

2021 – 2022 Negotiated Agreement

Butte County School District #111
Board of Trustees

The Butte County Education Association

Effective July 1, 2021 – June 30, 2022

Process

- This Agreement is negotiated pursuant to the provisions of sections 33-1271 through 33-1276, Idaho Code.

Salary

- The Butte County School District will adopt the State Career Ladder Allocation as the certificated salary schedule for 2021-2022.
- Certificated staff not allocated a 3.0% raise over their 2020/2021 contract will receive an increase in an amount to equal to a 3.0% raise. This raise will be dispersed over the twelve months of the employee's contract.

Education Allocation

- Certificated staff with professional endorsements will receive the funds allocated to the district for their education level as outlined on the Career Ladder. Such salary funds will be dispersed over twelve months of the employee's contract.

Medical Insurance

- The Butte County School District will cover all full-time (30 hours per week or more) employee costs for renewing the current Blue Cross medical insurance plan.
- Policy consisting of \$1000 Deductible, 20% coinsurance, \$2500 OPM.
- The District will offer coverage for employee's children through the same policy.
 1. The employee will be responsible for the entire child premium amount.
- Employee's spouses are not eligible for coverage.

Life Insurance

- The Butte County School District will cover all full-time (30 hours per week or more) employee costs for life insurance.
- \$20,000 Benefit

Flex Monthly Fee

- The Flex Monthly Fee will be paid by the district for those employees using Flex Reimbursement.

Personal Leave

- All full-time certificated staff will be granted three Personal Days.
- Full-time certificated staff may choose to carry over one Personal Day with written notice given to the business manager by May 31st.
- Up to three days of unused Personal Days may be cashed out at the rate of \$65 per day.
- A full-time certificated employee may use a maximum of four Personal Days, providing she or he has banked a day from the previous year.
- Certificated staff may purchase two additional Personal Days at the rate of \$100 per day. If such employee requires more than two additional days, they will take them without pay.
- The building administrator will oversee the scheduling of Personal Days.
- Employees will use the District's Leave Request form.

Sick Leave

- All full-time certificated staff will be granted ten Sick Leave days. Sick leave days can be accrued with no cap.

Classroom Supply Money

- Each certificated classroom teacher will receive \$225.00 for use in their classroom. The amount will be prorated per FTE.
- Teachers shall submit receipts or purchase orders to the District Business Manager for reimbursement no later June 1st, 2022.
- Money allocated by the district and not claimed by staff by June 1st will be returned to the general fund.
- For clarification Classroom Money should be used within the fiscal year. July 1st, 2021, thru June 1st, 2022.

Teacher Contract Status

- The district will follow Idaho code when assigning teacher contract status.

Recertification

- The district will the pay the recertification application fee of \$75.00 for certificated staff.

Professional Development

- The district will pay for and provide for one professional development credit for certificated staff annually.

The terms of this Negotiated Agreement have been mutually agreed upon by the Butte County School District Board of Trustees and the Butte Education Association (BEA). Either party may request to reopen negotiations via written notice provided to either the BEA President, or the Board Chairman. Any changes to this Negotiated Agreement must be mutually agreed upon.

Catrina Duke (BCEA President)

Date

Sharese Maynard (School Board Chairman)

Date