

NEGOTIATED AGREEMENT

BETWEEN THE

BEAR LAKE ASSOCIATION

AND THE

BEAR LAKE SCHOOL DISTRICT NO. 33

BOARD OF TRUSTEES

2021-2022

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ARTICLE I

NEGOTIATED AGREEMENT

1. This NEGOTIATED AGREEMENT is entered into this 15th day of June, 2021, by and between the BEAR LAKE EDUCATION ASSOCIATION, hereinafter called the “ASSOCIATION”, as the exclusive representative of all teachers in the Bear Lake County School District #33, and SCHOOL DISTRICT #33, of BEAR LAKE COUNTY, IDAHO, acting by and through the “BOARD”, and its successor Boards.

WITNESSETH

2. WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of School District #33 is their mutual concern and that the character of such education depends predominantly upon the quality of the teacher service, and WHEREAS, the members of the teaching profession are particularly qualified to assist in formulating policies programs designed to improve education standards, and WHEREAS, the Board has a statutory obligation, pursuant to IDAHO CODE, to negotiate with the Association as the representative of its professional employees as set forth in Article I, Section A of this Negotiated Agreement, and WHEREAS, the Board and the Association have reached certain understandings which they desire to confirm in this Negotiated Agreement. In consideration of the following mutual covenants, it is hereby agreed to as follows:

ARTICLE II

The District will provide a short term disability policy for all certificated teachers.

ARTICLE III

LEAVE OF ABSENCE

Personal Leave

1. At the beginning of every school year, each teacher shall be credited with two (2) days of personal leave. In addition, each teacher shall be allowed three (3) supplemental personal leave days with a payroll deduction of the current daily rate paid for substitutes. A personal leave day may be used for any purpose at the discretion of the teacher. A teacher planning to use a personal leave day or days shall notify his principal as early as possible, but in any event at least twenty-four (24) hours in advance, except in cases of emergency. Personal leave days may not be used during the first or last week of school or the day preceding or the day following a school holiday except by special permission of the Superintendent. Personal days will be allowed to rollover for one or both unused personal days from one year to the next, not to exceed a total of 4 personal days in any given year. If a teacher chooses this option, the teacher must make this request to the district no later than June 30 and the teacher will not receive the usual payment in

August for the unused days. If the days are not used after the 2nd year, the teacher will then be compensated for the 2 expired days in the August paycheck. In addition, a bonus of \$150.00 will be paid any teacher who misses 3 working days, or less, per year, exclusive of professional and/or association leave. Both payments will be made in the August check.

2. Sick Leave

At the beginning of every school year, each teacher shall be credited with ten (10) days of sick leave. Sick leave may be accumulated without any limit on total days. Such leave may be used for absences caused by illness, injury, poor health, quarantine, or physical disability of the teacher or member of the teacher's family.

ARTICLE IV

INSURANCE

The Board agrees to furnish teachers, the following insurance protection:

1. The Board of Trustees shall provide a health care plan and carrier mutually agreeable between the Board and the Association. The 2021-2022 costs for employees working a full (100%) contract are as follows:

PPO Plan

	<u>Monthly Insurance Cost</u>	<u>Employee Pays Monthly</u>
Employee Only	\$551.40	\$25.00
Employee & Spouse	\$1166.70	\$237.32
Employee & Child	\$838.20	\$146.92
Employee & Children	\$971.00	\$186.83
Employee, Spouse & Children	\$1374.70	\$307.95

HSA Plan

	<u>Monthly Insurance Cost</u>	<u>Employee Pays Monthly</u>	<u>District Contribution to HSA Monthly / Yearly</u>
Employee Only	\$ 526.80	\$25.00	\$82.97 / \$995.64
Employee Spouse	\$ 1114.60	\$237.32	\$118.32 / \$1419.84
Employee & Child	\$ 800.70	\$146.92	\$98.87 / \$1186.44
Employee & Children	\$ 927.60	\$186.83	\$106.17 / \$1274.04
Employee, Spouse & Children	\$1313.30	\$307.95	\$128.57 / \$1542.84

Teachers who are working a full (100%) contract are qualified for full single insurance coverage including dental, and will also be offered family insurance coverage at the above costs.

Teachers who are working less than a full (99.9% or less) contract but at least a half (50%) contract are entitled to single party coverage without dental.

Teachers who are working less than half (up to 49% or less) of a contract are not entitled to any insurance coverage.

2.The Board will permit those individuals who are members of the certified staff and who retire before they are 65 an opportunity to continue to be insured by the district's policy as long as the individuals pay their own premiums (unless covered by provisions of the early retirement plan) and the practice is permitted under the rules and regulations of the carrier that we are using for insurance at any given time.

3.Dental Insurance - The Board of Trustees shall provide a dental care plan and carrier. This plan shall be for a twelve-month period for qualified employees and their eligible dependents. Employees will pay the difference between Willamette Dental (Dental Blue Connect) and Blue Cross Dental plans if they choose to continue with the Willamette Dental Plan.

4.Life Insurance - \$50,000.00 for each teacher.

5.Employees may choose between enrollment in the Select Health PPO plan or Select Health HSA plan.

6.If the employee chooses the PPO Plan they will be responsible for the first \$500.00 of the \$2,000 deductible and the District will then reimburse the employee 80% of any costs up to the \$2,000 deductible based on the EOBs. Drug costs and office visit copays are not included in figuring the out-of-pocket or deductible expense. Reimbursement will be claimed by the employee with the supporting documentation.

7. Co-pays will be \$30 per regular office visit/\$50 per specialist office visit

ARTICLE V

CLASSROOM SUPPLY BUDGET

1.The district will provide a classroom budget of \$350/FTE to each building to be distributed at the discretion of the building principal. Any application processes, deadlines, etc., will be handled at each building as the principal sees fit. These monies will not be rescinded at the end of the year.

ARTICLE VI

EVALUATION PROCEDURES

Policy 5340 will remain as written and agreed upon for the duration of the negotiated agreement unless state law changes requiring a change to the policy during the agreement duration.

ARTICLE VII

SCIENCE, ART, MUSIC

The District will provide a one-time fund of \$30,000 to school to be spent on Science, Art, and Music supplies, projects and for the maintenance or replacement of equipment. A committee will be formed with positions mutually agreeable to both the Association and the District. This committee will meet one time only to make funding distributions.

ARTICLE VIII

EFFECT OF AGREEMENT

1. Duration The provisions of this agreement will be effective as of July 1, 2021, and will continue and remain in full force and effect until June 30, 2022.

APPENDIX A

BEAR LAKE COUNTY SCHOOL DISTRICT #33 CERTIFIED SALARY SCHEDULE

CAREER LADDER SCHEDULE

	BA	BA+24	MA
RP1 (1)	\$40,369	\$42,369	\$43,869
RP2 (2)	\$40,990	\$42,990	\$44,490
RP3 (3)	\$41,611	\$43,611	\$45,111
P1 (4)	\$42,991	\$44,991	\$46,491
P2 (5)	\$44,836	\$46,836	\$48,336
P3 (6)	\$46,681	\$48,681	\$50,181
P4 (7)	\$48,526	\$50,526	\$52,026
P5 (8)	\$50,370	\$52,370	\$53,870
AP1 (9)	\$52,734	\$54,734	\$56,234
AP2(10)	\$53,207	\$55,207	\$56,707

**Based on semester hours.

- All new hires with a BA+24 or MA will start in the appropriate column.
- No teacher will be paid less than they were the previous school year.
- Salaries will be as per salary schedule. Teachers are responsible to meet all requirements as set forth in Idaho Law and any governing policy as well as providing all data not readily available to the District in order to advance to the AP1 level and beyond. In accordance to State funding requirements, if a teacher has met the Advanced Professional level and then fails to qualify any subsequent year they will be frozen at their salary cell from the previous year (the last year they qualified). Teachers that qualified for any AP step and then were frozen may continue to move forward on the AP steps once they qualify by state requirements again. A teacher must meet all state requirements in order to move to the Professional Step (P1) on the salary schedule.

APPENDIX B

SCHEDULE OF EXTRA PAY			
<u>ASSIGNMENTS</u>	<u>HIGH SCHOOL</u>	<u>ASSIGNMENTS</u>	<u>MIDDLE</u>
<u>SCHOOL</u>			
Head Basketball, Boys\Girls	12%	8 th Boys \ Girls Basketball	7.1%
(2)Asst.Basketball,Boys\Girls	8%	7 th Boys \ Girls Basketball	7.1%
Head Football, Boys	12%	8 th Football	7.1%
(4) Asst. Football, Boys	8%	7 th Football	7.1%
		(1) Asst. Football	4.2%
Head Wrestling, Boys	12%	Head Wrestling	6.6%
Assistant Wrestling	8%	Assistant Wrestling	4.1%
Head Track	11%	Boy's Track	6.4%
(3) Assistant Track	5%	Girl's Track	6.4%
Head Golf	6%	(2) Assistant Track	4.2%
Assistant Golf	4%		
Head Baseball	12%		
Assistant Baseball	8%		
Head Softball	12%		
Assistant Softball	8%		
Head Volleyball, Girls	12%	8 th Girls Volleyball	7.1%
(2) Asst. Volleyball, Girls	8%	7 th Girls Volleyball	7.1%
Summer Weight Program	5%		

APPENDIX B

Cont'd

Head Cross Country	6%	Cross Country	4.2%
Asst. Cross Country	4%	Asst. Cross Country	3%
Activity Director	18%	Activity Director	9.7%
Student Council Advisor	8%	Student Council Advisor	1%
Fundraiser Coordinator	2%		
Scholastic Coach	7%		
Pep Band Advisor	10%		
Show Choir Advisor	7%		
Drill Team Advisor	10%		
Cheerleader Advisor	12%	Cheerleader Advisor	8%
Asst. Cheerleader Advisor	4%		
FFA Advisor	2%		
Drama	9%	Drama (Max 6% per year) Minor Prod.	3%

*The District may alter or split percentages as needs change as long as the total overall percentages are not affected. The District also reserves the right to not fill positions as it deems necessary.

- Extra pay is based on years of coaching, or supervising, experience in the District. However, upon formal action of the Board, the District may grant actual years of experience outside the District. In either case a maximum of seven years' experience will be allowed. A change of assignment within the same general area (coaching for example) will not require a teacher to drop back to step one. An assignment in a new area (yearbook to cross country for example) will require the teacher to begin on step one.
- If a position is shared by two or more teachers, the pay will be determined by their average years of experience and placement on Lane One. The total pay will then be divided between them on the basis of responsibility each shares for the position.
- All contracts for extra pay assignments will be in accordance with Idaho Code 33-515A.

Year	Salary
1	\$25,362
2	\$26,313
3	\$27,299

4	\$28,323
5	\$29,385
6	\$30,487
7	\$31,631

APPENDIX C

SIGNATURES

This Agreement is signed this 15th day of June, 2021, and shall be binding upon the parties.

IN WITNESS THEREOF:

For the Association:

President

Secretary

For the Board:

Chairperson

Clerk