

NEGOTIATED AGREEMENT

BETWEEN

**THE BOARD OF TRUSTEES
OF
ST. MARIES JOINT SCHOOL DISTRICT NO. 41**

AND

ST. MARIES EDUCATION ASSOCIATION

2020-2021

TABLE OF CONTENTS

TITLE		PAGE
STATEMENT OF POLICY		
ARTICLE I	LEGAL APPLICATION	4
ARTICLE II	RECOGNITION	4
ARTICLE III	ASSOCIATION SECURITY	4
ARTICLE IV	SCOPE	5
ARTICLE V	NEGOTIATING PROCEDURE	5
ARTICLE VI	AGREEMENT	6
ARTICLE VII	MEDIATION	6
ARTICLE VIII	RESTRICTION OF RIGHT TO STRIKE	6
ARTICLE IX	TEACHER PROTECTION	7
ARTICLE X	LEGAL DISPUTES	7
ARTICLE XI	GRIEVANCE PROCEDURE	7
ARTICLE XII	PROCEDURES FOR EVALUATION OF CERTIFIED EMPLOYEES	8
ARTICLE XIII	REDUCTION IN FORCE	8
ARTICLE XIV	LEAVES	9
ARTICLE XV	SALARY PAYMENT	15
ARTICLE XVI	SALARY SCHEDULE AND GENERAL PROVISIONS	15
ARTICLE XVII	EMPLOYEE INSURANCE	18

PROFESSIONAL NEGOTIATIONS AGREEMENT

The Board of Trustees of St. Maries Joint School District No. 41 and the St. Maries Education Association concur in the following statement of policy:

1. That education is a process requiring maximum utilization of the knowledge and opinion of professionally qualified personnel;
2. That the attainment of educational objectives of the School District requires a free and open exchange of views between the District's Board of Trustees and its staff of certified employees; and
3. That the welfare and best interests of the students of the School District are the primary concern of the School District's Board of Trustees and its certified employees, and such concern may be served by the establishment of effective channels and procedures of communication between the District's Board of Trustees and representatives of its staff of certified employees.

In recognition of the foregoing statement, the Board of Trustees of St. Maries Joint School District No. 41, St. Maries, Idaho, hereinafter called the "Board", and the St. Maries Education Association, St. Maries, Idaho, hereinafter called the "Association", do hereby agree, this 30th day of July, 2020, as follows:

ARTICLE I

LEGAL APPLICATION

This Agreement shall be governed and constructed according to the Constitution and laws of the State of Idaho.

The Board of Trustees for St. Maries Joint School District No. 41, hereinafter referred to as the "Board", and St. Maries Education Association, hereinafter referred to as the "Association" or "SMEA", recognize that the Board has certain authorities, powers, discretions, responsibilities and duties, that under the Constitution and laws of the State of Idaho, may not be delegated, limited, or abrogated by agreement with any party and the same are hereby reserved to the Board. If any provision of this Agreement, or any application of this Agreement to any certified employee covered hereby shall be found contrary to law, such provisions or 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 for the length and term of this Agreement.

As used herein, the term "certified" employees shall mean certificated employees as provided for in Idaho Code Sections 33-514, 33-514A, 33-515, and 33-515A.

All policies, practices, procedures, and customs which are not expressly modified or abrogated by the provisions of the Agreement or by any contract negotiated and entered into pursuant to this Agreement, shall remain in full force and effect.

ARTICLE II

RECOGNITION

In accordance with the applicable provisions of the Idaho Code, St. Maries Education Association (SMEA), will be the exclusive representative of all professional certified employees in St. Maries Joint School District No. 41 for the purposes of negotiations with the Board for the length of this Agreement. Upon Board of Trustees' request, SMEA shall be required to demonstrate to the District that it has been duly chosen and selected by fifty percent (50%) plus one (1) of the professional certified employees of the District, excluding administrative personnel, as their representative Association for negotiations.

The Association's process for obtaining authorization for representative status for the purposes of negotiations will be documented in writing and submitted in summary form to the Board of Trustees. For representation status for the purpose of negotiations, the subject certified employee need not be a member of SMEA.

ARTICLE III

ASSOCIATION SECURITY

1. No certified employees representing the Association shall suffer loss of pay while conducting Association business during working hours. To the fullest possible extent, Association business shall be conducted outside working hours.

2. The Board will support reasonable requests through the Administration for the use of school facilities by the Association.
3. The Board will withhold from professional employees' salaries and promptly remit to the Association all Association dues, such dues to be withheld ratably from each salary payment, unless the Association and the Board shall otherwise agree.

ARTICLE IV **SCOPE**

Pursuant to Idaho Code Section 33-1271, the Board of Trustees and the Association agree negotiations shall be done in good faith on those matters specified and mutually agreed to by both the Board and the Association and identified in any such Negotiated Agreement between the Board and the Association identified in said Agreement.

ARTICLE V **NEGOTIATING PROCEDURE**

The Board and the Association are entitled to enter into negotiations with respect to this Agreement, consistent with Idaho Code Sections 33-1271 through 33-1276. Negotiations shall be subject to the following requirements.

1. The Board, upon its own initiative, or the Association, so long as it provides written proof to the Board that it represents fifty percent (50%) plus one (1) of the professional certified employees of the District, excluding administrative personnel, may request negotiations regarding the interpretation or application of this Agreement. The Board or the Association may request negotiations be undertaken, by delivering written notice to the duly appointed representative of the other party.
2. The Board and the Association agree to undertake such good faith negotiations only as to matters pertaining to interpretation or application of this Agreement. It is the responsibility of the Board and the Association to clothe their negotiations representatives with the necessary power and authority to make and consider proposals, counter proposals, and conclude tentative agreements. All agreements shall be considered tentative until ratified by both the Board and the Association.
3. Accurate records or minutes of the proceedings shall be kept and shall be available for public inspection at the office of the District, during normal business hours. Both parties will read for clarification the draft minutes prior to continuing each subsequent meeting.
4. Joint ratification of all final offers of settlement shall be made by the Board and the Association in open meetings. Each party must provide written evidence confirming to the other party that a majority ratification has occurred.

ARTICLE VI **AGREEMENT**

When tentative agreement is reached, it shall then be made in writing and submitted for ratification to the Board and the Association. When approved by both parties in accordance with their respective procedures, it shall be signed by their respective representatives and shall be entered into the official minutes of the Board. Whereupon the Agreement shall be binding upon the Board and the Association, and the Board and the Association shall take all necessary action in order to give full force and effect to the Agreement.

If any tentative agreement shall not be ratified by either party, such agreement shall be referred to the negotiating representatives for further negotiations.

Articles which include language referring to Board policy shall refer to Board policy as written at the time of the current signed agreement.

Terms of this Agreement shall adhere to the provisions of Idaho Code Section 33-1275.

ARTICLE VII **MEDIATION**

In the event the Board and the Association in negotiations conducted pursuant to Article V of this Agreement are not able to come to an agreement upon the item or items submitted for such negotiations, then either party may request, in writing, that such item or items be submitted to mediation, in order to resolve the conflict. The Board and the Association may agree to the use of a particular mediator, but if no agreement can be reached on a mutual mediator, then the mediators nominated by each of the parties shall choose the mediator, who shall mediate the matter on behalf of the parties. Mediations shall take place within the District, at a location to be decided upon by the Board and the Association. Ratification of any mediated settlement shall take place in open meetings, and each party shall provide the other party with written notice that such ratification has occurred.

ARTICLE VIII **RESTRICTION OF RIGHT TO STRIKE**

The Association agrees that under no circumstances will it declare, authorize, sanction, condone, or acquiesce in any strike (as hereinafter defined) during the term of any contract negotiated pursuant to this Agreement, with respect to any issue covered by such contract; and the Association will take positive action to prevent participation in any such strikes by any of its members.

The Association further agrees that it will not declare, authorize, sanction, condone, or acquiesce or participate in any strike unless or until:

1. All procedures for the resolution of differences provided under this Agreement have been exhausted;

2. A specific proposal for such strike has been submitted to a vote of all professional certified employees of the District by written ballot and approved by the affirmative vote of a majority of all such certified employees; and
3. Not less than fifteen (15) days shall have lapsed following completion of compliance with subparagraphs (1) and (2) above.

“Strike”, as used in this Article, shall include any form of: slow-down, sit-in, concerted mass sickness, stoppage or curtailment of work, or interference with the operations of the School District by picketing, demonstrating, or any means whatever, when engaged in by a significant number of certified employees.

ARTICLE IX **TEACHER PROTECTION**

The Board hereby agrees that every professional certified employee of the Board shall have the right to freely organize, join, and support the Association for the purposes of engaging in negotiations. The Board agrees further that it will not directly or indirectly discourage, deprive, or coerce any professional certified employee in the employment of any rights conferred by the Idaho Statute relating to negotiations with professional certified employees of school districts, or this Agreement, nor discriminate against any professional certified employee with respect to terms and conditions of professional services by reasons of his or her membership in the Association, his or her participation in any activities of the Association, or negotiations with the Board or his or her institution of any grievance, complaint, or proceeding under this Agreement.

Pursuant to Idaho Code Section 44-2001 the Association or its members agree not to infringe or restrict the rights of any professional certified employee who is not a member of the SMEA.

ARTICLE X **LEGAL DISPUTES**

Jurisdiction and venue of any disputes between the Board and the Association which cannot be resolved through negotiations conducted under Article V, or mediation conducted under Article VII, shall be in the District Court of the First Judicial District, State of Idaho, Benewah County.

ARTICLE XI **GRIEVANCE PROCEDURE**

The Board and the Association agree that procedures for settling certified staff grievances be an orderly process within which solutions may be pursued. Further, that the procedures provide prompt and equitable resolution at the lowest possible administrative level. Additionally, that each certified employee be assured an opportunity for orderly presentation and review of grievances without fear of reprisal.

A grievance pursuant to Board Policy shall be a written allegation of a violation of Board-approved District policies or a written allegation of a violation of the Negotiated Agreement between the Board and SMEA.

The Certified Staff Grievance procedure shall be in accordance with Board Policy 402.03 – Certificated Staff Grievances, as written at the time of agreement, and applicable Idaho Code.

ARTICLE XII

PROCEDURES FOR EVALUATION OF CERTIFIED EMPLOYEES

The Board and the Association have a firm commitment to performance evaluation of District personnel, whatever their category and level, through the medium of a formalized system. The primary purpose of such evaluation is to assist personnel in professional development in achieving District goals and to assist with decisions regarding personnel actions. Board Policy applies to all certified employees, both student instructional personnel and non-instructional personnel.

Each certified employee shall receive at least one (1) written evaluation to be completed by no later than June 1st for each annual contract year of employment completed by the certified employee's respective building principal or building administrator and shall use multiple measures that are research based and aligned to the *Charlotte Danielson Framework for Teaching Second Edition*. The evaluation of certified employees shall annually include a minimum of two (2) documented observations, one (1) of which shall be completed prior to January 1st.

The evaluation of certified personnel procedure shall be in accordance with Board Policy 402.11 as written at the time of agreement – Evaluation of Certified Personnel and Idaho Code Section 33-514 – Issuance of Annual Contracts – Support Programs – Categories of Contracts – Optional Placement [Effective July 1, 2016], Idaho Code Section 33-515 – Issuance of Renewable Contracts [Effective July 1, 2016], and Idaho Code Section 33-518 – Employee Personnel Files, and Idaho Code Section 33-1001, Paragraph 12.

ARTICLE XIII

REDUCTION IN FORCE

The Board and the Association agree that the Board has the responsibility to maintain good public elementary and secondary schools and to implement the educational interest of the State, consistent with State and federal educational requirements, including District improvement plans, accreditation requirements, and other school-based issues. However, recognizing also that it may become necessary to eliminate certified staff positions in certain circumstances, Board Policy is adopted to provide a fair and orderly process should such elimination become necessary.

The Board has the sole and exclusive authority to determine the appropriate number of certified employees and to eliminate certified staff positions consistent with the provisions of the State

statutes. A reduction of certified employees may occur as a result of, but not be limited to, the following examples or from other conditions necessitating reductions:

1. Decreases in student enrollment
2. Changes in curriculum or programs
3. Staffing limitations of the District
4. Negative changes in the financial conditions of the District

The need for implementation of a Reduction in Force and/or the elimination of certified positions is left to the sole discretion of the Board, provided however, that no such decision shall be made until after completion of the written evaluation for each certified staff member and that the decision as to which certified employee(s) shall be subject to such reductions shall not be made solely on consideration of seniority or contract status.

The Board may choose to implement a Reduction in Force (RIF) through:

1. The elimination of an entire program or portions of programs;
2. The elimination of positions in certain grade levels only;
3. The elimination of positions by category;
4. The elimination of positions in an overall review of the District;
5. The elimination of a portion or percentage of a position(s) or any combination of the above;
6. Any combination of the above.

The reduction in force of certified personnel procedure shall be in accordance with Board Policy 402.13 as written at the time of agreement – Reduction In Force and Idaho Code Section 33-514 – Issuance of Annual Contracts – Support Programs – Categories of Contracts – Optional Placement [Effective July 1, 2016], and Idaho Code Section 33-515 – Issuance of Renewable Contracts [Effective July 1, 2016].

ARTICLE XIV

LEAVES

The Board and the Association agree that certified employees may be granted the following leaves upon approval from the appropriate building principal or administrator:

REASONS FOR TAKING LEAVE

Unpaid leave will be granted to eligible employees for any of the following reasons:

1. To care for the employee's child after birth, or placement of a child for adoption or foster care with the employee; or
2. To care for the employee's spouse, child, or parent (does not include parents in-law) who has a serious health condition; or

3. For a serious health condition that makes the employee unable to perform the employee's job; or
4. For any qualifying exigency arising out of the fact that a spouse, son, daughter, or parent of the employee is on active duty status, or has been notified of an impending call to active duty status, in support of a contingency operation.

SUBSTITUTION OF PAID LEAVE

Paid leave will be substituted for unpaid leave under the following circumstances:

1. Accumulated sick or personnel leave will be utilized concurrently with any FMLA leave that is taken for a serious health reason as described in 2 or 3 above;
2. Accumulated vacation or personal leave will be utilized concurrently with any FMLA leave that is taken for a family reason as described in 1 above;
3. Accumulated sick leave will be utilized concurrently with FMLA leave whenever the FMLA leave is taken for reasons which qualify for sick leave benefits pursuant to District policy; and
4. Whenever appropriate workers' compensation absences shall be designated FMLA.

PERSONAL LEAVE:

Two days of personal leave will be available to each certified employee. Reasonable advance notice to the principal is required along with the certified employee's reason for taking leave, and subject to substitute availability, and not more than two (2) certified employees from any building may be absent on personal leave any day, except for an emergency.

In the event that a certified employee is assigned lunch duty of at least twenty (20) minutes duration by their building administrator, said certified employee shall receive one (1) personal leave day for each completed twenty-two (22) lunch duty assignments. It will be the certified employee's responsibility to complete and maintain records associated therewith on the appropriate District-created form and to properly submit the same to the District Office on the 10th day of each month, or the Friday before the 10th day of each month if the 10th falls on a week-end.

Personal leave may not be taken on the day(s) immediately prior to or immediately following scheduled vacations or holidays, without administrative approval based upon proper justification.

Certified employees who do not use their current year's personal leave will be compensated at the end of the school year at the average rate of substitute teacher pay, for each unused current year personal leave day, not to exceed two (2) days, unless employee elects to accumulate.

Unused personal leave may be accumulated to a total of ten (10) days; subject to the following limitations:

- A. Unless administration approval is obtained in advance, not more than five (5) days of personal leave (accumulated or current) shall be used consecutively or within one (1) semester; and
- B. Any certified employee desiring to accumulate personal leave in any school year shall, before June 1 of each year, notify the administration in writing of such certified employee's election to accumulate, which election shall be binding and irrevocable for the school year in which made; and
- C. No certified employee shall be compensated at the end of the school year for any unused leave which such certified employee has elected to accumulate.

Certified employees who have given formal notification that they will retire at the end of the school year will be eligible to be compensated at the end of their employment at the average rate of substitute teacher pay, for up to and including seven (7) unused personal leave days.

Personal leave shall only be accrued and used during the regular school year as determined by the Board of Trustees. Temporary employment during the summer months when school is not in session does not qualify for use or accrual of personal leave time.

ASSOCIATION LEAVE:

Ten (10) days of "Association Leave" will be available during the current school year for members to participate in Association business and State meetings such as "delegate assembly". The approval process for Association Leave will conform to those required for "Professional Leave" and Board Policy. No more than two (2) total certified staff members may be absent from any one building for Association Leave on any one day. Reimbursement for the cost of all substitutes supporting Association Leave shall be the responsibility of the Association.

SICK LEAVE:

Upon approval of the Superintendent, certified employees shall be granted use of their sick leave at full pay for serious illness in the immediate family (spouse, children, brother, sister, mother, father, or anyone for whom they are the legally-appointed primary caregiver.)

Sick leave will be documented using .5 hour (1/2 hour) increments equal to the amount of sick leave used during a regular contract day.

Certified employees may be required to provide proof of illness in a form adequate to protect the District from any employee abusing sick leave through such actions as malingering or false claims of illness.

If a request of any certificated employee to provide such proof is made, the employee shall provide written documentation from a licensed health care provider as to the illness and/or necessity of the employee to be absent from work.

ACCUMULATED SICK LEAVE:

Certified employees are able to access sick leave data through the District's electronic Skyward Human Management System.

Sick Leave shall accumulate at the rate of one (1) day for each month of service or major portion thereof, with no limitations upon the maximum accumulation of unused days. Each certified employee who completes full-time service for the school year shall accumulate ten (10) days of sick leave.

SICK LEAVE BANK:

The Board has established a St. Maries Joint School District No. 41 Sick Leave Bank controlled by the following philosophy and regulations.

SICK LEAVE BANK PURPOSE:

The purpose of the Sick Leave Bank shall be to provide certified employees who qualify for membership in the Bank with additional sick leave days needed to recover from personal illnesses which cause absence from work and loss of all accumulated personal sick leave. The Bank shall not be used as a reserve for time lost due to short-term illnesses which would normally be covered by the employee's accumulated sick leave or pre-existing illness or condition prior to membership, nor for the time lost due to illness in the family, bereavement, or for purposes other than personal illness.

SICK LEAVE BANK ADMINISTRATION:

The Sick Leave Bank shall be administered by the Sick Leave Council in conformance with the Sick Leave Council regulations set forth in Board Policy. The Sick Leave Council shall be composed of two (2) administrators and a certified employee from each of the following school buildings: Heyburn Elementary School, St. Maries Middle School, UpRiver School, and St. Maries High School, one of which shall be a member of the St. Maries Education Association. In the event of a tie vote by the Sick Leave Council, the Superintendent shall cast the deciding vote.

SICK LEAVE BANK ELIGIBILITY:

Certified employees who have accumulated one (1) or more days of personal sick leave as defined by Idaho Code Sections 33-1216 and 33-1217, shall be eligible for membership in the Sick Leave Bank.

SICK LEAVE BANK MEMBERSHIP:

Certified employees who donate one (1) day of accumulated sick leave to the Sick Leave Bank shall be members of the Bank and eligible for its services.

In the event the Sick Leave Council assesses additional days to keep the Bank solvent, a member must donate the required additional day to continue his/her membership in the Bank.

SICK LEAVE BANK ENROLLMENT:

The enrollment period shall be from the first day of school through September 30 of each year.

The certified employee must donate one (1) day of personal sick leave to the Bank during an enrollment period to become a member and, when necessary, members must donate one (1) day if the Sick Leave Bank falls below sixty (60) percent of maximum capacity. During the first year of membership only, a certified employee will not be required to donate one (1) day if the Sick Leave Bank falls below sixty (60) percent of maximum capacity to continue membership.

When a member draws from the Sick Leave Bank, they will be required to donate one (1) day of accumulated sick leave the following year to continue membership.

Days donated to the Sick Leave Bank shall be non-returnable to the donor as accumulated personal sick leave in the event of loss of Bank membership or separation or transfer from the District.

SICK LEAVE BANK MAXIMUM CAPACITY:

The Sick Leave Bank shall accumulate unused Bank days from year to year to a maximum capacity which shall not exceed one hundred ninety (190) days.

SICK LEAVE BANK MAXIMUM WITHDRAWAL:

The maximum number of days that shall be available for withdrawal for certified employee use in any one (1) year shall not exceed the Bank's maximum capacity as defined in Maximum Capacity above. The maximum number of days available for any one (1) individual per school year shall not exceed ninety-five (95) days.

SICK LEAVE BANK EMPLOYEE USE:

Members of the Sick Leave Bank shall conform to the following regulations when requesting use of Bank days:

1. The certified employee, or the certified employee's representative when the certified employee is physically incapable, shall secure written evidence from the District Office that:

- A. All accumulated sick leave has been used; and
 - B. He or she has purchased five (5) days of substitute teacher salary making him or her eligible to apply for use of Sick Leave Bank days.
2. The certified employee, or the certified employee's representative when the certified employee is physically incapable, shall secure written proof of illness adequate to protect the District against malingering and false claims of illness as provided by Idaho Code Sections 33-1216 and 33-1218.
 3. The certified employee, or the certified employee's representative when the certified employee is physically incapable, shall secure written notification of the certified employee's back-to-work date. If return to work is on a half-day basis, the certified employee's doctor must so specify on the back-to-work notification. If prolonged illness requires subsequent related periodic visits to the doctor or medical facility during school time, the doctor must so specify.
 4. The certified employee's representative shall forward the above necessary documents to the Sick Leave Council in writing within three (3) working days of receipt of Items 1, 2, and 3 above.
 5. The Sick Leave Council shall give full consideration to the certified employee's representative's recommendation and to the accompanying statements and shall make a final approval or disapproval of the request in full or in part in writing to the certified employee within three (3) working days of receipt of items 1, 2, 3, and 4 above.
 6. In the event the Superintendent must cast a tie-breaking vote, he or she shall notify the certified employee within three (3) working days of his or her decision.
 7. If the certified employee's request is approved, immediate transfer of the approved number of days from the Sick Leave Bank to the certified employee shall be made.
 8. Except as provided in subparagraph 9, each unrelated prolonged illness must be preceded by five (5) days substitute paid leave before the same certified employee is eligible to draw on the Sick Leave Bank again in the same school year. Total days drawn cannot exceed ninety-five (95).
 9. In the event of a recurring long-term illness, it shall not be required that the certified employee purchase an additional five (5) days of substitute paid leave before receiving additional days from the Sick Leave Bank. Total days drawn cannot exceed ninety-five (95).

MATERNITY LEAVE:

Certified employees may use sick leave for long-term illness or temporary disability, and upon the expiration of sick leave, the Board or its designee may grant eligible employees leave without pay if requested. Medical certification of the long-term illness or temporary disability may be required at the Board's discretion or its designee.

Long-term illness or temporary disability shall be construed to include pregnancy, miscarriage, childbirth and recovery therefrom. Maternity leave includes only continuous absence immediately prior to delivery, absence for delivery, and absence for post-delivery recovery, or continuous absence immediately prior to and in the aftermath of miscarriage or other pregnancy-related complications. Such leave shall not exceed six (6) weeks unless prescribed by a physician.

ARTICLE XV **SALARY PAYMENT**

Annual salary of certified employees will be paid in twelve (12) equal payments. If the certified employee faithfully complies with and fully performs the provisions of his or her contract, then said annual compensation shall be paid in the following manner, to wit: One twelfth (1/12) to be paid on the twentieth (20th) day of September and the remainder of said sum to be paid in eleven (11) equal installments on the twentieth (20th) day of each calendar month thereafter until twelve (12) payments have been paid. If the twentieth (20th) of the month falls on a Saturday or Sunday or on Monday when Monday is a holiday, then said payment will be made on the preceding Friday.

ARTICLE XVI **SALARY SCHEDULE AND GENERAL PROVISIONS**

1. The 2020-2021 Certified Salary Schedule is as follows:

CERTIFIED SALARY SCHEDULE

2020-2021			
	BA	BA + 24	MA
RP1	40,000		
RP2	40,000		
RP3	40,000		
P1	40,000	42,000	43,500
P2	41,008	43,008	44,508
P3	42,033	44,033	45,533
P4	42,460	44,460	45,960
P5	43,733	45,733	47,233
P6	45,154	47,154	48,654
P7	45,813	47,813	49,313
P8	46,455	48,455	49,955
P9	48,194	50,194	51,694
P10	48,845	50,845	52,345
P11	50,721	52,721	54,221

	BA	BA + 24	MA
L1	51,421	53,421	54,921

L2	52,148	54,148	55,648
L3	53,257	55,257	56,757
L4	54,367	56,367	57,867
L5	55,330	57,330	58,830
L6	57,589	59,589	61,089

Certified staff placed in L6 and having a Masters plus 36 credits or ES degree shall be paid an additional education allowance of \$600.00.

To recognize certified staff that have completed fifteen (15) or more continuous years of certified employment with St. Maries Joint School District No. 41, an additional longevity allowance shall be paid as follows:

15-19 years	\$400.00
20-24 years	\$600.00
25-29 years	\$800.00
30+ years	\$1,000.00

No movement will be made from the professional rung to the legacy rung.

New hire placement on the 2020-2021 Certified Salary Schedule is outlined in Appendix A.

There will be deferred vertical salary schedule movement for 2020-2021 year. This year of non-movement will be reviewed during the 2021-2022 negotiations.

College credits earned (1) after receiving an Idaho Educational Credential, (2) at an accredited college, and (3) in a related teaching field, may be used for educational advancement on the Certified Salary Schedule.

2. In District Credits earned after June 30, 1998 can be used for recertification only.
3. Certified employees planning to advance on the salary schedule through additional credits or degrees must notify the Superintendent of Schools, in writing, no later than May 1 or as promptly thereafter as reasonably possible of their intention to work toward advancement on the schedule. All course work for advancement on the schedule must be completed prior to September 1. Proof of credit by official transcript must be received by the Superintendent of Schools by October 31st due to advancement on the salary schedule.
4. At least one (1) Association member shall be considered for membership on the District's Leadership Premium Committee. No Leadership Premiums will be allocated during the 2020-2021 school year. Participation on building and District committees shall be voluntary for certificated employees if scheduled outside of regular contract hours.
5. The Board and the Association agree that school activities are dynamic with changes in programs based on the level of student interest and participation, and available fiscal

resources. Therefore, the Board and Association agree that based on building principal or administrator recommendations regarding the programs to be offered and the extent of the work associated with each program, the following extra responsibilities shall be compensated by the following additional payments:

**2020-2021 EXTRA/CO-CURRICULAR COACHING/ADVISOR
SALARY SCHEDULE**

ST. MARIES JOINT SCHOOL DISTRICT NO. 41 YEARS OF EXPERIENCE	COLUMN A	COLUMN B	COLUMN C
0	2,926	2,163	1,654
1	3,028	2,239	1,712
2	3,130	2,315	1,770
3	3,232	2,391	1,828
4	3,334	2,467	1,886
5	3,436	2,543	1,944
6	3,538	2,619	2,002
7	3,640	2,695	2,060
8	3,742	2,771	2,118
9	3,844	2,847	2,176
10	3,946	2,923	2,234
11	4,048	2,999	2,292
12	4,150	3,075	2,350
13	4,252	3,151	2,408
14	4,354	3,227	2,466
15 years or more	4,456	3,303	2,524

High School Activities Director, High School Head Coach
Positions – Football, Basketball, Wrestling, Volleyball,
Baseball, Golf, Track, Softball, High School Cheerleader
Advisor, High School Drama Advisor, BPA Advisor, High
School Robotics Advisor

Column A

High School Assistant Coach Positions – Football, Volleyball,
Basketball, Wrestling, Track, Baseball, Softball, Music
Advisor

Column B

Middle School Coaches, Middle School Activities Director,
High School Annual Advisor, High School C Squad Coaches,
Middle School Annual Advisor at sixty-five percent (65%)

Column C

There will be no vertical Salary Schedule movement for 2020-2021.

No prior experience outside of St. Maries Joint School District No. 41 will be recognized for years of experience for placement on the Extra/Co-Curricular Coaching/Advisor Salary Schedule.

In the event a program is cancelled due to lack of student interest and participation, or due to a national health care crisis, the Board and Association agree the certified staff member involved shall be compensated on a prorated basis equal to the amount of time served.

It is recognized that High School class advisors provide time-consuming and beneficial services to the students they serve, particularly in the Junior and Senior years. Said advisors, of whom there normally are two (2) or three (3) per class, advise the same group of students as they progress from their Freshman through Senior years.

It is agreed that no more than three (3) advisors for each High School class shall be paid Two Hundred Dollars (\$200.00) each per year for advising the Freshman and Sophomore classes, and Three Hundred Dollars (\$300.00) each per year for advising the Junior and Senior classes.

It is agreed that no more than one (1) advisor per each Middle School grade level shall be paid Two Hundred Dollars (\$200.00) each per year for advising the sixth, seventh, and eighth grade levels.

ARTICLE XVII **EMPLOYEE INSURANCE**

For full-time certified employees who work at least thirty-six (36) hours per week, St. Maries Joint School District No. 41 will pay for one hundred percent (100%) of the employee's insurance premiums for medical, vision, and dental insurance. In addition, if the certified employee elects dependent insurance coverage, the School District will pay for fifty percent (50%) of eligible dependent medical, vision, and dental insurance premiums.

For part-time certified employees who work at least twenty (20) hours per week, and less than thirty-six (36) hours per week, St. Maries Joint School District No. 41 will pay one hundred percent (100%) of the certified employee's insurance premiums for medical, vision, and dental insurance. If the certified employee elects dependent insurance coverage, the certified employee will be responsible for any and all dependent insurance premiums.

The School District's medical insurance plans will be as follows, with eligible certified employees choosing between Option 1 or Option 2:

OPTION 1: HBlueN2
\$750 Prescription Deductible

OPTION 2:
BValue \$500-90%, \$500

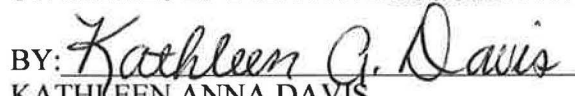
The School District's vision insurance plan will be Blue Cross SWS VSP Plan I.

The School District's dental insurance plans will be (1) Blue Cross Dental Blue Connect or (2) Delta Dental Option 1. Eligible certified employees can choose between one (1) of the two (2) listed plans.

DATED this 30th day of July, 2020.

ST. MARIES JOINT
SCHOOL DISTRICT NO. 41
BOARD OF TRUSTEES

BY: 
JODY RAY HENDRICKX
BOARD CHAIR

ST. MARIES EDUCATION ASSOCIATION
BY: 
KATHLEEN ANNA DAVIS
CO-PRESIDENT

BY: 
JACQUELINE NADINE JOHNSON
CO-PRESIDENT

Appendix A: 2020-2021 Certified Salary Schedule Placement for Experienced New Hires

New Staff with experience will be placed on the 2020-2021 Certified Salary Schedule as follows:

Determine placement on 2016-2017 Certified Salary Matrix (shown below) based on years of completed contracted experience and education as of August 31, 2016. Only additional credits earned after initial state teacher certification will be recognized. This placement is mapped to the 2017-2018 grid. For placement on the 2020-2021 schedule, advance one row for each year of contracted experience for 2017-2018 and 2018-2019. 2019-2020 experience is deferred to align with the 2020-2021 Negotiation agreement with current certified staff.

2016-2017 Certified Salary Matrix								2017-2018 Grid	2020-2021
Completed				MA	MA + 12	MA + 24	MA + 36		
Contracts	BA	BA + 12	BA + 24	BA + 36	BA + 48	BA + 60		RP2	RP2
1	RP2	RP2	RP2	RP2	RP2	RP3	P1	RP3	RP3
2	RP2	RP2	RP2	RP2	RP3	P1	P2	P1	P1
3	RP2	RP2	RP2	RP3	P1	P2	P3	P2	P1
4	RP2	RP2	RP3	P1	P2	P3	P4	P3	P1
5	RP2	RP3	P1	P2	P3	P4	P5	P4	P2
6	RP3	P1	P2	P3	P4	P5	P7	P5	P3
7	P1	P2	P3	P4	P5	P7	P9	P6	P4
8	P2	P4	P4	P5	P7	P9	P10	P7	P5
9	P3	P5	P5	P7	P9	P10	P11	P8	P6
10	P3	P6	P7	P8	P10	P11	P12	P9	P7
11	P3	P6	P7	P8	P10	P11	P12	P10	P8
12	P3	P6	P7	P8	P10	P12	P12	P11	P9
13+	P3	P6	P7	P8	P10	P12	P13	P12	P10
								P13	P11