPLINE

An employee may exclude a student from one class when the grossness of the offense, the persistence of the misbehavior, or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable. In such cases, the employee shall furnish the site administrator, as promptly as teaching obligations allow, full particulars of the incident in writing. The site administrator shall not return the student to the classroom until after consultation with the employee, as determined by the school's disciplinary procedures.

ARTICLE IX
SUBSTITUTES

- A. The District shall give first priority to the employment of certificated substitutes and will attempt to employ substitutes who have experience in the area for which substitution is required.
- B. When a teaching position has been occupied for twenty (20) consecutive work days by a substitute, the position will then be considered long term.

When a teaching position has been occupied by a substitute whose level of work goes beyond the duties of a normal substitute (i.e. inputting grades, lesson planning, test making, parent contacts, essay grading, attending faculty meetings, etc.), the principal may submit a request to the Superintendent to have that individual classified as a long term substitute.

When a substitute has been classified as long term, he/she will be paid at the rate of 72% of one/one hundred ninetieth (1/190) of the current base salary. Reimbursement will be retroactive to the first day of continuous service.

Though they will not be paid for those days, sick days do not count against a substitute's long term status.

- C. The District will not change substitutes for the purpose of avoiding long-term substitute status.
- D. Substitutes with a current or expired certificate will receive \$75 a day. Substitutes with a higher education degree will receive \$65 a day.

ARTICLE X
CALENDAR COMMITTEE

At the request of the LPOEA and/or the LPOSD, a Calendar Committee shall be formed to assist the School Board in creating a school calendar. This Committee shall begin meeting in October of each year that such a request is made, and shall consist of the following:

- 3 members as appointed by LPOEA
- 3 members as appointed by the Superintendent or Designee

The recommendation of the committee shall be presented to the Board at a regularly scheduled meeting no later than February. If a problem is found with the calendar option presented to the Board, the full committee shall have the opportunity to rework it. If there is no request to form a committee, a calendar shall be presented based upon the same criteria that were used to establish the previous calendar. Such a calendar shall be provided to the LPOEA President for review prior to being submitted to the Board. The option that is presented shall be for the calendar that is two years ahead.

ARTICLE XI
GRIEVANCE PROCEDURE

Purpose: Lake Pend Oreille School District No. 84 is a large and diverse school system. We can and do expect misunderstandings and misinterpretations to arise from time to time. We believe that each employee needs to have a means to have his/her concerns and feelings heard within the organization. Our success depends upon each employee performing his/her duties and responsibilities in such a manner as to exceed minimum requirements for the position.

The administrative staff welcomes and encourages each employee to discuss his/her concerns and needs with the administration. Frequent discussion and interaction between employees, supervisors and administrative staff can do much to prevent major conflicts and disagreements from occurring. An employee pursuing a grievance shall be able to do so without fear of reprisal.

Prior to any grievance being filed, the following steps will be taken (most disagreements can and should be resolved at this level):

1. When an employee has a conflict or disagreement about the interpretation or application of Board Policy/Procedure, the Negotiated Agreement, or other matters of concern, the employee should request a meeting with his/her immediate supervisor. The employee may invite a third party to this meeting.
2. If the matter is not resolved at that meeting, the employee should contact the Superintendent and/or LPOEA President for assistance with the issue. If the matter is not resolved for the employee at this level the matter will be given to an informal review panel.
3. The informal panel shall be composed of a principal/supervisor from a different building, a representative of the LPOEA, and a teacher from either the same building or a like grade level. If the matter is not resolved at this level then an official grievance may be filed.

Grievance

Level I A formal appeal will be made directly to the Superintendent. The Superintendent or the grievant may call for a meeting to be attended by all employees and supervisors involved. The Superintendent shall render a decision in writing within ten (10) days. A copy of this decision shall be forwarded to each employee and supervisor involved in the conflict.

Level II If the problem has not been resolved at level I, or if the employee is not satisfied with the decision rendered, the employee may request a review of the grievance by a hearing panel within ten (10) workdays of receipt of the written decision at Level I. Such request shall be submitted in writing to the Board of Trustees, who shall have fifteen (15) work days to convene a panel consisting of five (5) persons: two (2) designated by the Lake Pend Oreille Education Association and two (2) designated by the Board of Trustees and one (1) agreed upon by the four (4) appointed members of the panel, for the purpose of reviewing the grievance. Within five (5) workdays, the panel shall establish a hearing date. At the hearing, all evidence either party wishes to present shall be heard. Said hearing date may be continued by the panel if the employee requests a continuance in writing prior to the said hearing date. The panel shall submit its recommendation in writing within ten (10) work days following completion of the review of the grievance to the employee, his/her advocate, the Superintendent and the Board of Trustees. The panel may extend the time of the grievance review decision up to fifteen (15) additional workdays if the parties are notified in writing. The Board shall render a final decision in writing within ten (10) workdays after receiving the panel's recommendation. The grievant may also submit written materials for final Board review.

Timelines: The timelines of this grievance process as established in this policy may be waived or modified by mutual agreement.

ARTICLE XII
PATRON COMPLAINT

Unless precluded by law, School Board members or administrators receiving complaints by a patron toward an employee shall direct said complainant to meet with the employee. Action affecting an employee by the administration or Board shall be deferred until a scheduled patron-complainant meeting has been attempted. The employee may request the presence of a member of the administrative staff or representative of his/her choosing or both at any such conference. For additional steps in the patron complaint process please reference Board Policy 4110 Patron/Student Complaints.

ARTICLE XIII
SPECIALIZED HEALTH CARE SERVICES

The Association supports and encourages appropriate inclusion. Full inclusion exists when student(s) with disability(ies) attend age appropriate regular education class(es), in their home school, for the same number of instructional minutes as their peers, with appropriate support and funding. Specialized health care (that includes catheterization, gavage feeding, suctioning or other services that require medically-related training) should be provided by qualified designated personnel trained in the administration of specialized physical health care. Certificated instructional staff shall not be required to perform these services unless they have agreed to such services.

ARTICLE XIV
PROFESSIONAL DEVELOPMENT

- A. PROFESSIONAL DEVELOPMENT COMMITTEES
The membership of District committees established to develop and implement professional development shall include members of the Association.
- B. DISTRICT MANDATED COURSES
Courses mandated by the School District will be provided at no cost to the teacher. Instructors for these courses, who are District employees, will be paid by the School District on a per semester credit basis.
- C. INSERVICE
The teachers have the option to attend any out-of-district inservices offered during the statewide inservice days. Attendance of such out-of-district inservices shall be at the cost of the employee unless expenses are approved utilizing the process outlined in Article XXXI Professional Leave.

ARTICLE XV
CURRICULUM DEVELOPMENT

The membership of District committees established to develop and implement curriculum shall include members of the Association.

ARTICLE XVI
TEXTBOOK SELECTION

The membership of District committees established to select textbooks for use in the District shall include members of the Association.

ARTICLE XVII
ASSOCIATION COMMUNICATIONS

The Association shall have the rights to use the internal school e-mail, intra-district mail, phones, and faculty boxes to communicate with members of the bargaining unit about Association business, as well as the right to use school facilities to conduct Association meetings.

ARTICLE XVIII
SCHOOL BOARD AGENDA

Prior to a Board meeting, each school and the LPOEA President will be provided the following electronically:

1. School Board Agenda.
2. School Board Minutes that are attached to item (1).
3. Treasurer's Report

ARTICLE XIX
POLICY MANUAL

The LPOEA President will be provided a copy of the District's policy manual. A copy of the School District policy manual will be available to the Association representative in each school. Copies of proposed changes in the policy manual that affect the working conditions of certified employees will be presented to the Association for input prior to final Board action.

Copies of all proposed policy changes will be forwarded to the President of the LPOEA or designee prior to the first reading by the Board of Trustees. The Association is encouraged to provide input to the Superintendent prior to the first reading and/or at the open meeting.

ARTICLE XX
DISTRICT PAYROLL DEDUCTION OF DUES

- A. The payroll department will provide a master list of current members to the Association, upon request, to be updated by the Association and returned to payroll no later than September 15. The list will be alphabetical, with total dues per month shown to be deducted for each member. Written authorization to deduct dues shall be attached from each member as per Idaho Code 45-609.
- B. The Association will provide the payroll department a list of names and total prorated deductions of new employees, as soon as Association chairman received the information from new members.
- C. If the payroll department receives notification from an employee that Association dues will no longer be paid through payroll deductions, the payroll department shall give written notification to the LPOEA President within two (2) weeks.
- D. Any member desiring to cancel membership in the Association shall submit their request to cancel payroll deductions to the Association, in writing, by September 10. This information shall be forwarded to payroll no later than September 15.
- E. Requests for membership refunds must be in writing to the LPOEA President.

ARTICLE XXI
DISTRICT BUDGETING PROCESS

LPOEA will actively participate in an inclusive budget process that will include the LPOEA President/Designee and elementary and secondary representation. It is agreed that the intent of the Collaborative Budget Process is to create universal ownership and support for decisions made.

ARTICLE XXII
BUILDING BUDGET COMMITTEE

A committee will be set up at the building level upon request of either teachers or principal to discuss that building's budget categories. This committee will be advisory in nature, with the final decision on expenditures resting with the principal.

ARTICLE XXIII
UNANTICIPATED REVENUES/EXPENDITURES

It is agreed between Lake Pend Oreille Education Association and Lake Pend Oreille School District to meet prior an amended budget to discuss unanticipated revenues/expenditures. The Business Manager will, from time to time, advise the President of LPOEA as to any material changes in revenue or expenditures.

Lake Pend Oreille School District and the Lake Pend Oreille Education Association have agreed that any state money dedicated to teacher salary shall be placed in the certified salary matrix.

If the District receives unanticipated revenue as a result of an increase in the unit factor, an increase in the total number of units, or other state/federal revenue not reflected in the June adopted budget, the members of the negotiating teams of the Lake Pend Oreille Education Association and the Lake Pend Oreille School District agree to return to the table in October to negotiate an increase to the District certificated salary schedule and/or Master's stipend.

ARTICLE XXIV
FAMILY MEDICAL LEAVE

Employees shall not be required to use all of their paid leave before taking unpaid leave for maternity or paternity. Maternity/paternity shall be defined to cover the birth or adoption of a child into the employee's household.

Each employee of the District, whose leave qualifies under the federal Family Medical Leave Act, shall be entitled to up to 12 weeks of unpaid family medical leave.

ARTICLE XXV
SICK LEAVE

All certificated employees shall be credited with an advanced sick leave allowance of ten (10) days per school year. Sick leave accumulation will be unlimited. Sick leave for certificated employees shall be prorated based on the number of hours an individual works in relation to the number of hours full-time employees work within that building.

Any (.5 or greater) employee not using any sick leave days during a contractual year will be entitled to one (1) additional sick day added to total cumulative. The sick leave incentive day will be accounted for as a separate line item and cannot be used for PERSI retirement purposes.

If a certificated employee leaves a position during the contract year (resigns, retirement, etc), the sick leave advanced, for that year, will be prorated.

Sick leave is defined to cover illness or injury of employee or immediate family.

Immediate family includes husband, wife, father, mother, son, daughter, parent-in-law, grandparent, grandchild, brother, sister, relative resident of the same household, guardian, and ward. This includes any relative or companion residing in the same household.

Transfer of Sick Leave

An employee's unused sick leave may be transferred to other employees under the following conditions:

1. If they are eligible to do so, an employee who would like to request a transfer of sick leave must first apply to the sick leave bank. After that option is exhausted, a request for transfer shall be made to the Human Resources Department.
2. Those employees desiring to donate their sick leave will then contact the Human Resources Department, which will:
 - a. Inform the donating employee of the retirement impact of transferring his/her sick leave.
 - b. Have the donating employee complete and sign an agreement that states in part that they understand and agree to this effect on their retirement.
 - c. Only accept donations from employees who will retain a minimum of 10 sick days at the time of the donation.
3. All transferred sick leave must be used in the school year it is requested. When a request is made it must be for a specific amount of time and may only be used for the purpose requested.
4. Each donation shall specify the maximum number of days to be donated. Only one day shall be deducted at a time from each employee until either the maximum donation has been reached or the total need has been met.
5. Employees leaving the District may choose to donate their unused leave to the Sick Leave Bank.

ARTICLE XXVI

SICK LEAVE BANK

- A. Purpose: The purpose of the Sick Leave Bank is to provide members with payroll protection during brief periods of serious illness/injury beyond their accrued sick leave. Sick Leave Bank withdrawals may be used for illness/injury of spouse or children living in the member's household. Sick Leave Bank shall not be used for bereavement.
- B. All certified employees of the District will automatically be members of the Sick Leave Bank. All certified employees beginning service with the District shall contribute one (1) day to the sick leave bank following employment.
- C. Employees leaving the District may choose to donate their unused leave to the Sick Leave Bank.
- D. The Sick Leave Bank Committee shall consist of two (2) members appointed by the Administration and two (2) appointed by the Association, with a fifth member to be selected by the committee of four (4). The committee shall elect a chairperson.
- E. The committee shall have the authority to recommend guidelines in addition to those set forth, if necessary. Such guidelines shall have the approval of the Association Executive Board and the Board of Trustees.
- F. The committee shall review all applications for use of the Bank and shall have the authority to make final decisions, within the established guidelines, as to the disposition of the applications.
- G. The committee shall be responsible for reporting to the District's accounting office by November 1 the names of contributors and the number of days contributed. It shall also report all days granted by the Bank and all other information necessary for the employee's records by the 15th of each month.
- H. All requests must be accompanied by a physician's statement stating the anticipated duration of the illness or disability.
- I. Certified employees shall not be requested to make further contributions unless the number of days in the bank drops below 50 days. At such time the bank drops below 50 days, each certified employee shall contribute one (1) day to the Sick Leave Bank, unless that day falls on or after the 15th of May

and then the assessed day will be taken out on September 1 the following school year. Written notice shall be given to all certified employees. If an employee does not have any sick leave to contribute, the contribution shall be processed at the beginning of the new school year.

- J. Grants from the Banks to individuals:
1. May be made only after the applicant has:
 - a. Used all his/her accumulated sick leave; and
 - b. Missed work one (1) day for which his/her salary was reduced.
 2. Shall not exceed a total of ninety (90) days in any one school year and a total of one hundred fifty (150) days Sick Leave Bank benefits during their career with LPOSD.
 3. May not exceed the number of days the recipient was actually absent from work due to illness.
 4. Shall not be granted for medically related business which can be scheduled on non-school time.
 5. Shall be the only means of reclaiming donated days.
 6. May be granted for illness/injury of the employee's spouse or children.

PROCEDURAL AGREEMENT FOR IMPLEMENTING SICK LEAVE BANK

- A. The District office will maintain appropriate records of Sick Leave Bank membership and total days in the Bank.
- B. If a claim is being requested, the Sick Leave Request Form (located on the district website) should be completed and returned to the District office. The Sick Leave Bank will meet on an as needed basis and will act on requests received. The employee will be notified of the decision.

ARTICLE XXVII
PERSONAL LEAVE

- A. All full-time certificated employees (.50 to 1.00) of the District shall be granted three (3) days personal leave per year, cumulative to five (5) days. At least seven (7) days prior notification shall be given to the building administrator, except in the case of an emergency. The building administrator has the option to waive the prior notification requirement. No reason needs to be stated for personal leave.
- B. Except in situations in which the building administrator and Superintendent or designee consider extenuating, personal leave will not be granted during the first week or the last week of the school year.
- C. No more than 10% of certificated staff in any building may take personal leave to extend a school vacation. Two weeks advance notice is required to extend a vacation.
- D. Unused personal leave may be cashed in at the end of the school year per the following guidelines:
 - a. Two (2) days per year may be cashed in. Employees will only be able to cash out a 3rd day if they would otherwise be forced to use it or lose it (i.e. 5 days left and can only rollover 2).
 - b. Reimbursement will be at the Certificated Substitute daily rate of pay.
 - c. Written requests, to be paid for unused personal leave, must be received in payroll by June 1. Payment will be made with the June paycheck.

ARTICLE XXVIII
BEREAVEMENT LEAVE

Up to a total of five (5) days absences shall be authorized by the immediate supervisor because of death in the immediate family. For the purpose of this article, immediate family includes aunt/uncle and niece/nephew. This article also pertains to both sides of the family. These five (5) days are in addition to accumulated sick leave and are not chargeable to sick leave. When extenuating circumstances exist, the Superintendent or designee may allow an exception. This leave is non-cumulative.

ARTICLE XXIX
ASSAULT LEAVE

- A. Assault is defined as an injury occurring from a physical confrontation (with a student, parent, patron, fellow employee, etc.) while performing assigned duties.
- B. The following conditions will apply:
 - a. The employee's conduct was within the bounds of general standards of professional behavior.
 - b. The incident must be reported to the immediate supervisor within 24 hours.
 - c. A worker's compensation form must be completed within five (5) days of the assault, as per District policy.
- C. If the above conditions are met, Assault Leave shall be granted and duration of leave determined by administration. Sick Leave will not be deducted as a result of an Assault.
- D. After consultation with the immediate supervisor, legal advice may be sought by the administration

ARTICLE XXX
LEAVE OF ABSENCE

The intent of this article is to grant leaves to employees who plan to return to District employment following the year's leave. Employees should plan for this leave as far in advance as possible.

- A. Up to one-year leave of absence at a time may be granted to employees for reasons as may be approved by the Board of Trustees, such as:
 - For the purpose of advanced study
 - For prolonged personal illness or illness in the employee's family, as defined in Article I.
 - For travel leave which is deemed as being in the best interest of the District
 - For exchange teacher programs
 - For other such special reasons as may be approved by the Board: provided, however, the following conditions are met:
 - a. The request for a leave of absence is submitted in writing to District administration by April 1 preceding the date said leave is to be effective, and
 - b. A written statement of intent to return from the requested leave of absence and resume employment in the District accompanies the request.
- B. It is not the intent of this article that an employee be granted a leave of absence to seek employment elsewhere.
- C. Upon an employee's return from a leave of absence s/he shall be guaranteed continued employment in the same position unless that position no longer exists due to changing enrollments or school alignment. In such a case the employee will be placed in a position commensurate to his/her area of expertise and in the same attendance area.
- D. An employee on leave of absence must confirm his/her intent to return to the District for the next year. He/She shall notify the District in writing no later than April 1 of the year said leave of absence applies.
- E. If leave is denied, the reason will be given for the denial.

ARTICLE XXXI
ASSOCIATION LEAVE

A maximum of fifteen (15) days leave per year shall be granted to Association officers or their designees, if requested, for Association business. The District will pay for the cost of substitutes for the first five (5) days of leave. The Association will reimburse the District for the cost of any substitutes such leave might necessitate after the fifth day. Such release time shall be in addition to those days authorized by Idaho Code.

ASSOCIATION PRESIDENT'S RELEASE TIME

The Association President or his/her designee shall be released no less than one-fifth (1/5) of his/her total contract hours per year for Association business and to collaborate with District administration. Such release time shall be in addition to those days authorized by Idaho Code. The District shall absorb any costs associated with the President's release time.

Prior to the first day of school each fall the Association President and District Administration shall meet to establish a schedule for President's release time for that school year.

ASSOCIATION PRESIDENT'S OBLIGATION TO THE DISTRICT

The District recognizes that a large portion of the responsibilities customarily associated with the presidency of the Association directly benefit the District and the public purposes it serves, by discharging certain administrative tasks, facilitating communication between the District, its teachers, and other educational employees, and otherwise promoting the efficient provision of high-quality educational services. The District recognizes that such responsibilities require a considerable amount of the president's time during the normal work day. The District further recognizes that, absent the Association president taking on said responsibilities, the District would be required to hire another administrator to perform the same and/or similar functions.

The Association President will perform the responsibilities customarily associated with that office, including but not limited to:

- a. Serving on the joint insurance committee with the District;
- b. Training teachers, administrators, and other educational employees on actual and potential changes in the law at school district facilities;
- c. Providing on-going communication with District administration on budget and policy issues;
- d. Working with the Superintendent and the Human Resources department on issues of transfers, reduction in force, recruiting and retaining, salary, hourly pay, benefits, and other similar issues;
- e. Attending and participating in School Board meetings, including workshops and evening meetings on an as needed basis;
- f. Attending and participating in the joint problem solving committees;
- g. Attending and participating in policy recommendation committees;
- h. Meeting with the Superintendent no less than once per month;
- i. Accounting for the time spent in performing the responsibilities outlined above at the meetings with the Superintendent; and
- j. Participating in any other activities, committees, and/or meetings during the normal work day as the Superintendent and the President together deem appropriate.

In consideration of the responsibilities outlined above and other duties as outlined in this Agreement, the President shall be released no less than one-fifth (1/5) of his/her total contract hours per year without loss of salary or benefits.

ARTICLE XXXII
GRANT WRITING LEAVE

Up to one (1) day of release time will be provided for those District employees who wish to write a grant if the building principal approves the release time and supports the proposed grant. An additional day may be granted by the building principal for administering the grant if received and if the building principal believes time is needed.

ARTICLE XXXIII
PROFESSIONAL LEAVE

To maximize the benefits of professional leave funds, it is essential that teachers plan for professional leave as far in advance as possible.

- A. Teachers may be authorized professional leave to attend professional conferences, meetings, conventions, etc., requiring absence for travel outside the District. Reasonable expenses may be reimbursed for substitutes, transportation, registration, lodging, and meals.
- B. A procedure will be developed by the building administrator and association representatives, if requested, at each school site for accessing professional development funds, including non-title I professional development funds. In addition, a District professional leave form must be completed by each applicant and be filed with the purchasing department at the District office a minimum of five (5) working days prior to the leave date.
- C. The District will make available to each building a list of currently available sources of funding that may have professional development implications. The list will include a contact person who will be responsible for explaining the procedures for accessing each of these funds.

ARTICLE XXXIV
MILEAGE

Any employee required to travel during the workday as a condition of employment, from one job site to another or from a job site to another site for school purposes, shall be compensated for mileage at the rate authorized by the Internal Revenue Code (in effect on July 1 of the school year) for reimbursement, unless District transportation is provided.

Article XXXV
Credit Reimbursement

Reimbursement shall be provided for advanced education based on the following guidelines:

- A. Only credits that are eligible for recertification shall be reimbursed.
- B. Each certified employee shall be reimbursed up to \$200 during each five year period.
- C. The first five-year period shall begin July 1st, 2016.
- D. Up to \$10,000 shall be reimbursed annually. Reimbursement shall be on a first come basis. Certified staff who submit a request for reimbursement within a given fiscal year who are not reimbursed because the annual budget has been exceeded shall be first in line for reimbursement in the next fiscal year (beginning each July 1st).

ARTICLE XXXVI
FRINGE BENEFITS

- A. The District shall provide Health and Dental Insurance coverage for all full time employees (.5 to 1.00). Coverage for two-party and family is available at the employee's expense.
- B. Insurance carriers and plans for the package will be mutually agreed upon by the District and the Association through the negotiations process.
- C. The District shall provide Term Life Insurance in the amount of \$30,000 per eligible employee while employed by the District. Additional coverage is available at the employee's expense.
- D. Coverage becomes effective on the first day of the month following employment and receipt of first paycheck for all new employees. Coverage will be for 12 calendar months.
- E. Fringe benefits will be paid during the summer months for certified employees who continue to receive a paycheck. Benefits shall end the last day of July if an employee resigns and requests to be paid in full in June.
- F. The District shall provide a Section 125 Plan of the Internal Revenue Code (*Flexible Spending Account*).
- G. Employees who resign from employment have the option of Health Benefits under COBRA.
- H. A District Insurance Committee comprised of up to three (3) members appointed by LPOEA, up to three (3) members appointed by the District, and up to one ad hoc (non-voting) member from the District's Board of Trustees, shall be convened annually as soon as updated insurance information becomes available, to research plans and carriers, and to gather information on usage and costs. The committee, which is strictly advisory in nature, shall present its recommendations to each of the negotiating teams by May 1st unless the necessary information is not yet available.
- I. If the District Insurance Committee chooses to utilize an agent/consultant, said agent/consultant shall be recommended by the District Insurance Committee and be submitted to the Board for approval.
- J. All employees, spouses, dependents, and retired employees (under the age of 65) who pay a prescription drug deductible shall be reimbursed. A reimbursement check will be distributed in February. Employees must submit a copy of their explanation of benefits in order to receive reimbursement. To be valid, the explanation of benefits shall include the total amount that is applied to the deductible.

ARTICLE XXXVII
EXTRACURRICULAR PAY

The Extracurricular Salary Schedule will be based upon the current base salary. Either the Association or the Board may request that a committee meet in the fall (before January 1) to review the Extracurricular Pay Schedule. The Association and the Board will each appoint three people to serve on this committee. Other areas, such as elementary duties, class advisors, club advisors, etc. will be evaluated for possible inclusion on the Extracurricular Pay Schedule. The committee will be appointed no later than forty-five (45) calendar days after the first day of school, and will submit recommendations to the Association and the Board no later than February of the current school year. The recommendations shall become part of the Negotiated Agreement after being approved by the School Board and by the Executive Board of the Association.

ARTICLE XXXVIII
COMPENSATION FOR ADDITIONAL COACHING/ADVISING ACTIVITIES

LPOEA and LPOSD recognize that new activities will be proposed for which coaches/advisors may be required. However, not all activities will have the sustainability, nor meet the necessary criteria, to be added to the Extra-Curricular Pay Schedule. So that new activities can be considered for the Extra-Curricular Pay Schedule, LPOEA and LPOSD agree to the following:

- A. The definition of extra-curricular assignments shall be those assignments predominately taking place outside the contract day.
- B. Submitting a request for new activities:
 1. Anyone interested in coaching an activity not currently on the Extra-Curricular Pay Schedule shall complete the application located on the Intranet.
 2. This application shall be submitted to the applicant's building administrator for recommendation prior to November 1st of a school year in which a supplemental levy is being voted upon.
 3. The application shall then be submitted to a committee comprised of the Superintendent and/or designee, the business manager, the building administrator, the building Activities Director, and the LPOEA President or Designee.
 4. The above committee shall gather what information it deems necessary, review the application, and, if approved, recommend a stipend to the Board of Trustees.
 5. If funding is approved, the stipend shall be added to the Extra-Curricular Pay Schedule for the following school year.
 6. Anyone denied approval for a new activity shall be given a full explanation of the denial in writing.

ARTICLE XXXIX
EXTRA DUTY PAY AND CONTRACTUAL PAY

A. EXTRA DUTY PAY

Any employee requested to perform extra duty beyond that required by his/her regular or extracurricular contract, for school related activities, such as dances, athletic contests, after school or Saturday detentions, etc., shall be compensated at the rate of \$15/hour, not to exceed in aggregate the Board-approved extra duty budget total. An employee may decline such requested assignments without adverse effect.

B. EXTRACURRICULAR PAY

All extracurricular pay will be based on a percentage of the base. (See Extracurricular Pay Schedule--Page 28)
All Extracurricular coaching/athletic positions shall be posted prior to being filled.

Beginning with the 2014-2015 school year counting as year one, individuals shall begin to accrue years of experience that shall count toward longevity pay. Longevity pay shall be an additional 3% for every year of employment in the same activity for the first two years. It is our intent that an additional 10% shall be granted after seven years.

A new hire may be granted up to three years of experience toward pay, as long as that experience is in the exact same activity and at the same level or higher. If the experience is in the same activity but at a lower level, each year of experience shall count as half of a year.

If a district employee has a break in service from an activity that is longer than two years when rehired, they shall be granted the number of years allowed to a new hire with similar experience. If the break in service is two years or less, the district employee shall retain all of their years of experience.

A maximum of twelve years of experience shall be recognized.

C. SUPPLEMENTAL PAY

1. District sponsored before or after school tutoring, curriculum development, jump start, leadership teams, homebound teachers, etc. shall be funded at a sum of \$30.00 per hour and adjusted annually according to the percentage increase in the Lake Pend Oreille School District base. These supplemental contracts are in addition to an employee's regular contract and shall not be obligatory but shall be with the consent of the employee. Preference in receiving such assignments shall be given to employees regularly employed in the District and on a qualification basis.

2. Supplemental contracts which require the performance of duties which do not require certification may be offered to employees as defined in this negotiated agreement, or such other individuals who are not defined as employees under the terms of this negotiated agreement, as may be determined at the discretion of the administration and the Board of Trustees. The same preference as specified in the preceding paragraph shall apply to these supplemental contracts.

D. GRANT FUNDED COMPENSATION

Grant funded compensation for supplemental activities will be funded according to the budget approved by the grantor. The district funded amount of \$30.00 per hour may be used as a guide for like activities but does not preclude the grantee or grantor from agreeing to another amount.

E. PROFESSIONAL DEVELOPMENT

An employee shall receive an hourly wage of \$30.00 for any non-required professional development that results in an extension of the employee's annual term of contract.

If a request is made for a part-time teacher to stay for the entire October in-service day, the teacher shall be paid either their daily rate or the professional development rate, whichever is higher.

F. EXTENSION OF THE ANNUAL TERM OR DAILY LENGTH OF THE REGULAR CONTRACT

Any extension of the annual term of the regular contract and/or any required teaching/contracted assignment that obligates an employee to extend the contract day shall be compensated at the regular rate of pay (1/190th). In addition, contracted assignments that mirror the work performed in a employee's regular contract, such as night school or summer school, will not be considered supplemental contracts, and therefore will be paid at the regular rate of pay (1/190th).

G. ADDITIONAL WORK PERFORMED DURING PREP TIME/CLASSTIME/ BEFORE AND AFTER SCHOOL

1. Teachers shall not be required to take on extra duties during their preparation time such as monitoring another teacher's classroom. Those agreeing to do so shall, upon pre-approval of the site administrator, be compensated at their regular rate of pay. When a substitute is unavailable, those agreeing to take on a class in addition to their own shall, upon pre-approval of the site-administrator, also be compensated at their regular rate of pay.
2. An employee, at the request of the administration, may agree to teach during his/her regularly scheduled preparation period. An employee, who teaches during his/her preparation period, shall have his/her regular teaching salary augmented, based upon the number of extra periods s/he teaches during the day as compared to the total number of periods in a full time schedule within that building. The resulting fraction shall be multiplied by the top attainable yearly wage of a full-time employee in order to establish the amount that shall be paid. No employee shall be required to teach during his/her preparation period.
3. An employee, at the request of the administration, may agree to teach during his/her before and/or after school time. An employee, who teaches during this time, shall have his/her regular teaching salary augmented, based upon the total extra amount of time they teach divided by the total amount of student contact time, prep time, and before and after school time a full-time schedule has within that building. The resulting fraction shall be multiplied by the top attainable yearly wage of a full-time employee in order to establish the amount that shall be paid. No employee shall be required to teach during his/her before / after school time.

ARTICLE XL
SALARY SCHEDULE

Initial Placement

- A. The agreed upon Salary Schedule is attached. Computations will be rounded to the nearest whole dollar. FTE's status will be rounded to the nearest thousandth.
- B. Employees new to the District will be paid the additional salary that corresponds to the educational level for which they qualify.
- C. An employee's placement will be in the district cell on our salary schedule that corresponds to their current level of education and experience as indicated by our Certified New Hire Conversion Chart (*located on page 27*). A new employee's placement shall not exceed contract step 10. However, a newly hired certified employee who previously worked in a certified capacity for our district shall be placed in the cell that corresponds to his/her placement when they left the district's employment, if it results in a better placement than the Certified New Hire Conversion Chart. One step down shall be granted to such an employee for each additional year they have worked as a certified employee in another district. All employees will be placed appropriately in accordance with this provision. Exceptions may be made, by the Superintendent or designee, in extenuating circumstances for specialized positions (School Psychologists, Communications Disorder Specialists, etc.) Experience will only be given for years at accredited public schools, in an accredited private or parochial school, or in an accredited college or university as defined by ID Code 33-1004A.
- D. Part-time employees' pay shall be pro-rated based on the number of hours they teach in relation to the number of hours full-time employees teach within that building.
- E. District committees established in order to recommend the use of Leadership Premiums and the criteria for the Masters designation shall include members of the Association.

Movement on Salary Schedule

After First Year Initial Placement

- F. An employee's salary level shall change based on added experience and/or credit hours earned according to the following guidelines:
 - 1. All credits that have been recognized for placement on the Salary Schedule shall continue to be recognized.
 - 2. Credits that earn an employee additional salary for education will begin after the initial BA/BS degree and teacher certification.
 - a. credits must be earned after the date a degree is awarded. Credits earned prior to this date are not counted as *degree + credits*.
 - b. credits must be from accredited institutions endorsed by either the United States Department of Education or the Council for Higher Education Accreditation, for the year in which the credits were earned.
 - 3. Credits beyond the teaching degree will be evaluated by the Superintendent or designee and must qualify under one of the following:
 - a. Taken as part of an advanced degree program
 - b. Be in academic and professional fields related to teacher competency.
 - c. Be necessary for earning additional educational endorsements or certifications.
 - d. Be eligible for use in recertification.
 - 4. Credits submitted for movement on the Salary Schedule must be supported by official transcripts.
 - 5. Verification of having completed the credits must be on file in the Human Resources Office no later than September 10 in order to receive the additional salary for education for that school year.

6. Official transcripts/approved forms must be received in the Human Resources Office no later than November 1.
7. There shall be three levels of education that increase an individual's salary. If an employee is eligible for multiple levels, they shall be paid the greater of the three amounts. An employee is also eligible for an additional stipend if he or she holds an Occupational Specialist certificate in a subject area which they teach.
 - a. Those with at least a Bachelor's + 24 shall receive a \$1000 addition to their regular salary.
 - b. Those with a Master's shall receive a \$2000 addition to their regular salary.
 - c. Those with a Doctorate shall receive a \$3000 addition to their regular salary.
 - d. Those with an Occupational Specialist certificate (in a subject area which they teach) shall receive a \$2500 addition to their regular salary.
8. After initial placement, an employee will be granted one vertical step in a given contract year until he/she reaches the maximum step allowed.
9. The first cell in columns I, II, III, IV, and V shall disappear from the schedule each year until all of the cells have disappeared.
10. Once an employee reaches the terminal step in columns I, II, III, IV, or V, they shall move to contract step 12 in column VI in the subsequent school year.

ARTICLE XLI
SEVERABILITY CLAUSE

If any provision of this Negotiated Agreement, or any application of this Agreement to any employee or group of employees, is held to be contrary to law by a court of competent jurisdiction; then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE XLII
DURATION

This Negotiated Agreement shall remain in full force and effect throughout the contract year. All items shall be opened annually for possible renegotiation in good faith utilizing the Interest Based Bargaining (IBB) process.

Certified New Hire Conversion Chart 17-18

ROW	BA	BA+12	BA+24	BA+36	BA+48	BA+60	ES/DR
Experience				MA	MA+12	MA+24	MA+36
0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3
4	3	3	3	3	4	4	4
5	3	3	3	4	4	5	5
6	3	3	4	4	5	5	6
7	3	4	4	5	5	6	6
8	3	4	5	5	6	6	7
9	3	4	5	6	6	7	7
10	3	4	5	6	7	7	8
11	3	5	6	7	7	8	9
12	4	5	6	7	8	9	10

Placement on the salary schedule for new hires shall be in column VI.

SALARY SCHEDULE EFFECTIVE 09/01/17

Contract Step	I	II	III	IV	V	VI
0						34,600
1						35,292
2						36,174
3						37,079
4						39,044
5	39,458	39,665	39,872	40,285	40,699	41,113
6	41,549	41,767	41,985	42,421	42,856	43,292
7	43,751	43,980	44,210	44,669	45,128	45,587
8	46,070	46,311	46,553	47,036	47,520	48,003
9	48,512	48,766	49,020	49,529	50,038	50,547
10	51,083	51,351	51,618	52,154	52,690	53,226
11	53,790	54,072	54,354	54,918	55,483	56,047
12	56,641	56,938	57,235	57,829	58,423	60,138
13						61,371

NOTES:

- All extracurricular pay will be paid as a percentage of the base of **\$34,600**.
- Teachers with at least a Bachelor's + 24 shall receive a **\$1000** addition to their regular salary.
- Teachers with a Master's shall receive a **\$2000** addition to their regular salary.
- Teachers holding an Occupational Specialist certificate (in a subject area which they teach) shall receive a **\$2500** addition to their regular salary.
- Teachers with a Doctoral Degree shall receive a **\$3000** addition to their regular salary.
- Teachers who obtain National Board Certification will receive any State stipends paid for holding this certification.
- With the exception of the National Board Certification and the Occupational Specialist endorsement, additional salary for education is not cumulative.

Year: **2017-2018**

EXTRA CURRICULAR PAY

Base: **\$34,600**

ACTIVITY POSITION	% OF BASE	
<u>FOOTBALL</u>		
HS Head Coach	12.64%	\$4373
HS Assistant	8.85%	\$3062
7 th /8 th Grade	6.74%	\$2332
<u>BASKETBALL Boys/Girls</u>		
HS Head Coach	12.64%	\$4373
HS Assistant	8.85%	\$3062
7 th /8 th Grade	6.74%	\$2332
<u>WRESTLING</u>		
HS Head Coach	12.64%	\$4373
HS Assistant	8.85%	\$3062
7 th /8 th Grade	6.74%	\$2332
<u>TRACK</u>		
HS Head Coach	12.64%	\$4373
HS Assistant	8.85%	\$3062
7 th /8 th Grade	6.74%	\$2332
<u>VOLLEYBALL</u>		
HS Head Coach	12.00%	\$4152
HS Assistant	8.85%	\$3062
7 th /8 th Grade	6.74%	\$2332
<u>CROSS COUNTRY</u>		
HS Head Coach	12.00%	\$4152
HS Assistant	8.85%	\$3062
7 th /8 th Grade	6.74%	\$2332
<u>GOLF</u>		
HS Head Coach	12.00%	\$4152
HS Assistant	8.85%	\$3062
<u>SOCCER</u>		
HS Head Coach	12.00%	\$4152
HS Assistant	8.85%	\$3062
<u>BASEBALL</u>		
HS Head Coach	12.00%	\$4152
HS Assistant	8.85%	\$3062
<u>SOFTBALL</u>		
HS Head Coach	12.00%	\$4152
HS Assistant	8.85%	\$3062
<u>TENNIS</u>		
HS Head Coach	12.00%	\$4152
HS Assistant	8.85%	\$3062
<u>SWIMMING</u>		
HS Head Coach	12.00%	\$4152

The following additional compensation shall be made available to the high school level programs listed above:

Head Coach 71+ Participants	2.50%	\$865
Head Coach 35-70 Participants	1.25%	\$433

In addition, a program with at least 35 participants is entitled to 1 associate and a program with at least 71 participants is entitled to 2 associates:

Associate Head Coach	1.25%	\$433
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ACTIVITY POSITION	% OF BASE	
<u>DANCE (per season)</u>		
Dance Team Sr. High	6.74%	\$2332
Dance Team Jr. High	6.74%	\$2332
<u>CHEER (per season)</u>		
Cheerleading Sr. High	6.74%	\$2332
Cheerleading Jr. High	6.74%	\$2332
<u>MUSIC</u>		
Instrumental Sr. High	12.64%	\$4373
Instrumental Small Scale Sr. High	8.85%	\$3062
Instrumental Jr. High	7.16%	\$2477
Jazz Band Jr. High	3.79%	\$1311
Elementary Band	3.79%	\$1311
Vocal Sr. High	8.85%	\$3062
Vocal Jr. High	7.16%	\$2477
<u>THEATRE/PERFORMING ARTS</u>		
	8.85%	\$3062
<u>PUBLICATIONS</u>		
Newspaper Advisor Sr. High	6.74%	\$2332
Newspaper Advisor Jr. High	5.05%	\$1747
Yearbook Advisor Sr. High	5.05%	\$1747
Yearbook Advisor Jr. High	5.05%	\$1747
<u>MATH</u>		
Math Club Sr. High	3.79%	\$1311
Math Club Assistant Sr. High	1.68%	\$581
Math Counts Jr. High	2.53%	\$875
Before School Math Elementary	2.53%	\$875
<u>STUDENT COUNCIL</u>		
	5.05%	\$1747
<u>ACADEMIC DECATHLON</u>		
	5.05%	\$1747
<u>NATIONAL HONOR SOCIETY</u>		
	5.05%	\$1747
<u>MODEL UNITED NATIONS</u>		
	3.79%	\$1311
<u>ED TECH QUEST</u>		
	2.53%	\$875
<u>MARS ROVER</u>		
	2.53%	\$875
<u>SPEECH/DEBATE (COMPETITION)---Each</u>		
	2.53%	\$875
<u>DEPARTMENT CHAIR / TRACK LEADER</u>		
	8.43%	\$2917
<u>STC (Site Technology Coordinator)</u>		
	5.05%	\$1747
<u>PRINCIPAL DESIGNEE (1/2 in building-Admin.)</u>		
	8.43%	\$2917
<u>PRINCIPAL DESIGNEE (Secondary-1 administrator)</u>		
	4.63%	\$1602
<u>PRINCIPAL DESIGNEE</u>		
	2.95%	\$1021
<u>WEIGHT ROOM MONITOR</u>		
	8.85%	\$3062
<u>EXTRACURRICULAR MENTOR</u>		
	2.69%	\$931
<u>PEER TUTOR ADVISOR</u>		
	2.53%	\$875

All positions require AD to have job description on file prior to posting. All positions require funding approval from District Office prior to posting.

*The minimum duties for each position shall be included in the job description

