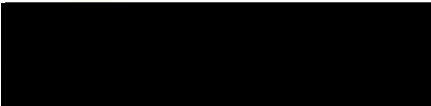
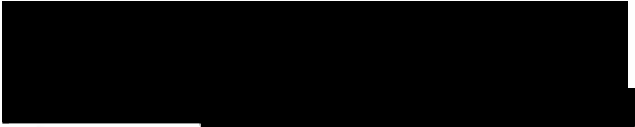


2017-2018 NEGOTIATION AGREEMENT
Between the Ririe School District #252 Board of Trustees
and the Ririe Education Association

APPROVED 6-8-17

1. The School District will continue with a salary schedule based on the compensation table used for determining the allocation the District receives for Certified Staff from the State of Idaho.
 - a. Salaries will include any increases earned due to placement on the Career Ladder.
 - b. Salaries will include any additional allocations awarded based on educational degree and credits earned.
 - c. The School District will ensure that no certified employee's 2017-2018 regular teaching salary will be less than they received during the 2016-2017 school year.
2. The School District will offer two insurance coverage options from Blue Cross of Idaho.
 - a. The School District will provide \$643 per month for fringe benefits and pay the cost for the Long Term Disability Insurance from September 1, 2017 to August 21, 2018 for full-time employees. The employee will be responsible for the remainder of the cost of benefits.
 - b. If the district receives a premium refund on health insurance during the 2017-2018 fiscal year, the district will return 50% of the premium refunds to certified employees who participate in district offered plans.
 - c. The School District will extend their financial commitment for the 2017-2018 Negotiated Agreement to include the deductible period from September 1, 2017 to December 31, 2017. The District will commit any unused portion of the individual \$600 District contribution to the period of January 1, 2018 to August 21, 2018 period to satisfy the individual's remaining portion of the \$600 deductible.
 - d. The \$1,000 health insurance deductible required for the period beginning January 1, 2018 to August 21, 2018 will be paid as follows:
 - i. Once an individual has met his or her \$200 Deductible for eligible deductible costs as incurred and stated on the Blue Cross Health Insurance Explanation of Benefits for this period the School District will pay up to \$600 of eligible deductible expenses.
 - ii. The remaining \$200 of the \$1000 deductible will be the responsibility of the individual.
3. The School District will grant all certified full time employees ten (10) sick leave days per year. Unused leave will accumulate from year to year to an unlimited amount as allowed in Idaho Code 33-1218.
4. The School District will continue to provide a Sick Leave Bank, jointly administered by the District and the Ririe Education Association.
5. The School District will grant all full time certified employees four (4) personal leave days per year with the following options:
 - a. Option 1. Unused personal leave days at the end of the school year in May will be compensated at the certified substitute rate in the June paycheck unless Option 2 is requested in writing by May 31 of the current school year.
 - b. Option 2. Certified instructional personnel may carry forward two days to the next year up to a maximum of six days for the year.
6. The School District will grant all full-time certified employees who has a death in the immediate family shall be eligible for three (3) days of bereavement leave. The Superintendent shall have the authority to give two (2) additional bereavement leave days. Bereavement leave of greater than five (5) days must be approved by the Board. All full-time certified employees may take up to one (1) bereavement day to attend the funeral of a close, non-family member. This leave will be considered by the employee's administrator on a case-by-case basis.


Troy Nelson, Chairman
Board of Trustees


Karlee Cysewski, President
Ririe Education Association