

# **NEGOTIATED AGREEMENT**

**BETWEEN THE WILDER EDUCATION ASSOCIATION  
AND THE BOARD OF TRUSTEES OF THE WILDER  
SCHOOL DISTRICT**

**2018-2019 SCHOOL YEAR**

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## **I. BENEFITS**

### **A. INSURANCE BENEFITS**

- A. For the 2018-2019 school year the Board shall contribute \$ 560.05 per month per Certificated Teacher to pay for health insurance premiums. The employee will be responsible to pay the difference between the District's contribution and the actual premium cost.
- a. Dependant (child, children, spouse) coverage for health insurance shall be at the Certificated Teacher's expense.
  - b. In addition to the above-stated insurance premium contribution, for the 2018-2019 school year the Board has purchased, at the District's cost of \$1.80 per month, an Employee Assistance Program allowing a Certificated Teacher and immediate family up to three (3) visits covered by the program.
- B. For the 2018-2019 school year each Certificated Teacher shall receive dental insurance, Delta Dental Incentive Plan, paid by the District in the amount of up to \$37.35 per month.
- a. Dependant (child, children, spouse) coverage for dental insurance shall be at the Certificated Teacher's expense.
- C. For the 2018-2019 school year each Certificated Teacher shall receive vision insurance, paid by the District in the amount of \$10.04 per month.
- a. Dependant (child, children, spouse) coverage for dental insurance shall be at the Certificated Teacher's expense.
- D. Each Certificated Teacher may participate in the District's Section 125 Plan, at their own expense, and select optional benefits, pre taxed, up to the maximum allowed by law. The optional benefits offered shall include:
- Salary Protection (disability) Insurance
  - Individual Term Life (Section 79)
  - Intensive Care Insurance
  - Cancer Insurance
  - Flexible Benefit Plan Options
  - 403(b)

E. As stipulated by applicable insurance providers, no individual changes in allocation of benefits or deduction may be made during the year except during periods as allowed by said insurance provider, except for:

- New Certificated Teachers
- Family status changes

F. Coverages for insurance benefits shall be continuous 12 month coverage.

## **B. LEAVES**

### **1. PERSONAL LEAVE**

Certificated Teachers shall be entitled to three (3) days of Personal Leave each year. Certificated Teachers working less than a 1.0 FTE shall be entitled to a proportional amount of Personal Leave in relation to their percentage of FTE status.

Such days shall be non-accumulative and shall be subject to the following conditions:

1. Personal Leave shall not be taken during the first or last week of a semester.
2. Personal Leave shall not be used to extend a school holiday or vacation (i.e., Spring Break, Christmas Break, Thanksgiving Break or any other such day identified on the school calendar as a school holiday or vacation).
3. Certificated Teachers shall make all best efforts to notify their Building Principal at least twenty-four (24) hours in advance and shall be subject to the availability of qualified substitutes.
4. No more than ten percent (10%) of the Certificated Teachers of each school shall be on Personal Leave at any one time.
5. Personal Leave may be taken on a one-half (1/2) or whole day basis.
6. Unused Personal Leave will be reimbursed at the rate of \$90.00 per day.

### **2. EXTENDED LEAVES**

Upon application, a Certificated Teacher who has been employed for four (4) or more years shall be granted leave for one (1) full year without pay or benefits. One year Extended Leave may be taken at the beginning of the school year or of the second semester. Applications must be submitted to the Superintendent at least nine (9) weeks prior to the beginning of the semester in which the leave is to be initiated.

Extended Leaves may be taken at other times of the year in emergency cases or because of other circumstances not under the Certificated Teacher's control providing a qualified replacement can be secured.

A Certificated Teacher returning from an Extended Leave shall be assigned to a position in the same school and in the same teaching field as that which she/he held before assuming the leave, providing such a position still exists. By mutual agreement between the Certificated Teacher and approval of the Building Principal concerned, she/he may be given a different assignment.

All rights existing for the Certificated Teacher at the time of leave, retirement, accrued Sick Leave, salary increments and other benefits shall be preserved and available to the Certificated Teacher upon his/her return to the District. Certificated Teachers may continue in the District group health plans by paying the premiums.

Certificated Teachers on Extended Leave must notify the District by June 1 of their intent to return to the District.

Extended Leaves may not be granted to a Certificated Teacher to accept employment in another K-12 school.

Additional Extended Leaves may be taken no sooner than 4 years from the date of the conclusion of the last Extended Leave taken.

### **3. SICK LEAVE**

Each Certificated Teacher of the District shall be entitled to Sick Leave with full pay of one (1) day for each year for each month of service or major portion thereof. Any unused Sick Leave shall accumulate from year-to-year.

A Certificated Teacher shall be allowed to use Sick Leave when such absence is due to illness or death in the individual's immediate family living within the home, son, daughter or spouse. Sick Leave may also be used for the serious illness or death of the individual's family: father, mother, brother, sister or foster/step parent.

In the situation where a Certificated Employee has exceeded their allotted three (3) days of Personal Leave, a Certificated Employee may take an emergency personal day from their accumulated Sick Leave.

For absences due to other causes as well as absence beyond the period of accumulated Sick Leave, the Certificated Teacher shall forfeit a corresponding sum equal to the Certificated Employee's current contractual daily rate of pay of his/her annual salary for each such day of absence.

Part-time Certificated Teachers shall accrue Sick Leave proportionately to their contract status.

#### **4. SICK LEAVE BANK**

Each Certified Teacher of the District may participate in the Sick Leave Bank. To participate, a Certificated Teacher shall contribute days earned from his/her own Sick Leave days. Sick Leave days thus contributed shall be deducted from the Certificated Teacher's Sick Leave entitlement. At the close of the contract year, unused Sick Leave days will remain in the Bank.

When a Certificated Teacher leaves the District, the donated days shall remain in the Bank. The days donated to the Sick Leave Bank will be from the current school year. Any Certificated Teachers leaving the District may have the option of donating his/her sick days to the Bank to raise the number of days in the Bank.

The contributed Sick Leave days shall form a fund of Sick Leave days that will be available to all eligible participating Certificated Teachers, for the purpose of alleviating the hardship caused by the absence from work, necessitated by the following:

- a. Illness (doctor verified)
- b. Major illness of an immediate family member (as spouse and children with possible addition of mother or father as decided by Sick Leave Bank Committee).
- c. Accidents for teacher and immediate family members (as spouse and children with possible addition of mother or father as decided by Sick Leave Bank Committee).

In order for a Certificated Teacher to be eligible to apply for Sick Leave benefits from the Sick Leave Bank, the Certificated Teacher must first:

- a. Be a contributor to the Bank at the beginning of the school year.
- b. Have been absent from work due to illness or accident for all his/her accumulated Sick Leave days.
- c. Relinquish one full day of income before drawing from the Bank.
- d. Be in the second full year of employment with the District.

Each year of the Bank's operation the Sick Leave Bank Committee shall determine the number of Sick Leave days each participant Certificated Teacher must contribute in order to keep the Bank solvent.

The Sick Leave Bank Committee shall consist of three (3) members appointed by the Wilder Education Association. The Committee shall develop and distribute rules and procedures for the orderly administration of the Bank consistent with the terms of this Agreement and approval of the Board. All bookkeeping will be done by the Sick Leave Bank Committee. The accounting office and/or Clerk will audit the

books. It shall report all days granted by the Bank and all other information necessary for the Certificated Teacher's records to the District's Business Manager.

The maximum number of days that can be granted in any one fiscal year will be the remaining number of days a Certificated Teacher is scheduled to work under his/her current contract. In no case will the granting of leave cause a Certificated Teacher to receive more than his/her annual salary for that year.

Bank grants to individual Certificated Teachers will not be carried over from one fiscal year to another and all such grants will end at the termination of the fiscal year. If a Certificated Teacher does not use all of the days granted by the Bank, the unused Leave days will be returned to the Bank.

The Wilder Education Association is ultimately responsible and liable for the determinations of the Sick Leave Bank. Decisions of the Sick Leave Bank are not left to the District's discretion and the District bears no responsibility or liability for such decisions.

### **C. EMPLOYEE SCHOLARSHIP PROGRAM.**

Effective for courses with grades posted after July 1, 2018, full time Certificated Professional Employees under contract with the District for the 2018-2019 school year, who have obtained pre-approval from the Superintendent, shall be entitled to seek funds from the District's two scholarship programs.

#### For the Recertification Scholarship Program:

Each employee may seek up to Seventy-Five Dollars (\$75.00) per credit for tuition reimbursement for any graduate courses taken and approved for recertification. Such coursework must be taken from an accredited institution of higher education in order to qualify for tuition reimbursement. A maximum of Two-Hundred-Fifty Dollars (\$250.00) per Full-Time Certified Professional Employee, per year, will be available under the Recertification Scholarship Program.

#### Post-Graduate Scholarship Program:

Each employee may seek up to Two-Hundred-Fifty Dollars (\$250.00) per credit for tuition reimbursement for post-graduate courses, by an employee seeking their next advanced degree in the field of education, a new endorsement or for post-graduate coursework after completion of Education Specialist, EdD or PhD in the field of education. Such coursework must be taken from an accredited institution of higher education in order to qualify for tuition reimbursement. A maximum of Seven-Hundred-Fifty Dollars (\$750.00) per Full-Time Certificated Professional Employee, per year, will be available under the Post-Graduate Scholarship Program.

With regard to both programs under the Scholarship Program:

Scholarship reimbursement is provided for the cost of the credits only, not for books or any related fees.

Claims for reimbursement should be submitted to the District Office as soon as the final grades for the course are posted. Payments will first be issued with the commencement of the school year in August, 2018.

Funds will be distributed on a first come first serve basis with a District maximum obligation under the program to be \$10,000. When the District's budget for scholarships under this program is exhausted, no additional funds will be paid for the remainder of the fiscal year.

To receive reimbursement payment the Employee must obtain pre-approval from the District Superintendent prior to enrollment and, upon completion of the course, provide copies of the class description, proof of successful completion and receipts showing the expenses incurred. Throughout the year, requests for reimbursement must be submitted within ninety (90) days from the date of course completion. Courses completed in May of 2019 must have reimbursement requests submitted on or before June 15, 2019.

If an Employee uses the Scholarship Program after July 1, 2018, during the summer term, and does not return to the District for the 2018-2019 school year, he/she must refund the District the amount of scholarship that the Employee received from the District during the Summer of 2018.

## **II. COMPENSATION**

### **A. SALARY SCHEDULE**

#### **1. SALARY SCHEDULE**

This Salary Schedule is based upon a Standard Teacher Contract of 190 days.

\*\* Current District Mandated Minimum \$ shall be the same as the State's Mandated Minimum as determined annually (18/19 - \$35,800)

#### **CAREER LADDER**

For Certificated Teachers who selected to remain on the Wilder School District Career Ladder Schedule during the 2017-2018 school year and Certificated Teachers who are new



to the District for the 2018-2019 school year, the following Career Ladder Schedule shall apply for compensation for the 2018-2019 school year.

R-1		\$ 35,800
R-2		\$ 36,750
R-3		\$ 37,706
P-1		\$ 40,750
P-2		\$ 42,503
P-3		\$ 42,765
P-4		\$ 44,538
P-5		\$ 44,820
P-6		\$ 46,614
P-7		\$ 46,918
P-8		\$ 48,734
P-9		\$ 49,061
P-10		\$ 49,401

#### LEGACY SCHEDULE

For Certificated Teachers who selected to be placed on the Wilder School District Legacy Schedule during the 2017-2018 school year such teachers shall remain on the Legacy and the the following Legacy Schedule shall apply for compensation for the 2018-2019 school year.

	BA	BA +24	MA
L3	\$42,541	\$1,600	\$2,800
L4	\$44,243	\$1,600	\$2,800
L5	\$46,013	\$1,600	\$2,800
L6	\$47,854	\$1,600	\$2,800
L7	\$49,768	\$1,600	\$2,800
L8	\$51,759	\$1,600	\$2,800

#### Longevity Stipend – Applicable to Legacy Schedule Only

For the 2018-2019 school year only, a one-time Longevity Stipend in the amount of three percent (3%) of the BA column will be provided to Certified Teachers who meet the following requirements:

1. The Certificated Teacher must have a classroom teaching assignment. Partial FTE assignments shall be addressed in a pro-rata basis.

2. The Certificated Teacher must be placed on the Legacy Schedule for Compensation and further must have been frozen in the L8 Row of such schedule (i.e. not moving into L8 Row for the 2018-2019 school year) for at least one (1) year prior to the 2018-2019 school year.
3. This Longevity Stipend does not apply to any other Certificated Teachers of the District nor any other cell/row on the Wilder Legacy Schedule or Wilder Career Ladder for Compensation for the 2018-2019 school year.
4. This Longevity Stipend is a one-time Stipend, solely for the 2018-2019 school year, and is not intended nor shall become part of the base salary or base contract of the Certificated Teacher. There is no right to this one-time stipend during any subsequent contract or school year.
5. This one-time stipend shall be paid in twelve (12) monthly payments and will be included in the Certificated Teacher's regular monthly payroll check.

Certificated Teachers shall maintain the ability to move steps and lanes within the respective Salary Schedule structures, consistent with the Advancement Rules detailed below.

No Certificated Employee can move between the Career Ladder Structure and the Legacy Employee Structure.

#### Advancement Rules Applicable To The Career Ladder Schedule

1. In subsequent years, Career Ladder Employees' advancement shall be based upon the rules of advancement as defined by the state apportionment protocols.

#### Advancement Rules Applicable To The Legacy Employee Schedule

1. In subsequent years, Legacy Employees may move down one row on the Legacy Schedule for each full year of service to the District, consistent with the state's rules of advancement as defined by the state apportionment protocols.
2. The semester hours beyond the B.A. must be acquired after receiving the degree.
3. The credits submitted for advancement on the schedule must be credits that the Certificated Teacher has taken that directly relate to their teaching assignment(s) or credential(s), credits that directly relate to classroom instruction or credits that are towards a Certificated Teacher's next endorsement.
4. The Building Administrator shall complete the initial review of credits submitted for approval.

5. A written notice of the intent by the Certificated Teacher to move to the next column on the Salary Schedule must be filed with the District Office no later than July 1 of each year for purposes of budgeting.

A form identifying:

- Employee Name
  - Course Name and Number
  - Institution Granting Credits
  - Number of Credits Received
  - A brief statement of how credits received fall into the consideration under this section (i.e. how credits directly relate to teaching assignment, credential, classroom instruction or advancement to next endorsement.)
  - Signature of Building Principal approving credits
6. The above form and an official transcript or written verification of credits received must be presented to the Clerk no later than August 30<sup>th</sup>.
  7. The District will make notification of approval/disapproval of the advancement to the employee by October 1<sup>st</sup>.

**III.**  
**DURATION OF AGREEMENT**

- A. Consistent with provisions of the Idaho Code, the provisions of this Agreement are effective only for a maximum of a single year, from July 1, 2018 through June 30, 2019.

**ACCEPTANCE**

This Agreement is signed on the \_\_\_\_ day of \_\_\_\_\_, 2018. This Agreement shall be binding on the Parties.

\_\_\_\_\_  
Chairman, Board of Trustees

\_\_\_\_\_  
On Behalf Of Wilder Education Association

## NEGOTIATIONS AGREEMENT

I. Exclusive Representative:

For the 2018-2019 school year, the Board of Trustees of the Wilder School District recognizes the Wilder Education Association as the exclusive bargaining agent for all Certificated Teachers employees of the District.

The Wilder Education Association has demonstrated, as required by statute that it was duly chosen and selected by a majority of the Certificated Teachers prior to the commencement of negotiations, as their representative organization for negotiations under this act for the 2018-2019 school year.

II. Scope of Negotiations:

The Wilder Board and Wilder Association agree to negotiate compensation and benefits and such negotiations process and procedures will comply with the provisions identified in the Idaho Code and the Idaho Administrative Procedures Act.

ACCEPTANCE

This Agreement is signed on the \_\_\_\_ day of \_\_\_\_\_, 2018. This Agreement shall be binding on the Parties.

\_\_\_\_\_  
Chairman - Board of Trustees

\_\_\_\_\_  
On Behalf Of Wilder Education Association, Title