

MASTER AGREEMENT

2020-2021

**BONNEVILLE EDUCATION
ASSOCIATION**

AND

**BONNEVILLE JOINT SCHOOL
DISTRICT NO. 93**

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The Board of Trustees of School District No. 93 and the Bonneville Education Association have agreed to the following provisions pursuant to Idaho Code 33-1271 through 33-1276.

ARTICLE I - DEFINITIONS

- A. Bargaining Unit:** The Board hereby recognizes the Bonneville Education Association representing a majority of the teachers as the exclusive and sole representative for collective negotiation for all certificated employees paid on the regular teacher salary schedule. The term "Association" as used in this agreement shall mean the Bonneville Education Association.
- B. Board:** The term "Board" as used in this agreement shall mean the Board of Trustees of Bonneville Joint School District No. 93 in the counties of Bonneville and Bingham and the State of Idaho.
- C. Designee:** The term "designee" is a person who is designated or appointed by the person named in the Master Agreement to fulfill the stated duties.
- D. President:** The term "President" as used in this agreement shall mean the President of the Bonneville Education Association.
- E. Professional Council:** The Professional Council shall be composed of the President and four (4) members of the Bonneville Education Association, and the Superintendent and four (4) persons designated by the Superintendent.
- F. School District:** The terms "School District" and "District No. 93 Public Schools" shall mean Bonneville Joint School District No. 93 in the counties of Bonneville and Bingham and the State of Idaho.
- G. Work Year:** The term "work year" as used in this agreement shall refer to the number of days that teachers are contracted to work as designated in the school calendar adopted by the Board .
- H. Superintendent:** The term "Superintendent" as used in this agreement shall mean the Superintendent of Schools of Bonneville Joint School District No. 93 in the counties of Bonneville and Bingham and the State of Idaho. The Superintendent is the chief executive officer of the Board, and as such administers the affairs and programs of the School District as provided by law and Board policy.
- I. Teacher:** The term "Teacher" as used in this agreement shall refer to all regularly assigned certificated employee(s) on a teaching contract represented exclusively by the Bargaining Unit as defined in A. above.
- J. Professional Learning Community: (PLC)** A PLC is an ongoing process in which educators work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students they serve. To achieve this purpose, collaboration time will be provided to teachers to work collaboratively in assigned teams

to identify essential learning outcomes, create common formative assessments, and make instructional decisions based on assessments of student learning.

ARTICLE II - LEAVES

A. Association Leave:

1. Association Leave will be provided to official representatives of the Association according to the following stipulations:
 - a. The Association will pay the cost of the substitutes for Association leave, not including Idaho Delegate Assembly.
 - b. Association Leave may be taken to attend the Idaho Delegate Assembly and other official meetings of the state education association including standing committees or task force meetings. The number of delegates will be determined by the formula set by the Idaho Education Association.
 - c. In addition to the state education association activities identified in subsection (b), five (5) days per year will be granted to the President of the Association or designee to attend to Association business.
 - d. Early dismissal release time shall be granted one (1) time each year on a regularly scheduled early release day for the purpose of meeting and voting on the ratification of the Master Agreement.

B. Bereavement Leave:

1. All teachers will be granted up to five (5) days of paid Bereavement Leave for the death of a member of their immediate family. Immediate family members are defined as spouse, children, mother, father, sister, brother, father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandparents, and grandchildren. Step-relationships that follow these relationships will also be considered for Bereavement Leave.
2. Teachers will be granted up to three (3) days of paid Bereavement Leave for the death of a member of their extended family. Extended family members are defined as aunt, uncle, niece, or nephew, including those by marriage.
3. Bereavement Leave shall be used within two (2) weeks of the death and/or services for the family member.
4. Exceptions to these rules must be submitted to the teacher's supervisor for approval. Additional leave may be requested as sick leave time or leave without pay.

C. Family Medical and Sick Leave:

1. **Family Medical Leave Act (FMLA):**

- a. The School District will comply with all provisions of the Family Medical Leave Act (FMLA).

2. Sick Leave:

- a. Each full-time teacher will be entitled to sick leave with full pay for up to ten (10) days each year.
- b. Teachers hired on less than a 1.0 FTE contract shall receive sick leave on a prorated basis according to the full-time equivalency (FTE) of their contract.
- c. Unused sick leave will be accrued from year to year in accordance with Idaho Code and the Public Employee Retirement System of Idaho (PERSI).
 - i. Sick leave provided to teachers hired on less than a .5 FTE contract will not accumulate as a retirement benefit.
- d. Sick leave may only be used for one of the following qualifying reasons:
 - i. an illness, injury, or serious health condition that makes the employee unable to perform the essential functions of his or her job;
 - ii. to care for the employee's spouse, child, or parent who has an illness, injury, or serious health condition;
 - iii. the birth of a child and to care for the newborn child within one year of birth up to 12 weeks as stipulated in the Family Medical Leave Act;
 - iv. the placement with the employee of a child for adoption and to care for the newly adopted child within one year of placement up to 12 weeks as stipulated in the Family Medical Leave Act.

3. Sick Leave Bank

- a. In addition to the above provisions covering sick leave the following sick leave bank provisions shall be in effect:
 - i. The Sick Leave Bank has been established to alleviate the hardship caused by absence from work when that absence is necessitated by a prolonged or recurring illness extending beyond the certificated employee's accumulated sick leave. The Sick Leave Bank is made up of sick leave days that have been contributed by certificated employees in the district. Sick leave days thus contributed shall be

deducted from the individual's sick leave entitlement. To participate, a certificated employee must have two days of accrued leave available to donate to the bank. Certificated employees can join the Sick Leave Bank during the Benefits Open Enrollment period. Certificated employees may not apply for use of the Sick Leave Bank if they have not contributed.

- ii. Application for use of the Sick Leave Bank shall be submitted to the Sick Leave Bank Committee for their consideration. The committee shall review the request and determine the eligibility of the certificated employee. If the committee deems necessary, it shall require proof of illness at the time of application and from time to time after it has been made. The committee may request a second opinion from a doctor of their choice which would be paid for by the School District. In addition, the Sick Leave Bank Committee shall determine the number of days to grant to each applicant.
- iii. The committee shall have the authority to establish such guidelines as it deems necessary to implement this program. Guidelines shall have the approval of the Executive Committee and the Board. After complete review of the application, the Sick Leave Bank Committee shall have the authority to make final decisions within the guidelines as to the disposition of the case.
- iv. In order for a certificated employee to be eligible to join and to apply for sick leave benefits from the Sick Leave Bank, the employee must: (1) be a contributor to the Sick Leave Bank, and (2) have been absent from work due to illness or accident for: (a) all his/her accumulated sick leave and personal leave days, and (b) have illness or injury that will require more than five (5) additional days.
- v. To join the Sick Leave Bank, each participant shall contribute two days of saved sick leave from prior years' employment to the bank. To keep the Sick Leave Bank solvent, the Sick Leave Bank Committee may ask for additional days from participants. Participants, who choose not to contribute the additional days, shall be dropped from the sick leave bank.
- vi. The maximum number of days that may be granted in any one (1) fiscal year will be ninety (90) working days and will be reviewed by the Sick Leave Bank Committee on a case by case basis. The maximum number of days that may be granted to any one employee will be one-hundred eighty (180) working days while employed in the District.

- vii. The number of sick leave days granted shall not exceed the number of days absent from work due to illness, or injury, or accident.
- viii. Following the use of any days from the Sick Leave Bank, the participant will be required to repay the Sick Leave Bank at the rate of one (1) day per year until said individual repays days in full or leaves the School District.
- ix. Sick Leave Bank grants to individuals will not be carried over from one (1) fiscal year to another; all such grants will terminate at the end of the work year. If a participant does not use all of the days granted by the Sick Leave Bank, the unused sick leave days will be returned to the Sick Leave Bank.
- x. The Sick Leave Bank Committee, chaired by the Superintendent/designee (who shall vote only in the case of a tie), shall consist of two (2) members appointed by the Association President and two (2) members appointed by the Superintendent/designee. Each member of the committee must be a contributing member of the Sick Leave Bank. The committee shall develop and distribute rules and procedures for the orderly administration of the Sick Leave Bank not inconsistent with the terms of this agreement.

D. Jury Duty:

1. The teacher who receives a notice to report for or in connection with jury duty which necessitates the absence from regular scheduled teaching duties shall notify the building principal as soon as reasonably possible.

E. Military Leave:

1. A teacher who receives notice to report for or in connection with his/her military responsibilities which necessitates his/her absence from regular-scheduled duties shall notify the Human Resources Department as soon as reasonably possible.
2. If the monthly compensation received for his/her military service is less than his/her regular monthly compensation then he/she shall receive a pay differential from the School District, not to exceed thirty (30) days in any work year without review.
3. To be eligible for the pay differential, the teacher must furnish the School District with a written statement from the appropriate military agency listing the amount he/she receives and the dates he/she receives payment for military services.

F. Obligatory Leave:

1. The teacher shall be granted time necessary for appearances in legal proceedings connected with the teacher's employment or with the school system or in other legal proceedings if the teacher is required by law to attend.

G. Personal Leave:

1. Three (3) days of leave with full pay during each work year can be used for any reason deemed necessary by the teacher. If in the previous work year, the teacher uses two (2) or fewer sick leave days and does not take leave without pay; said teacher shall be given five (5) personal leave days.
2. Leave under this section may be taken upon the following conditions being met:
 - a. Advanced lesson planning for substitutes is completed.
 - b. Teachers shall be guaranteed personal leave when requested at least seven (7) calendar days in advance of the absence. Personal leave scheduled after the seven day window will not be guaranteed if a substitute is not available.
 - c. Personal leave may not be used as an extension of holiday leave, except in extenuating circumstances that have been approved by the building administrator.
3. In the event a teacher does not use all personal leave days, he/she will be reimbursed in his/her July payroll in an amount of one hundred dollars (\$100) for each unused personal leave day. For teachers hired on less than a 1.0 FTE contract, all provisions of the Personal Leave section shall be applied on a pro-rated basis according to the full-time equivalency (FTE) of their contract.

H. Professional Development Leave:

1. The building principal may grant permission for teachers to attend professional development activities without loss of pay. Professional development leave shall include the following:
 - a. Mentoring assistance
 - b. Peer observations
 - c. Other district-approved professional development activities

I. School Business Leave:

1. Teachers will notify their building principal when leave is needed to supervise school-level activities without loss of pay. Teachers will notify the superintendent/designee when leave is needed to supervise district-level, state-level, or national-level activities without loss of pay. School business leave

shall include the following:

- a. Supervision of IHSAA and other student activities as approved by the building principal
- b. Professional duties approved by the District
- c. Participation in district or state-sponsored committees
- d. Other activities as approved by the building principal

ARTICLE III - ASSOCIATION AND TEACHER RIGHTS

A. Cooperating Teachers:

1. Serving as a cooperating teacher is a voluntary commitment.

B. Right to Organize:

1. Teachers have the right to join, or refrain from joining, any lawful organization for their professional or economic improvement and for the advancement of public education.
2. Membership of a teacher in any organization shall not be required a condition of employment in the School District.

C. Official Association Communications:

1. District email, intra-district mail, and teacher mailboxes may be used for official Association communications within the normal practice and policies of the District. The Association may post notices of activities and business on a bulletin board designated for staff use and, at the discretion of the building administrator, may post notices of activities and business on regular notices for announcements and daily school bulletins. No communications will be contrary to adopted Board policies, state law, or State Board rule.

ARTICLE IV - GRIEVANCE PROCEDURE

A. Definitions:

1. A “Grievance” is an alleged violation or a misinterpretation/misapplication of any provision of the Negotiated Agreement between the Bonneville Education Association and the Bonneville Joint School District No. 93 Board of Trustees.
2. A grievant is a certificated employee.
3. “Days” means working business days. “Days” may be extended if both parties to the grievance mutually agree.

B. Process:

1. **Level 1.** Before filing a formal, written grievance, the grievant shall attempt to resolve the problem by identifying the problem and meeting informally with the grievant’s direct supervisor/designee. The supervisor/designee shall document that meeting.
2. **Level 2.** If the grievance is not resolved at Level 1, then within fifteen (15) days after the event leading up to the grievance a written “Statement of Grievance” shall be filed on the appropriate form and submitted to the grievant’s direct supervisor/designee, who shall arrange for a meeting to take place within five (5) days after receipt of the “Statement of Grievance.” The supervisor/designee shall also provide written notice to the grievant designating the time and place of the meeting and shall inform the grievant of the right to have a representative present at the meeting. The “Statement of Grievance” shall name the party involved, state the facts giving rise to the grievance, identify the elements of the Negotiated Agreement that have alleged to have been violated, indicate the relief requested, and shall be signed by the grievant. The grievant and the supervisor/designee shall be present for the meeting. Following the meeting, the supervisor/designee shall have five (5) days in which to provide a written decision with reasons to the grievant.
3. **Level 3.** If the grievant is not satisfied with the disposition of the grievance at Level 2, or if no decision has been rendered within five (5) days after the meeting with the direct supervisor/designee, the grievant may within three (3) additional days refer the “Statement of Grievance” and the Level 2 response to the Superintendent/designee, who shall arrange for a meeting to take place within five (5) days after receipt of the grievance. The Superintendent/designee shall also provide written notice to the grievant designating the time and place of the meeting and shall inform the grievant of the right to have a representative present at the meeting. Following the meeting, the Superintendent/designee shall have

five (5) days in which to provide a written decision with reasons to the grievant.

4. **Level 4.** If the grievant is not satisfied with the disposition of his/her grievance at Level 3, or if no decision has been rendered within five (5) days after the meeting with the Superintendent/designee, the grievant may within three (3) additional days refer the “Statement of Grievance” and the Levels 2 and 3 responses to the Superintendent for referral to the Board of Trustees, which shall arrange for a hearing to take place within five (5) days to ten (10) days after receipt of the grievance. The Superintendent shall provide written notice to the grievant designating the time and place of the hearing and shall inform the grievant of the right to have a representative present at the hearing. Following the hearing, the Board of Trustees shall have five (5) days in which to provide a written decision with reasons to the grievant.

The decision of the Board of Trustees shall be the final decision on the grievance.

ARTICLE V - WORKING CONDITIONS

A. Activity Responsibility:

1. Teacher responsibility during school activities to which they are assigned shall end only after the conclusion of the activity and not at the end of the regular school hours.

B. Collaboration Time:

1. The District and teachers agree to continue school-based Professional Learning Communities to study and improve student achievement.
2. Under the direction of the building principal and School Leadership Team, time for teachers to work in assigned collaborative teams within Professional Learning Communities (PLCs) will be set aside for the purposes identified in Article 1 under the definition of PLCs only. Designated collaboration time on the Board approved calendar will be dedicated for this purpose and no other scheduled meetings will be held during that time unless there are extenuating circumstances.
3. Additionally, if full days are designated as collaboration time on the Board approved calendar, teachers may not use personal leave on any such designated collaboration day without express written approval from their principal or supervisor.

C. Duty Free Lunch:

1. Teachers will have an uninterrupted, duty-free period of at least forty (40) minutes for lunch insofar as possible, except when emergencies or special events make it necessary to alter the schedule.
2. Teachers shall be permitted to leave the school grounds during their lunch periods. The principal/designee will be notified when a teacher plans to be out of the building during this time.
3. While the Board agrees that teachers will not be assigned supervisory duties during the duty-free lunch, the Association agrees that certified employees have a responsibility to assist the school administration to maintain order in the event of an emergency and that this may require certified employees to interrupt the duty-free lunch to undertake this responsibility.

D. Class Coverage Leave:

1. In the event that a teacher is required by the building administrator to substitute teach during the regularly scheduled school day, the teacher will earn up to one-half (1/2) day of coverage leave or an hourly rate equivalent to that of the first cell on the Salary Schedule when three (3) hours of substitute teaching is accrued.
2. If a single class is covered by two or more teachers, the accrued hours will be prorated based on the number of teachers providing coverage.
3. The teacher must complete and submit the Class Coverage Leave Reporting Form to the Payroll Department to earn Class Coverage Leave. A teacher has up to two school years to accumulate Class Coverage Leave and submit the Class Coverage Leave Reporting Form.
4. Class Coverage Leave shall accrue up to a maximum of five (5) days. These days may only be taken according to the provisions of Personal Leave stipulated in Article II, Section F1.
5. Class Coverage Leave may be rolled over year to year.

E. Evaluations of Teachers and Pupil Service Staff

1. Teachers and pupil service staff have the right to be evaluated according to the provisions of Idaho code, administrative rule, and Board policy.
2. Evaluations are intended to improve the professional performance of each employee through regular feedback about his/her performance that informs the employee of ways in which he/she can improve.
3. In collaboration with their evaluator, teachers are expected to use feedback from evaluations to develop and implement annual individual professional learning plans (IPLPs), including specific professional development resources from the District.
4. Staff holding Professional or Advanced Professional endorsement shall be provided the opportunity for professional development to address any domains identified as less than highly effective in the JPAS evaluation system.
5. Student Growth. In accordance with Idaho Code, student growth measures shall be determined by the instructional or pupil staff person in collaboration with their evaluator according to the curriculum and standards of the district. The growth measures shall not be based upon assessments that are not intended to be used as a measure of individualized student growth. The growth measures may include student learning objectives, formative assessments, teacher-constructed assessments of student growth, or pre- and post-tests pursuant to Idaho Code 33-1001.

F. Extracurricular Activity Approval:

1. Teachers shall have administrative approval for all extracurricular or other activities away from school or at other than regular school hours for all activities involving students.

G. Inter-school Travel:

1. In arranging schedules for teachers who are assigned to more than one (1) school, an effort shall be made to limit the amount of inter-school travel.

H. Leadership

1. The Association and the District shall form a joint committee to develop a list of leadership positions and opportunities that fulfill the requirements of the Advanced Professional career ladder certification.
2. The Committee shall be comprised of the following members, with the Association appointing the teachers on the committee:
 - a. Three (3) Administrators
 - b. One (1) High School Teacher
 - c. One (1) Middle School Teacher
 - d. One (1) Elementary Teacher
3. A quorum consisting of at least four (4) of the six (6) members must be present to conduct business.
4. The list will be published by October 1 each year. All eligible employees shall have an equal opportunity to fulfill one of the leadership roles on the list.

I. New Teacher Orientation:

1. Teachers new to the District may be required to attend additional professional development sessions, which also provide opportunities for in-service or recertification credits.

J. Non-teaching Duties:

1. When teachers are needed for non-teaching duties, such duties will be divided among all teachers within each building. Duties that affect more than one building will be divided among teachers from those buildings.

K. Professional Council:

1. The Professional Council shall conduct monthly meetings to discuss issues brought to it by the Association's building representatives. The council shall make recommendations to the Superintendent and the President for consideration. Topics shall include, but are not limited to instructional materials, board policy, class sizes, and Professional Learning Communities (PLCs), and professional development opportunities for teachers.

L. Regular School Day:

1. The regular day for teachers will consist of an 8-hour day including a regular 40-minute duty free lunch.

M. Teacher Responsibility:

1. Teachers shall not abrogate any assigned responsibility regarding the safety and welfare of the students.

N. Teacher Planning Time:

1. The Bonneville Joint School District No. 93 Board of Trustees expects teachers to plan for effective instruction each day. In order to support this expectation, planning time shall be designated and agreed on by the Professional Learning Community (PLC) in each building. Planning time shall be defined as time during which no conflicting, regularly scheduled responsibilities may be assigned.
2. An average of 200 minutes will be provided per 5-day work week for each full-time teacher.
3. Planning time shall be included within the normal teacher workday. Teachers shall not use planning time for the conduct of personal business or non-instructional activities.
4. If extenuating circumstances occur, the building principal may give consent for a teacher to attend to non-instructional matters during planning time. In the case of emergencies or unusual scheduling conflicts at the school, building principals may require teachers to participate in such responsibilities as deemed necessary during scheduled planning times.

O. Staffing:

1. Each school will use a collaboration process to determine the usage of allocated staff in the building.

ARTICLE VI - Professional Compensation

A. Salary Schedules:

1. Teachers shall be paid according to the current Salary Schedule which is attached to this agreement as Appendix A and made a part of this article by this reference.

B. Supplemental Pay Committee:

1. The Supplemental Pay Committee, as defined in Appendix B, shall meet before negotiations of each year to discuss changes, additions, deletions, recommendations on the number of stipends held by individuals, and deadlines for filling extracurricular positions.
2. The committee's recommendations shall be presented to the Superintendent/designee and the President.

C. Supplemental Pay:

1. Teachers shall receive supplemental pay for supervision of extracurricular activities in accordance with the provisions of Schedule 2 (Appendix B).
2. The Supplemental Pay Committee, as defined in Appendix B, shall meet annually before negotiations to review proposed changes to Schedule 2 (Appendix B) and make recommendations to present to the Superintendent/designee and the President.

ARTICLE VII - Effective Dates and Duration

- A. Agreement:** This agreement by and between the Association and the Board is signed and ratified this 22nd day of May, 2020.
- B. Effective Dates:** This agreement shall be effective July 1, 2020, and shall remain in full force and effect until June 30, 2021.
- C. Savings:** If any provision of this agreement, or any application thereof to any teacher covered hereby shall be found contrary to law, such provision of application shall have effect only to the extent permitted by law, but all other provisions or applications of this agreement shall continue in full force and effect through the effective dates of the agreement.

By:

Amy Landers
Chairman, Board of Trustees
Bonneville Joint School District No. 93

By:

Lisa Puckett
President, Bonneville Education
Association

Attest:

Mary Hansen
Clerk
Bonneville Joint School District No. 93

Meghan Shirley
Negotiations Spokesperson
Bonneville Education Association

APPENDIX A - 2020-2021 Salary Schedule

Bonneville Joint School District No. 93

FY20	FY21	BA	BA + 24	MA
R1	R1	\$40,000	\$40,000	\$40,000
R2	R2	\$40,000	\$40,000	\$40,500
R3	R3	\$40,000	\$40,500	\$41,500
R3*	P-R3	\$42,500	\$42,500	\$42,500
P1	P1	\$42,500	\$44,500	\$46,000
P2	P2	\$42,500	\$44,500	\$46,000
P3	P3	\$45,000	\$47,000	\$48,500
P4	P4	\$48,000	\$50,000	\$51,500
P5	P5	\$50,000	\$52,000	\$53,500
P5 (15)	P5 (16)	\$52,500	\$54,500	\$56,000
P5 (20)*	P5 (21)	\$55,000	\$57,000	\$58,500
P5 (25)*	P5 (26)	\$57,500	\$59,500	\$61,000
P5 (30)*	P5 (31)	\$60,000	\$62,000	\$63,500
Grandfathered	Grandfathered	\$62,500	\$64,500	\$66,000

*see subsection 4 below for more information on placement in these rungs.

A. Salary Schedule Placement:

1. Effective July 1, 2020, teachers who are in their first year of holding a certificate will be placed in the first cell (R1) on the Bonneville School District 93 2020-2021 Salary Schedule and will be paid \$40,000 pursuant to Idaho Code section §33-1004B.
2. Effective July 1, 2020, teachers who have successfully attained a Professional Endorsement on their certificate will be placed on the professional rungs of the Career Ladder and will be paid no less than \$42,500 pursuant to Idaho Code section §33-1001.
3. Teachers will be placed on the 2020-2021 Salary Schedule pursuant to Idaho Code section §33-1004B.
4. Teachers who are placed in the P5 rung according to the preceding section will be placed on the 2020-2021 Salary Schedule according to the following prior years of qualifying teaching experience as defined in Idaho Code §33-1004A:
 - Less than 15 years: P5
 - Minimum of 16 years: P5+16
 - Minimum of 21 years: P5+21
 - Minimum of 26 years: P5+26
 - Minimum of 31 years: P5 +31
5. For current Bonneville School District 93 teachers, in the event that the placement results in a reduction from their salary, placement will be adjusted to the first rung that does not result in a salary decrease.
6. All teachers placed in the Professional Rungs of the salary schedule will receive an additional one-time payment of \$500 for the 2020-2021 school year. Part-time teachers will receive a prorated amount according to the FTE identified in their primary employment contract. This payment will be paid in 12 equal installments as part of the teacher's regular paycheck.
7. To recognize the impact of collapsing rungs on the 2019-2020 salary schedule, current Bonneville School District 93 teachers placed in the following rungs on the 2018-2019 salary schedule will receive a one-time payment for the 2020-2021 school year in the corresponding amount below. Part-time teachers will receive a prorated amount according to the FTE identified in their 2020-2021 employment contract. This payment will be paid in 12 equal installments as part of the teacher's regular paycheck.
 - P2: \$1,000
 - P4: \$1,000
 - P6: \$1,000
 - A1, A2, A3: \$700
 - D: \$700

8. Teachers who are new to teaching in Idaho will receive a one-time payment for the 2020-2021 school year that is equal to the difference between their placement according to Idaho Code Section §33-1004B and the placement of other District teachers with an equivalent average experience level. This payment will be paid in 12 equal installments as part of the employee's regular paycheck.
9. Until evidence of education, experience, and completion of performance criteria has been provided by the teacher, he/she will be placed in the first cell (R1) on the Bonneville School District 93 Salary Schedule. Only semester credits, or the equivalent, earned after the degree and initial certification and before September 1, 2014 may be considered for placement on the salary schedule. Only official transcript credits and degrees on file with the Teacher Certification office of the State Department of Education and the Human Resources Office of Bonneville School District 93, earned at an institution of higher education accredited by a body recognized by the State Board of Education, shall be allowed.

B. Additional Education Compensation

1. Teachers with a Professional Endorsement or placement in the R3 rung who have earned twenty-four (24) or more credits after being awarded a baccalaureate degree will receive an additional salary amount as shown on the Career Ladder table above.
2. Teachers with a Professional Endorsement or placement in the R3 rung holding a master degree will receive an additional salary amount as shown on the Career Ladder table above.
3. To be eligible to receive the additional educational compensation, all credits and degrees earned must be in a relevant pedagogy or content area as determined by the State Department of Education. Teachers must submit an application with transcript(s) of earned credits to the District Office no later than September 1, 2020. Credits must be recognized by the state for funding purposes, pursuant to Idaho Code §33-1004.

C. Incentive Payments

1. Recertification reimbursement in the amount of \$300.00 shall be provided for each teacher of the School District. To be eligible for reimbursement, the teacher must submit the Recertification Laserfiche form to the Human Resources Office by July 1 of the renewal year and provide their renewed certificate before September 1st. Recertification reimbursement shall be included in the October payroll check.
2. An incentive payment in the amount of \$500.00 shall be paid to each teacher who submits a letter of retirement that has been approved by the Board of Trustees before February 15, 2021. The incentive payment shall be included in the March payroll check. Teachers who request to be released from their contract during the term of the contract are not eligible for this incentive payment.
3. The Association and the Board mutually agree to discuss other potential incentive payments including the ADA incentive included in the 2019-2020 Master Agreement.

APPENDIX B - Insurance and Benefits

A. Full-Time Teachers:

1. Effective September 1, 2020 through August 31, 2021, the Board agrees to pay the same amount for individual premiums for full-time teachers (1.0 FTE) as was paid in the 2019-2020 Master Agreement according to the following table: Each teacher qualifying for medical insurance will have the choice to continue on the Blue Cross PPO plan or change into the Blue Cross HSA plan. Teachers will be responsible to pay the Employee Contribution portion of the premium shown below, which is equivalent to the difference in premium costs from the 2019-2020 Master Agreement and the renewal cost of the plan for the 2020-2021 school year. The District will contribute the following amounts each month into the employee’s Health Saving Accounts for each teacher who opts into the HSA plan:

- Teacher only: \$146.50
- Teacher with full-time employed spouse: \$252.90

Benefit	Monthly Premium	District Contribution	Employee Contribution
Blue Cross PPO Employee Medical	\$830.80	\$764.05	\$66.75
Blue Cross HSA Employee Medical	\$617.55	\$617.55	\$0.00
Blue Cross PPO Two-Employees Medical	\$1375.30	\$1370.90 - \$1528.10	\$0.00
Blue Cross HSA Two-Employees Medical	\$1022.30	\$1022.30	
Employee Dental: Blue Cross	\$40.15	\$40.15	\$0.00
Employee Dental: Willamette	\$54.30	\$54.30	\$0.00
Employee Vision	\$8.10	\$8.10	\$0.00
Life Insurance	\$6.45	\$6.95	\$0.00
Long-Term Disability	Variable	Variable	\$0.00
Telemedicine program	\$0.00	\$0.00	\$0.00
Employee Assistance Program	\$1.62	\$1.62	\$0.00

B. Part-Time Teachers:

1. The Board agrees to provide the following employer-paid benefits for teachers with a 0.75 FTE or greater contract: (a) medical, dental, vision, and life insurance, (b) telemedicine program, and (c) Employee Assistance Program.
2. The employee contribution to benefits and the District contribution to Health Savings Accounts will be prorated according to the FTE calculation of the teacher's primary contract.
3. The Board agrees to provide the following employer-paid benefits for teachers with a .5 FTE or greater contract: (a) life insurance, and (b) the Employee Assistance Program.
4. Teachers working less than a .5 FTE contract are not eligible for employer-paid insurance benefits.

APPENDIX C - Supplemental Salary Schedule

Teachers contracted for extra duties listed in this extracurricular schedule by the administrator of their respective schools shall be paid in accordance with the provisions of this stipend schedule established below:

1. A "stipend" shall be defined as "compensation" which is received for coaching, and/or supervision of extracurricular activities or leadership responsibilities within the school or district outside of the regular teaching contract.
2. No teacher may hold more than three (3) of these positions during the school year unless approved by the Board of Trustees.
3. The stipend shall be paid only for the position it supports, and if not used, it will not be transferable for other uses.
4. Positions which are not utilized may be reinstated upon the recommendation of the building principal and the approval of the Superintendent and the Board of Trustees.
5. The following guidelines manage placement on the stipend schedule:
 - a. Position and allowable experience will be the factors in determining the exact placement on the stipend schedule.
 - b. If an assistant coach moves to a head coach position in the same sport, he/she will be placed on the head coach schedule at the appropriate experience level.
 - c. If an assistant coach moves to the head coach of another sport, he/she will be at placed on the head coach schedule at the beginning experience level.
 - d. Experienced coaches entering District 93 will be given placement on the stipend salary schedule according to their experience in schools governed by the Idaho High School Activities Association (IHSAA), National Federation of State High School Association (NFHS), National Junior Collegiate Athletic Association (NJCAA), or the National Collegiate Athletic Association (NCAA). Their experience must be in the area they will coach. Whenever a new sport or activity is sanctioned by the IHSAA and approved by the Board of Trustees, experience in coaching that activity as a competitive club at the same level will be considered as equivalent experience for the first three years of the activity's adoption by the Board.
6. An Extracurricular Pay committee shall be established on an annual basis.
 - a. The Committee shall be comprised of the following members:
 - i. Three (3) Administrators
 - ii. One (1) High School Teacher

- iii. One (1) Middle School Teacher
 - iv. One (1) Elementary Teacher
- b. A quorum consisting of at least four (4) of the six (6) members must be present to conduct business.
 - c. The teachers on the committee will be appointed by the Association.
 - d. The responsibilities of the committee will be to:
 - i. Review annually the comparative relationship, equity and balance among all extracurricular assignments, making recommendations to the Negotiating Teams where adjustments are deemed necessary for action.
 - ii. Make recommendations to the Negotiating Teams on the creation, deletion, and compensation rate changes of extracurricular positions. All new positions may be added at a 1% rate for one (1) year without inclusion in the Master Agreement. Those positions not added to the Master Agreement within one (1) year shall be eliminated.
7. Requests for stipend adjustments must be submitted to the Human Resources Office on or before the final day of the second trimester. Forms are available online at <https://lff.d93.k12.id.us/Forms/Stipend> .
8. The following duties shall be paid in accordance with the stipend schedule for the current year.
9. Supplemental contracts for all extracurricular assignments shall be issued for one-year after Board approval.
10. The amounts on the stipend schedule will be increased by the same average percentage increase to the teacher base salary schedule, as included in Appendix A.
11. For supplemental contracts for a single season activity, the stipend will be paid as a one-time payment at the conclusion of the season. All other supplemental positions will be paid in 1/3 increments with payments in November, March, and June.

High School Stipends

Activity	Position	Years of Experience		
		1-4	5-8	9 - more
Baseball	Varsity Head	\$3,090	\$3,570	\$4,275
	Varsity Assistant	\$2,025	\$2,260	\$2,735
	Junior Varsity Head	\$2,025	\$2,260	\$2,735
	Freshman Head	\$2,025	\$2,260	\$2,735
Boys Basketball	Varsity Head	\$3,805	\$4,400	\$5,230
	Varsity Assistant	\$2,500	\$2,855	\$3,445
	Junior Varsity Head	\$2,500	\$2,855	\$3,445
	Freshman Head	\$2,500	\$2,855	\$3,445
Girls Basketball	Varsity Head	\$3,805	\$4,400	\$5,230
	Varsity Assistant	\$2,500	\$2,855	\$3,445
	Junior Varsity Head	\$2,500	\$2,855	\$3,445
	Freshman Head	\$2,500	\$2,855	\$3,445
Cross Country	Varsity Head	\$2,260	\$2,610	\$3,090
	Varsity Assistant	\$1,195	\$1,425	\$1,665
Football	Varsity Head	\$3,805	\$4,400	\$5,230
	Varsity Assistant (4)	\$2,500	\$2,855	\$3,445
	Junior Varsity Head (3)	\$2,500	\$2,855	\$3,445
	Freshman Head (3)	\$2,500	\$2,855	\$3,445
Golf	Varsity Head	\$2,135	\$2,500	\$2,970
	Varsity Assistant	\$1,545	\$1,780	\$2,135
Boys Soccer	Varsity Head	\$3,210	\$3,680	\$4,400
	Varsity Assistant	\$2,375	\$2,735	\$3,210
Girls Soccer	Varsity Head	\$3,210	\$3,680	\$4,400
	Varsity Assistant	\$2,375	\$2,735	\$3,210
Softball	Varsity Head	\$3,090	\$3,570	\$4,275
	Varsity Assistant	\$2,025	\$2,260	\$2,735
	Junior Varsity Head	\$2,025	\$2,260	\$2,735
	Freshman Head	\$2,025	\$2,260	\$2,735
Summer Weights	Head Coach	\$1,895	\$2,135	\$2,610

Tennis	Varsity Head		\$2,260	\$2,610	\$3,090
	Varsity Assistant		\$1,545	\$1,780	\$2,135
	Junior Varsity Head		\$1,545	\$1,780	\$2,135
Swimming	Varsity Head		\$2,260	\$2,610	\$3,090
	Varsity Assistant		\$1,195	\$1,425	\$1,665
Track	Varsity Head		\$3,210	\$3,680	\$4,400
	Varsity Assistant	(5)	\$2,135	\$2,500	\$2,970
Volleyball	Varsity Head		\$3,210	\$3,680	\$4,400
	Varsity Assistant		\$2,375	\$2,735	\$3,210
	Junior Varsity Head		\$2,375	\$2,735	\$3,210
	Freshman Head		\$2,375	\$2,735	\$3,210
Wrestling	Varsity Head		\$3,570	\$4,045	\$4,755
	Assistant	(3)	\$2,260	\$2,610	\$3,090
Activity Director	Director		\$830	\$1,065	\$1,195
Ballroom Dance	Advisor		\$2,610	\$3,090	\$3,680
Broadcast Journalism	Advisor		\$2,375	\$2,735	\$3,210
Cheerleading	Varsity Head		\$3805	\$4200	\$5230
	Varsity Assistant		\$2500	\$2855	\$3445
	Junior Varsity Head		\$2500	\$2855	\$3445
	Freshman Head		\$2500	\$2,500	\$3445
Dance Team	Advisor		\$2,970	\$3,445	\$4,155
	Assistant Advisor		\$2,135	\$2,500	\$2,970
Debate	Advisor		\$2,735	\$3,090	\$3,805
	Assistant Advisor		\$1,780	\$2,025	\$2,500
Drama	Advisor		\$2,375	\$2,735	\$3,210
Hope Squad	Advisor		\$1,545	\$1,780	\$2,135
Instrumental Music	Director		\$3,680	\$4,155	\$4,990
	Assistant Director	(2)	\$1,665	\$1,895	\$2,260
Intramurals	Coordinator		\$830	\$1,065	\$1,195
Musical	Director		\$1,665	\$1,895	\$2,260
	Music Director		\$1,665	\$1,895	\$2,260

National Honor Society	Advisor		\$590	\$845	\$1,130
Newspaper	Advisor		\$2,375	\$2,735	\$3,210
District Events	Manager		\$2,735	\$2,735	\$2,735
District Events - BHS	Manager		\$1,545	\$1,780	\$2,135
Renaissance	Advisor		\$590	\$845	\$1,130
Robotics	Advisor		\$2,375	\$2,735	\$3,210
	Assistant Advisor		\$1,195	\$1,425	\$1,665
Scholastic Team	Advisor		\$1,425	\$1,665	\$2,025
Speech	Advisor		\$1,665	\$1,895	\$2,260
Student Government	Advisor		\$2,970	\$3,445	\$4,155
Summer Band Director	Director		\$590	\$845	\$1,130
Vocal Music	Advisor		\$2,610	\$3,090	\$3,680
School Website Manager	Manager		\$560	\$560	\$560
Weight Room/Fitness	Supervisor	(3)	\$1,250	\$1,605	\$1,850
Yearbook	Advisor		\$2,500	\$2,855	\$3,445

Middle School Stipends

Activity	Position		Years of Experience		
			1-4	5-8	9 - more
Boys Basketball	Head Coach	(2)	\$1,895	\$2,135	\$2,610
	Assistant	(1)	\$1,425	\$1,665	\$2,025
Girls Basketball	Head Coach	(2)	\$1,895	\$2,135	\$2,610
	Assistant	(1)	\$1,425	\$1,665	\$2,025
Cross County	Head Coach		\$1,250	\$1,605	\$1,850
	Assistant		\$830	\$1,065	\$1,195
Track	Head Coach		\$1,780	\$2,025	\$2,500
	Assistant	(4)	\$1,195	\$1,425	\$1,665
Volleyball	Head Coach		\$1,780	\$2,025	\$2,500
Wrestling	Head Coach		\$1,780	\$2,025	\$2,500
	Assistant		\$1,195	\$1,425	\$1,665
Activity	Director		\$1,780	\$2,025	\$2,500
Cheerleader	Advisor		\$1,895	\$2,135	\$2,610
	Assistant		\$1,425	\$1,665	\$2,025
Drama	Advisor		\$1,425	\$1,665	\$2,025
	Assistant		\$1,195	\$1,425	\$1,665
Hope Squad	Advisor		\$830	\$1,065	\$1,195
Instrumental Music	Director	(2)	\$1,425	\$1,665	\$2,025
Intramurals	Coordinator	(2)	\$830	\$1,065	\$1,195
Math Counts	Advisor		\$830	\$1,065	\$1,195
Odyssey of the Mind	Advisor		\$235	\$295	\$350
Junior Honor Society	Advisor		\$590	\$845	\$1,130
Student Government	Advisor		\$1,665	\$1,895	\$2,260
Vocal Music	Director		\$1,195	\$1,425	\$1,665
School- Website	Manager		\$560	\$560	\$560
Yearbook	Advisor		\$1,425	\$1,665	\$2,025

Elementary School Stipends

Activity	Position	Years of Experience		
		1-4	5-8	9 - more
After School Program	Director	\$1,130	\$1,130	\$1,130
Hope Squad	Advisor	\$560	\$560	\$560
School Website	Manager	\$560	\$560	\$560

*Assistant coaches for sports where males and females practice together but compete separately may be designated as a second Head Coach. One Head Coach will be designated as the Boys' Head Coach and one Head Coach will be designated as the Girls' Head Coach. These sports include Cross Country, Track, Swimming, Golf, and Tennis.

Previous Stipends

1. The following positions were previously included in the Stipend Agreement, but have been moved to Leadership Premiums:
 - a. School Technology Mentors (2)
 - b. Department Heads (High School:10)
 - c. State Testing Coordinators
 - d. RTI Team Members (High School:3)
 - e. Team Leader (Middle School:8)
2. The following positions were previously included in the Stipend Agreement, but were moved to contracted positions:
 - a. Athletic Trainers
 - b. First Aid Providers

Extended Working Year

	Additional Days
Elementary School Counselor	2
Secondary Media Center Specialist	3
Psychologist	5
High School Athletic Director	10
Social Worker	2
Speech/Language Pathologist	2
Middle School Counselor	15
High School Counselor	15

Career Technical Extended Working Year

Teachers holding Career Technical positions who believe they require additional days to complete their assigned duties may request an extension to the length of their contract year by filling out the Professional Technical Budget form and submitting it to the Professional Technical Education Coordinator for consideration.

Extended Working Day

All stipends, extended contracts, and special assignments are contracts on a yearly basis. Those assignments which are predicated on grant money, State professional technical or Federal money are subject to the availability of that funding.

For the 2020-2021 school year, the following positions will receive additional compensation in the amount of 5.5% of the teacher's salary for each instructional period they are assigned to teach beyond five (5) instructional periods per trimester. Additional instructional periods may be assigned before or after the regular school day or during the teacher's preparation periods.

- Auto Mechanics Instructor
- Auto Body Instructor
- Welding Instructor