

ARTICLE 1: SALARIES

The following is the Salary Schedule for Certificated Professional Instructional Staff and Non-Instructional Certified Staff for the 2021-2022 school year. This represents a collaborative effort by the Nampa School District (NSD) and the Nampa Education Association (NEA) to improve the competitiveness and equity in teacher compensation.

An individual’s salary may vary based upon the following schedule. Placement in the table will be based on educational steps indicated horizontally and on years of experience vertically (a person with no experience will be placed on step “0”).

Certificated Instructional and Non-Instructional Salary Schedule

The Certificated Instructional and Non-Instructional Salary Schedule will be as follows:

INSTRUCTIONAL 2021/2022 SALARY MATRIX						
	BA	BA + 24	MA	MA + 12	MA + 24	MA + 36
			BA + 36	BA + 48	BA + 60	ES/DR
STEP	1	2	3	4	5	6
0	40,369	40,369	40,369	40,369	40,369	40,369
1	40,990	40,990	40,990	40,990	40,990	40,990
2	41,611	41,611	41,611	41,611	41,611	41,611
3	42,991	43,995	44,098	44,202	44,305	44,408
4	43,892	43,995	44,098	44,202	44,305	44,566
5		43,995	44,098	44,202	44,305	46,149
6		43,995	44,098	44,202	45,936	47,826
7		43,995	44,098	45,722	47,602	49,562
8		43,995	45,512	47,382	49,331	51,365
9		45,301	47,162	49,101	51,125	53,233
10			48,873	50,887	52,986	55,175
11				52,739	54,916	57,187
12					56,921	59,276
13					58,999	63,690

- The District’s calendar and corresponding salary schedule for the 2021-2022 school year shall be 185 days.

- A copy of the School Calendar for the 2021-2022 school year is attached as **Appendix A.**
- For educational placement, each Certificated Professional Instructional and Non-Instructional staff member will be placed on the schedule based upon the individual’s actual educational attainment.
- For experience placement, each Certificated Professional Instructional and Non-Instructional staff member will be credited for all years of completed experience.

Certificated School Psychologist, Physical Therapist, Occupational Therapist & Speech Language Pathologist

The following is the school psychologist, physical therapist, occupational therapist, and speech language pathologist salary schedule for the 2021-2022 school year:

2021/2022 PSYCH/PT/OT/SLP SALARY MATRIX						
	MA	MA + 12	MA + 24	EdS	EdS + 12	
				MA + 36	MA + 48	PHD
STEP	1	2	3	4	5	6
0	40,369	41,370	43,129	44,961	46,872	48,864
1	40,990	42,921	44,745	46,646	48,629	50,696
2	42,716	44,531	46,423	48,396	50,453	52,597
3	44,316	46,200	48,164	50,211	52,344	54,569
4	45,979	47,932	49,971	52,094	54,308	56,615
5	47,703	49,730	51,845	54,049	56,345	58,739
6	49,491	51,595	53,788	56,073	58,458	60,942
7	51,347	53,531	55,806	58,177	60,649	63,227
8	53,273	55,537	57,898	60,358	62,924	65,599
9	55,271	57,620	60,069	62,621	65,284	68,058
10	57,344	59,781	62,322	64,971	67,732	70,611
11	59,495	62,023	64,659	67,406	70,271	73,257
12	61,725	64,048	67,083	69,935	72,906	76,004
13	65,538	68,258	71,200	74,053	77,137	80,352

- The School Psychologist, Physical Therapist, Occupational Therapist, and Speech Language Pathology Salary Schedule for the 2021-2022 school year shall be 195 days.

- A copy of the School Calendar for the 2021-2022 school year for School Psychologists, Physical Therapists, Occupational Therapists, and Speech Language Pathologists is attached as **Appendix A**. It is recognized that the School Calendar for School Psychologists, Physical Therapists, Occupational Therapists and Speech Language Pathologists for the 2021-2022 school year will not be identical to that for Certificated Professional Teachers.
- For educational placement, each School Psychologist, Physical Therapist, Occupational Therapist, and Speech Language Pathologist will be placed on the schedule based upon the individual’s actual educational attainment.
- For experience placement, each School Psychologist, Physical Therapist, Occupational Therapist, and Speech Language Pathologist will be credited for all years of completed experience.

Expires June 30, 2022

1.2 SALARY SCHEDULE EXPLANATION

- 1.2.1 The term BA refers to Bachelor’s Degree and the term MA refers to Master’s Degree. The numbers accompanying the degree designation refer to semester credits. The numbers proceeding down the left-hand column will be known as steps. The term “Base Salary” will refer to column one step zero.
- 1.2.2 Credits earned after the conferring of a Bachelors’ Degree and teacher certification that are accepted by the State Department of Education for certification will be accepted as additional professional preparation for initial placement and/or advancement on the salary schedule. However, as of August 19, 1998, no further in-district credits will be accepted for column movement or salary placement.
- 1.2.3 Documentation of additional credits earned before September 1, 2021 will be in the form of an official transcript from an accredited college or university and will be submitted to the Human Resource office on or before September 1, 2021, to achieve all moves on the salary schedule for the 2021-2022 school year. All education credits and degrees earned must be in a relevant pedagogy or content after the conferring of a Bachelors’ Degree and teacher certification. All education credits and degrees earned must be accepted by the State Department of Education for certification as determined by the State Department of Education. Only transcribed credits and degrees on file with the teacher certification office of the State Department of Education, earned at an institution of higher education accredited by a body recognized by the State Board of Education or credits earned through an internship or work experience approved by the State Board of Education shall be allowed.

1.3 SUPPLEMENTAL SALARY SCHEDULE

- 1.3.1 The Supplemental Salary Schedule for the 2021-2022 school year will be attached as **Appendix B**.
- 1.3.1.1 Placement of all Certificated Professional Employees upon the Supplemental Salary Schedule for the 2021-2022 school year shall be according to years of experience.
- 1.3.1.2 Simply because a position is identified in the Supplemental Salary Schedule does not necessarily mean that the position will be filled by the Board.
- 1.3.1.3 When the Board fills positions contained in the Supplemental Salary Schedule, all such positions will be filled by Certificated NSD Professional Employees when qualified and available. Absent extraordinary circumstances, no individual will be issued more than three (3) supplemental contracts.
- 1.3.2 All available Supplemental Salary positions will be posted throughout the NSD as early as possible in advance of filling the position.
- 1.3.3 If a vacancy occurs during the course of the school year for a Supplemental Schedule position, and the Board fills the position, a new contract will be issued for a prorated amount.
- 1.3.4 All supplemental contracts are issued in conformity with the applicable provisions of Idaho Code.
- 1.3.5 All supplemental salaries will be included in the certificated employee's payroll check.
- 1.3.6 Each position is a single position per school unless otherwise stated.
- 1.3.7 If a school is unable to field the total number of teams and/or participants, the corresponding position on the Supplemental Salary Schedule will not be filled and no contract will be issued.
- 1.3.8 The number of teams and the number of coaches/assistants that will be authorized for each activity are outlined in the accompanying Supplemental Salary Schedule.
- 1.3.9 Building Principals may add additional assistant coaches with building discretionary funds or ASB funds at a salary identified in the supplemental salary schedule for the requested position. In addition, with Principal and Superintendent approval, the Varsity Coach of each activity may add assistant coaches by dividing the total dollar amount available for that activity that year, ensuring equal pay for equal duties.
- 1.3.10 Extra day contracts will be pro-rated for less than 1.0 FTE or partial year assignments.

1.4 OTHER SALARIES

- 1.4.1 If an instructional staff member or pupil services staff member has been certified by the national board for professional teaching standards, the staff member shall receive two thousand dollars (\$2,000) per year for five (5) years from the year in which national board certification was awarded. Teachers qualifying for the \$2,000 shall be those who have been recognized as national board-certified teachers as of July 1st of each year. Written documentation of national certification shall be provided to the Human Resources department by September 1st of each year.
- 1.4.2 The NSD will not pay any bargaining unit salaries, supplemental salaries or extra day contracts that have not been negotiated and included in this Master Contract, unless there is joint approval of the Superintendent and the NEA President.

Expires June 30, 2022

ARTICLE 2: INSURANCE/BENEFITS AGREEMENT

- 2.1 The NSD will offer health, dental, and voluntary vision insurance for each full-time Certificated Employee. Refer to the current Employee Benefit Guide for detailed insurance information.
- Expires June 30, 2022**
- 2.2 A Certificated Employee may authorize a payroll deduction to purchase enhanced and/or additional insurance coverage i.e. dependent coverage (spouse/children), a lower deductible health plan, vision insurance, life insurance, short term and long-term disability insurance and supplemental insurance to the extent that there are sufficient participating members at the District for the plan to be an optional program. Some reductions will be made prior to taxes according to current tax law.
- Expires June 30, 2022**
- 2.3 No individual changes in allocation of benefits or deductions may be made outside of the open enrollment period each year except for new Certificated Employees and family status changes.
- Expires June 30, 2022**
- 2.4 The NEA will have the right to contact and receive information from any insurance carrier and/or agent.
- Expires June 30, 2022**
- 2.5 Insurance benefits will be calculated on a pro-rata basis. Insurance benefits will be pro-rated, starting at one-half time. No insurance benefits will be provided to those who work less than half-time.
- 2.5.1 Certificated Staff:
- .67 – 1.0 FTE contract = 100% Benefits
 - .50 – .66 FTE contract = 50% Benefits
 - Up to .49 FTE contract = No Benefits

Expires June 30, 2022

- 2.6 Upon appropriate written authorization from a Certificated Employee, the NSD will deduct from the salary of that Certificated Employee and make appropriate remittance for tax sheltered investments. Changes in deduction amounts can be made monthly and submitted to the Human Resources Office by the last day of the month for the following month's payroll. Changes in deduction amounts for investments will be made in accordance with IRS regulations and the effective date listed above.

Expires June 30, 2022

ARTICLE 3: LEAVES

3.1 SICK LEAVE

- 3.1.1 All Full Time Equivalent Certificated Professional Employees will receive ten (10) Sick Leave days at the commencement of each school year. Certificated Professional Employees employed on a less than Full Time Equivalent status (.99 FTE -.5 FTE) or for part of the school year will receive a pro-rated portion of the annual Sick Leave allocation rounded to ½ day or full-day increments. Unused Sick Leave shall accumulate from year to year. Certificated Professional Employees employed on a .49 FTE contract or less will not receive paid sick leave (see Idaho Code §33-1216).
- 3.1.2 Sick leave is to be used for any reason which renders the Certificated Professional Employee incapable of carrying out his/her duties. This may include, but is not limited to: absences caused by personal illness (physical or mental health), injury/accident or other medical reasons incurred by the employee or the employee's family (spouse, father, mother, child, brother, sister, foster parent, legal guardian or anyone who has stood in this relationship to the Certificated Professional Employee).
- 3.1.3 When circumstances warrant, an additional allotment of unpaid Sick Leave may be approved by the Superintendent or designee of the Superintendent.

3.2 BEREAVEMENT LEAVE

- 3.2.1 All Full Time Equivalent Certificated Professional Employees will be granted up to five (5) days paid Bereavement Leave for the death of any member of the immediate family (wife/husband, child, spouse of child, parent/parent-in-law, sibling/sibling-in-law).
- 3.2.2 All Full Time Equivalent Certificated Professional Employees will be granted up to three (3) days of paid Bereavement Leave for the death of a grandparent, grandchild, niece or nephew, aunt or uncle of either the Certificated Professional Employee or the spouse of the Certificated Professional Employee.
- 3.2.3 When circumstances warrant, an additional allotment of unpaid Bereavement Leave may be approved by the Superintendent or designee of the Superintendent. Should any application be denied, the reasons for the denial will be reduced to writing and a copy provided to the applying Certificated Professional Employee.

3.3 PERSONAL LEAVE

- 3.3.1 All Full Time Equivalent Certificated Professional Employees will receive three (3) Personal Leave days, with pay. Leave will be pro-rated for less than 1.0 FTE or partial year assignments and rounded to ½ day or full-day increments.

- 3.3.2 Personal Leave will be monitored and approved at the Building Level and reported in the appropriate absence reporting system.
- 3.3.3 If the number of Certificated Professional Employees' request for Personal leave exceeds 5% of the building's Certificated Professional Employees for any given day, the Building Administration may deny a Certificated Professional Employee's request for Personal Leave. Requests for Personal Leave will be granted in the order received.
- 3.3.4 Verification of the Request for Personal Leave will be returned to the Certificated Professional Employee within three (3) working days of Building Administration's receipt of the request.
- 3.3.5 Personal leave may be used at any time during the school year with the following limitations. First and last weeks of school; immediately preceding or immediately following any school recognized holiday or Spring Break; during Parent-Teacher Conference days; and during statewide assessments requiring participation by the employee requesting leave, as determined by the building principal. Exceptions to this limitation may be granted only with the approval of the Building Administration or the Superintendent or the Superintendent's designee. Should any application be denied, the reasons for the denial will be reduced to writing and a copy provided to the applying Certificated Professional Employee.
- 3.3.6 Full-time Certificated Professional Employees will have the option of carrying forward a maximum of three (3) unused Personal Leave days from one school year to the next succeeding school year, for a maximum of six (6) possible available Personal Leave days for any given school year. Part-time Certificated Professional Employees will have the option of carrying forward a maximum of two times the number of yearly pro-rated leave days they receive per year (yearly pro-rated accruals range from .5-2.5 days) for any school year. If the limit of personal leave has been reached and days will be lost, the days will be reclassified as used sick leave (up to a maximum of 10 allocated sick days) for the current contract year; personal leave reclassification will automatically occur in the June payroll for employees staying in the district. There shall be no option for cash out or cash payment for unused Personal Leave days.
- 3.3.7 If a Certificated Professional Employee has exhausted all personal leave, unpaid Emergency leave may be granted at the discretion of the Superintendent or Superintendent's designee.

3.4 PROFESSIONAL DEVELOPMENT LEAVE

- 3.4.1 Professional Development with associated Professional Development Leave shall be limited to those professional development activities approved by the District or the Building Administration.

3.5 COURT RELATED LEAVE

- 3.5.1 Certificated Professional Employees subpoenaed for jury duty or other mandated court appearances not of a personal nature shall be granted leave with pay upon submission of a copy of the subpoena to the Human Resources Office.
- 3.5.2 Paid Court Related Leave shall not apply in any situation where the Certificated Professional Employee is the plaintiff in any civil action.
- 3.5.3 In the situation where a Certificated Professional Employee is a defendant in a criminal action, if the Certificated Professional Employee is acquitted, and only if such criminal prosecution is

in relation to the Certificated Professional Employee's official school-related duties, will the District pay Court Related Leave.

- 3.5.4 In all other such court related circumstances, the Certificated Professional Employee must utilize personal leave prior to taking time off without pay.

3.6 SUBSTITUTES

3.6.1 In all situations involving leave time of a Certificated Professional Employee directly responsible for the supervision of students, the District and Building Administration will make reasonable effort to secure a substitute for the affected students, thereby avoiding the movement of said students from their regular classroom. Should it be necessary to request substitute service from any other Certificated Professional Employee otherwise engaged in the performance of his/her duties, the assignment shall be voluntary.

3.6.2 Every Nampa School District building, and program will create a plan that identifies how classroom coverage and student instruction will be handled in the event one or more substitute teachers are not available to cover a teacher absence. The goals of the plan will be minimizing the negative impact on student learning and sharing the responsibility of covering classrooms and students, which is considered an extra duty that is in addition to the requirements of staff assignments.

3.6.3 Any certificated employee that provides substitute coverage shall be compensated for the extra duty as follows:

Schools will monitor and track the comp time teachers receive from the extra duty of covering a classroom. Use of teacher earned comp time shall be administered at the building level. Comp time can be used as long as it doesn't cause the need for additional coverage. Comp time does not accumulate year to year and has no monetary value. Teachers can earn comp time based on the following guidelines:

- Elementary- If a teacher is asked to split a classroom, they will receive 45 minutes of comp time.
- Middle School- If a teacher covers a class during prep, they will receive 45 minutes of comp time.
- High School- If a teacher covers a class during prep, they will receive 45 minutes of comp time.

3.6.4 The District will provide training for administrators and the Association will provide training for Building Representatives on how to handle classroom coverage issues and best practices regarding this issue.

3.7 STATE COMMITTEE AND COMMISSION LEAVE

3.7.1 State Committee/Commission Leave shall be applied to release time for services on state committees and commissions for up to five (5) days as referenced in Section §33-1279, Idaho Code.

3.8 ASSOCIATION LEAVE

- 3.8.1 Association Leave will be provided to the NEA to send up to sixteen (16) representatives to the annual Delegate Assembly of the Idaho Education Association (IEA), at a limit of one (1) day per delegate. The NEA shall reimburse to the District the cost of the substitute teachers utilized by the District to cover classrooms when the Certificated Professional Teachers are absent for the IEA Delegate Assembly. The District shall invoice the NEA for this cost after the Delegate Assembly and the NEA shall remit payment to the District within thirty (30) days of receipt of the invoice.
- 3.8.2 Release time while attending regularly scheduled official meetings of the state teachers' association will be provided as referenced in Section §33-513 (1), Idaho Code.

3.9 EXTENDED LEAVE OF ABSENCE FOR EDUCATION, FAMILY AND MEDICAL

- 3.9.1 All requests for Extended Leave of Absence for the following year must be submitted in writing to the Human Resources Office by April 1, 2021.
- 3.9.2 Certificated Professional Employees on Renewable Contract status may apply for an Extended Leave of Absence for up to one (1) year, without pay, for the purpose of furthering the Certificated Professional Employee's education associated with teaching and/or for the purpose of addressing family commitments (i.e. care of a child, care of a parent, etc.) and/or for extenuating personal medical conditions as certified by a physician. The Board of Trustees, at its discretion, may approve or deny the request. Special consideration may be given to a Certificated Professional Employee who has unanticipated circumstances arising after April 1, 2021, that require an Extended Leave of Absence.
- 3.9.3 In the event the Certified Professional Employee is engaging in teaching activities abroad and has a two-year commitment, the employee shall disclose the two-year commitment at the time of making the request for leave of absence. Only in this situation will the Board of Trustees have the option to consider exercising its judgment to approve the leave of absence for a period of two (2) school years.
- 3.9.4 Certificated Professional Employees who have taken an Extended Leave of Absence shall not be eligible to take another period of Extended Leave of Absence within five (5) years of having returned from a period of Extended Leave of Absence.
- 3.9.5 An Extended Leave of Absence will not be granted to take employment as an educator at any other public or private institution in the United States or to continue the Certificated Professional Employee's Education in a field other than education.
- 3.9.6 Absent extenuating circumstances, the commencement and the conclusion of an Extended Leave of Absence shall coincide with natural breaks in the school year (i.e. semester breaks, school year breaks) so as to cause the least amount of disruption to the educational environment of the student.
- 3.9.7 A Certificated Professional Employee returning after a Leave of Absence will notify the District of his/her return to the District by submission of a letter of intent dated on or before March 16, 2021. Failure by an employee to submit a letter of intent to return on or before March 16, 2021, will be deemed as a resignation by the employee.
- 3.9.8 A Certificated Professional Employee returning after a one (1) year Extended Leave of Absence, if available and if circumstances surrounding the position have not changed, will be given the opportunity to be assigned to the same assignment held by the individual prior to the Extended Leave of Absence. If the Certificated Professional Employee does not return to the

same assignment, the individual will be assigned to a position for which the individual is qualified by training, experience, certification, and Highly Qualified Teacher (HQT) requirements.

- 3.9.9 Replacements for Certificated Professional Employees on Extended Leave of Absence will be informed of the term of the individual's replacement assignment at the time of employment. The Nampa School District and the Nampa Education Association agree that any transfer associated with a Certificated Professional Employee returning from an Extended Leave of Absence will not constitute grounds for any type of grievance or internal dispute.
- 3.9.10 A Certificated Professional Employee on an Extended Leave of Absence retains contract status and accumulated sick leave days that had been earned as of the date of the commencement of the Extended Leave of Absence. The Certificated Professional Employee may continue insurance coverage through adherence to the Consolidated Omnibus Budget Reconciliation Act (COBRA) regulations. The District shall have no responsibility or liability for any premium payments, nor the continued guarantee of coverage associated with the Certificated Professional Employee's failure to timely pay premium costs.

ARTICLE 4: COLLABORATION

The Nampa School District and the Nampa Education Association are committed to providing opportunities for certified staff to be involved in various district committees. The NEA shall be invited to participate in placing certificated staff on district committees.

4.1 BUILDING ADVISORY TEAMS

- 4.1.1 Advisory Team: An advisory team will be established at each school and will meet on a monthly basis. This team will consist of voluntary classified and certified employees. This team will address operational issues and make recommendations to the building principal.
- 4.1.2 Leadership Team: A leadership team will be established at each school. The administration will have discretion over selection of members. Every effort will be made to provide equitable opportunities for membership on the team. The Leadership Team shall address educational and curricular issues for the school.
- 4.1.3 These teams will be in addition to any other avenues available to address building level issues.

4.2 CERTIFICATED EVALUATION TEAMS

- 4.2.1 The Board of Trustees or designee shall develop an Evaluation Team to review the District's current evaluation program for all Certificated Professional Employees. Evaluation Team meetings shall be conducted by the HR Director or designee. The Evaluation Team shall include a minimum of three (3) Building Administrators designated by the HR Director or designee and three (3) Certificated Professional Teachers designated by the NEA President. Every effort will be made to include three (3) Certificated Pupil Services Staff, such as one Counselor, one Nurse, and one Ancillary employee agreed upon by the HR Director or designee and the NEA President. Every effort will be made to include one (1) parent, one (1) student, and one (1) community member agreed upon by the HR Director or designee and the NEA President for a maximum of 12 members. Every attempt will be made to have representation from all three school levels. This team shall thereafter evaluate the newest mandates of the state with regard to Certificated Professional Employees' evaluations and

shall develop a recommendation to be presented to the Board of Trustees. The recommendation of this Team shall be consistent with the state laws and applicable state board rules regarding Certificated Professional Employees' Evaluations. This information shall be shared with all employees via email and posted on the NSD website.

4.3 EMPLOYEE HANDBOOK

4.3.1 Prior to the District's Administrative Team finalizing the Employee Handbook for the current school year, the President of the NEA shall be provided with the opportunity to meet with the District's Human Resources Director to review any proposed modification to the Handbook from the previous school year and to provide input as to the contents of the Employee Handbook. The ultimate decision as to the content of the Handbook shall be at the discretion of the Superintendent.

4.4 SCHOOL CALENDAR

4.4.1 Calendar Task Force shall be appointed no later than November 2021. Members of the Task Force shall include: The Superintendent or the superintendent's designee, the District's HR Director or designee; 2 building principals (1 secondary and 1 elementary); 1 Administrator representing other programs (Alternative/Special Education/Federal Programs); the NEA president or designee; 6 Certificated Professional Teachers (2 high school, 2 middle school, 2 elementary); and 1 parent. The above-mentioned Calendar Task Force must include at least three (3) Nampa Education Association members, not including the NEA president. The calendar task force shall not exceed 13 members total. Approval for recommendation of the Task Force's calendar to the school board shall be made through a transparent process collaboratively decided upon by the committee members at the beginning of the process.

4.4.2 Certificated Professional Employees shall not be required to work on dates of closure associated with emergency or weather conditions.

4.4.3 The calendar committee will determine make up days, if any are necessary.

4.5 CLASS SIZE

4.5.1 The Board and Administration, in recognition of the benefits to be gained from reasonable class size, shall make every reasonable effort to distribute the existing student load equitably among the qualified available certificated professional teaching employees within each building, and keep class size as small as possible.

It is agreed that within each building, concerted efforts shall be made to maintain equitable class sizes and subgroup distribution within the teacher's schedule and within each department.

In those classes where the teacher believes and can articulate the reason for the belief that the teacher's class size or subgroup distribution is excessive or inequitable, the affected teacher(s) shall resolve the issue with their Principal. If a favorable resolution is not reached, the teacher may request a district committee meeting within 7 days. Such meetings may include the teacher, a representative (association or otherwise), the Principal and an administrator selected by the Superintendent to discuss the situation.

Potential reasons for larger classes include, but is not limited to:

- No space is available to permit scheduling of any additional class or classes;
- There is consensus agreement in a department or grade to divide classes into larger and smaller enrollment because of an instructional decision made at that level.

If feasible, as determined by the Superintendent, the hiring of additional teachers and student transfers may be used to alleviate large class size. It is recognized that combination, non-graded, and other nontraditional classes may be organized not only as a solution for overcrowding, but also for instructional purposes.

Upon request of the NEA President, class loads will be reviewed with a representative of the Nampa Education Association and the Superintendent or superintendent's designee within two (2) weeks after the start of school. Upon further requests, the Nampa Education Association may also receive quarterly updates of class enrollments in each building.

4.5.2 Upon written request from the NEA president, a Joint Study Committee shall be created within 2 weeks to review and modify class size recommendations to the Superintendent.

This committee should take special needs into consideration and make recommendations for aides and/or other assistance.

The committee shall be composed as follows:

- Three (3) administrators shall be appointed by the Superintendent;
- Three (3) teachers shall be appointed by the Association President or designee.

ARTICLE 5: ASSOCIATION RIGHTS

5.1 EXCLUSIVE RIGHTS

The Board acknowledges that for the purposes of negotiations for the Master Contract for the 2021-2022 school year, the Nampa Education Association, herein referred to as "the Association" or "the representative organization" is the current representative organization designated to represent the certificated professional teaching employees covered by such Contract.

5.2 RIGHT TO ORGANIZE

The Board and the Association agree that the individual teacher shall have full freedom to exercise a right to association and self-organization without reprisal.

5.3 PERTINENT INFORMATION

The Board and the Association shall exchange requested public information regarding mutual interests and concerns.

5.4 ASSOCIATION BUSINESS

Association representatives will be permitted to transact necessary Representative Organization business on school property, provided that this does not disrupt regular school operations and is consistent with the Idaho Code of Ethics for Professional Educators.

5.5 ASSOCIATION USE OF BUILDINGS

The Association and its representatives may use District buildings for meetings, provided that this does not disrupt regular school operations and is consistent with the Idaho Code of Ethics for Professional Educators. Such facility use must be scheduled through the building administrator prior to the day of the planned meeting.

5.6 ASSOCIATION USE OF INTERSCHOOL COMMUNICATION FACILITIES

The Association may post notices of activities and business on the bulletin boards designated for this 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. The District e-mail, mail service, and teacher mailboxes may be used for Representative Organization communications provided such communication is consistent with the guideline set forth in the Idaho Code of Ethics for Professional Educators and the District's Computer Use Policy.

5.6.1 Should the District's Board or District's Administration believe that there has been an abuse of the use of the District's e-mail, mail service and/or teacher mailbox associated with use for Association Communications, the President of the NEA or the NEA President's designee and the District Administration will meet to find a solution. Such solution may include cessation of the use of the e-mail, mail service and/or teacher mailboxes for association purposes.

5.6.2 The Association recognizes that the communications placed on the District' bulletin boards or advanced through use of the District's e-mail, mail service and/or teacher mailboxes may be deemed public record and the District may have to produce such to any individual or governmental entity through an appropriate public records request.

5.7 ASSOCIATION INVOLVEMENT AT MEETINGS

The Association shall be given reasonable time on the agenda of the orientation program for new teachers, as determined by the District's Administration to fit in the schedule for such event, to explain Representative Organization matters.

5.8 PROTECTED TIME FOR ASSOCIATION MEETINGS

During the assigned District Leadership Team times, no other district/building required meetings can be scheduled after contact time to allow for Association meetings.

5.8.1 District Leadership Team meeting dates will be published by August 15 of the current contract year.

5.8.2 While every attempt will be made to adhere to the provisions of 5.8, if no other times are available, legally required meeting may be held including but not limited to: IEPs, 504s, state required mediation meetings.

5.9 RIGHT TO REPRESENTATION

When any certified professional employee is required to attend a meeting that may lead to disciplinary action the employee has a right to representation of their choosing. If no representation is available, then the meeting can be postponed

5.9.1 Certificated employees will meet with the administrator to discuss the issue in question prior to a letter of concern or letter of reprimand being written.

ARTICLE 6: RELEASE TIME NEA PRESIDENCY

6.1 The NSD and the NEA may agree to release the NEA President from classroom responsibilities for one year under the following terms:

6.1.1 The current NEA President, incoming President, and the Superintendent or designee will

meet by request of the NEA by May 1st each year to determine if the plan will be implemented for the following year. At this meeting the practices will determine the amount of release time to be made available, and the need to hire a replacement. All costs associated with leave time pursuant to this Article shall be borne by the NEA unless otherwise arranged through mutual agreement.

6.2 Should the NEA President or the NEA President's designee elect to remain as a 1.0 FTE employee (i.e. Not utilize the benefits of 6.1, above) fifteen (15) days total leave shall be available at the discretion of the NEA President with no more than 10 days leave per person. All costs associated with leave time pursuant to this Article shall be borne by the NEA unless otherwise arranged through mutual agreement.

6.2.1 Should the NEA President elect to utilize any of the days identified in section 6.2, the NEA President shall provide advance notice to the school's principal as to the absence. No absence pursuant to this section shall occur at a time when the individual serving as the NEA President is required to be in attendance for standardized testing activities.

ARTICLE 7: AGREEMENT PRODUCTION, AUTHORIZATION AND MODIFICATION

7.1 Two copies of the Master Contract will be prepared by the bargaining teams for joint review and tentative agreement signatures. Written proof of ratification shall occur pursuant to Idaho Code. Upon ratification and signing by the Chair of the Board and the NEA President, these copies will be the official copies that will prevail over any changes in printing. The NSD and the NEA will each retain one signed copy of the Master Contract.

7.2 The NSD and the NEA will be responsible for communicating the availability of the Master Contract on the NSD Website. If parties choose to produce hard copies of the Master Contract, parties may do so at their own expense.

7.3 This Agreement will not be modified in whole or in part by the NSD and the NEA except by amendment in writing duly agreed to and executed by both parties.

7.4 All signed proposals pursuant to the Master Contract will be kept on file by the NSD and the NEA.

ARTICLE 8: SAFE HARBOR CLAUSE

8.1 All items in this Agreement are presumed to be legal and valid. If any specific item of this Agreement will be ruled invalid by a court of law, legislative enactment or a government agency, the NSD and the NEA will enter into negotiations within fifteen (15) workdays to agree on a successor clause for the invalidated article. The balance of the Agreement will not be affected by such ruling and will remain in full force.

There are no other agreements or understandings not contained in this Agreement and all communications, understandings and agreements, express or implied, not embodied here shall be and are null and void and of no legal or enforceable effect.

ARTICLE 9: NEGOTIATIONS

9.1 Both parties understand the complexity of creating and balancing the District's budget each year. The NSD and the NEA agree that the negotiations process is a beneficial collaborative process. Should the

NEA establish majority representation as required by Idaho Code, the parties agree to begin the negotiation process on or before October 15 of the current school year. It is understood that the budget may not be finalized. Upon board request, the NEA shall provide to the district written evidence establishing that NEA represents fifty percent (50%) plus one (1) of the non-administrative professional employees for negotiations. A mutually agreed upon third party will establish majority representation. Each side shall be permitted to have a representative present during the card verification procedure.

ARTICLE 10: INDIVIDUAL CONTRACT COMPLIANCE

- 10.1 Any Certificated Professional Employee's Contract between the Board and any individual Certificated Professional Employee, hereinafter executed, shall be subject to and consistent with the terms and conditions of this Agreement.

ARTICLE 11: WORKDAY

11.1 WORKDAY DEFINED

- 11.1.1 It is recognized by both parties to this Master Contract that teachers work eight (8) hours a day. To accommodate the need for flexibility in school start times, duty schedules and parent schedules, the workday shall be defined as beginning at least 15 minutes before student contact time and ending at least 15 minutes after student contact time. Teachers will receive a 30-minute duty free lunch.
- 11.1.2 Instructional Certificated employees (1.0 FTE) will receive a minimum of two hundred twenty-five (225) minutes per regular week (5-day week) of duty-free preparation time within the student contact day. Should a preparation schedule not be possible to provide forty-five (45) minutes of continuous duty-free daily preparation time, then a minimum of thirty (30) minutes continuous duty-free daily preparation time and an additional seventy-five (75) minutes per week within the student contact day will be arranged with the Building Administrator for a minimum of 225 minutes per week.
- 11.1.3 The daily preparation period for kindergarten may be split equally to accommodate needs.
- 11.1.4 When scheduled in advance one preparation period per week may be designated for collaboration time as directed by administration.
- 11.1.5 It is recognized by both parties to this Master Contract that situations of emergency, inclement weather and/or student safety may impede upon the thirty (30) minute continuous duty-free lunch period and require a certificated employee to utilize all or part of their duty-free lunch period to address such issues.

11.2 DUTY SCHEDULING

- 11.2.1 Duty scheduling will be developed by the principal/administrator. Every effort should be made to ensure an equitable distribution of duties among the staff members.
- 11.2.2 If a certified teacher is required to give up more than one (1) day a week of duty-free lunch, the work schedule will be adjusted by the employee and Principal.

11.3 BUILDING MEETINGS

- 11.3.1 Building meetings (defined as any meeting, other than an IEP/504 meeting, where attendance of the teacher is mandatory as opposed to a meeting for a voluntary committee or team) called

by the school's Principal are an integral part of the efficient operation of a school. Some circumstances may warrant extended meetings. Extended meetings may be scheduled not to extend more than one (1) hour per month outside the contract day. It is the desire of the NSD and NEA that such meetings be effective, flexible, and well organized. When these meetings continue beyond the one (1) hour extension per month as addressed in this section, certificated professional teaching employees may adjust their schedule before school, after school, or during the employee's prep period to compensate for the extended meeting time. Building meetings should not be held on Teacher Workdays.

ARTICLE 12: PROBLEM SOLVING MECHANISM (GRIEVANCE PROCEDURE)

12.1 The Board of Trustees of the NSD and the Nampa Education Association recognize and acknowledge that good morale is maintained, as problems arise, by sincere efforts of all persons concerned, to work toward constructive solutions in an atmosphere of courtesy and cooperation. It is most desirable for certificated employees and their supervisor/administrator to resolve problems through free and informal communication prior to going to grievance.

The purpose of this procedure is to secure equitable solutions to the problems which may, from time to time, arise and cannot be resolved informally. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

Nothing herein contained will be construed as limiting the right of any certificated employee having a grievance to discuss the matter informally with any appropriate member.

DEFINITIONS

A "grievance" for certificated employees is a written claim by a "grievant or grievants" that there has been a violation or misinterpretation of the Master Contract.

A "grievant or grievants" is a certificated employee or certificated employees asserting the grievance.

A "day" as used in this grievance procedure for certificated employees means any contract day within the regular school year as shown on the official school calendar. If the grievance extends beyond the regular school year, a "day" means any day, Monday through Friday, exclusive of holidays.

GUIDELINES

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level will constitute the maximum and every effort will be made to expedite the process. The timelines of the grievance procedure set forth in this article may be waived and modified by mutual agreement.

If the NSD fails at any level to respond within the prescribed limits, the grievance shall be advanced to the next step of the procedure. If the grievant(s) fails to act within the prescribed timelines the grievance process shall immediately end with no further advancement.

All documents, communications, and records dealing with the processing of a grievance will be filed separately from the personnel file of the participant(s).

No reprisals of any kind will be taken against any grievant(s) because of his or her participation in a grievance.

A written grievance will meet the following specifications:

- It will be specific;
- It will contain a synopsis of the facts giving rise to the violation or misinterpretations;
- It will contain the specific section of the Master Contract which has allegedly been violated;
- It will state the relief requested;
- It will contain the date of the alleged violation(s);
- It will be signed by the grievant(s).

Both the grievant(s) and the NSD will be entitled to a representative of choice, including legal counsel, at each step of the grievance procedure. If legal fees are incurred the District will only assume those costs incurred by the district, not the grievant(s).

Utilization of the grievance procedure will not constitute a waiver of any right of appeal available pursuant to law or regulation.

If a grievance is filed which might not be finally resolved under the time limits set forth herein prior to the end of the school year, the time limits set forth herein may, by mutual agreement be reduced so that the grievance procedure will be concluded prior to the end of the school year, or as soon thereafter as is practicable.

Whenever two (2) or more grievant(s) allege a common violation or misinterpretation of the terms of this Agreement they, and the District, may mutually agree to resolve said grievances by joining said grievances together as one grievance.

If the District and the grievants agree to resolve the common grievances by joining the grievances together as one grievance, those grievants joining their grievances together into one grievance shall notify the Human Resources Director of such action and the Human Resources Director will inform the grievants involved, in writing, of an appropriate supervisor who shall serve as the immediate supervisor for purposes of meeting and responding to said grievance.

The District and the grievant(s) may mutually agree to waive any level of the grievance procedure and proceed to the next higher level.

PROCEDURE

Certified Employees

Any certificated, non-administrative employee may file a grievance specific to an alleged violation or misinterpretation of the Master Contract.

STEP 1: A grievance must be in writing and received by the grievant's immediate supervisor within twenty (20) days of the occurrence of the incident giving rise to the grievance.

The immediate supervisor will set up a meeting to discuss the written grievance within ten (10) days of the receipt of the grievance. The immediate supervisor will provide the grievant(s) a written answer to the grievance within ten (10) days after the meeting. Such answer shall include the reasons upon which a decision was based.

STEP 2: If the grievant(s) is not satisfied with the response of his/her grievance at STEP 1, or if there is no response within ten (10) days following the meeting, the grievant(s) may submit the grievance to

the Human Resources Director within ten (10) days of the date the response was, or should have been, received. The Human Resources Director, or designee, will set up a meeting to discuss the written grievance within ten (10) days of receipt of the grievance. The Human Resources Director will provide the grievant a written answer to the grievance within ten (10) days after the meeting. Such answer shall include the reasons upon which a decision was based.

STEP 3: If the grievant(s) is not satisfied with the response of his/her grievance in STEP 2, or there is no response within ten (10) days following the meeting, the grievant may submit the grievance to the Superintendent within ten (10) days of the date the response was, or should have been, received. The Superintendent or designee will set up a meeting to discuss the written grievance within ten (10) days of receipt of the grievance. The Superintendent or designee will provide the grievant with a written answer to the grievance within ten (10) days after the meeting. Such answer shall include reasons upon which a decision was based.

STEP 4: If the grievant is not satisfied with the response of his/her grievance at STEP 3, or if there is no response within ten (10) days, the grievance may be referred to the Board, through the Board Chairperson. Within ten (10) working days the Board Chairperson shall convene a panel consisting of three (3) persons: one (1) designated by the School Board Chairperson, one (1) designated by the grievant and one (1) agreed upon by the two (2) appointed members, for the purpose of reviewing the grievance.

The parties in interest shall have the right to include in the representations such written witness statements and written documentation as they deem necessary to develop facts pertinent to the grievance. At their discretion, the panel may seek clarification from witnesses. Upon conclusion, the panel will have ten (10) days to provide a written decision, together with the reason for the decision, to the grievant, the Board Chairperson and the Superintendent or his/her designee. The basic principles of due process shall govern the panel. The employee is responsible for providing the written decision to the President of the Association if the employee desires.

ARTICLE 13: VACANCY AND VOLUNTARY TRANSFER

- 13.1 It is the intent of the District and the Association to ensure that reasonable efforts are made to provide all current District professional employees with notice of and an opportunity to be considered for new and vacant positions for certificated employees, grade 9-12 head coaching positions, athletic directors and administrators.

It is not the intention of the District or the Association to require or guarantee that any or all vacancies are filled by current in-district employees, simply that in-district employees are given a meaningful opportunity to apply and be considered for vacancies.

The District and the Association agree that the mere fact that an in-district employee was not selected to fill a vacancy will not by itself constitute grounds for a grievance under the Master Contract. This agreement is not intended to limit any other legal rights of any person covered by this Master Contract that may exist outside of the Master Contract.

- 13.2 Notice of vacancies for the following school year that arise after January 1 and before August 1 will be listed in the Internal Applications section of the District's job application program and internal applicants will have hiring consideration given to in-district applicants before the vacancy is listed in the External Applicants.

Internal applicants will have two days to apply for any position prior to an opening being posted externally. When an internal candidate has submitted an application to the pool, they will be notified when a vacancy is posted.

13.3 Hiring consideration means:

All in-district employees in good standing who have applied within the internal applicant's window for such a vacancy will be considered in the development of the manifests for a vacancy. An applicant may be on more than one manifest at a school; however, no applicant will have more than one interview at that school in any application year unless requested by the building principal.

The District will notify any applicant who will not be interviewed for the position in a timely manner.

The building administrator(s) will interview at least 3 candidates (unless there are not three applicants applying) from the internal pool for each opening.

The District agrees that consideration will be given to the length of service of in-district employees when all other qualifications are equal.

If requested by the certificated employee, the reason(s) for the denial of a voluntary transfer shall be provided by the appropriate administrator.

Memorandum of Understanding:

The 2021-2022 Master Contract shall be reopened, and the Negotiations team will discuss how to distribute those funds if either of the following occurs:

- The "non-obligated carryover funds" from the 2020-2021 Fiscal Year is at least \$82,000.
- The 2021-2022 FTE unit count is higher than 640 as of the January 2022 report AND the 2021-2022 Average Salary is at least as much as the Budgeted Average Salary.

Appendix A

Elementary Calendar 2021-2022

All Wednesdays 1-Hour Early Release

JULY						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	29	30	31	

AUGUST						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

SEPTEMBER						
S	M	T	W	T	F	S
				2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Teachers 12 12
 Students 9 9
 Trimester 1 9 9

Teachers 21 33
 Students 21 30
 Trimester 1 21 30

Aug 16 - Teacher Work Day
 Aug 16 - Open House 5-7 pm
 Aug 17 - P/D - 1/2 Dist 1/2 Bldg
 Aug 18 - Teacher Work Day
 August 19 - First Day for Students

Sept 6 - Labor Day No School
 Oct 15 - P/D Day - No school
 Oct 28 - End of 1st Trimester
 Oct 29 - Teacher Work Day

OCTOBER						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

NOVEMBER						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

DECEMBER						
S	M	T	W	T	F	S
				2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Teachers 19 73
 Students 18 67
 Trimester 2 18 18

Teachers 16 89
 Students 16 83
 Trimester 2 16 34

Nov 10 - One-hour early release day
 - P/T Conf 5-8 pm
 Nov 11 - Regular School Day
 -P/T Conf 5-8 pm
 Nov 12 - No School
 -P/T Conf 8-11 & 12-4
 Nov 24-26 - Thanksgiving Break

JANUARY						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

FEBRUARY						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

MARCH						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Teachers 19 126
 Students 18 118
 Trimester 2 13 64
 Trimester 3 5 5

Teachers 18 144
 Students 17 135
 Trimester 3 17 22

Dec 21 & 22 - 2 hr early release fo all
 -2-hour comp time spring P/T Conf
 Dec 23 - Jan 4 - Christmas Break
 Jan 5 - P/D Day - No School
 Jan 6 - School Resumes
 Jan 17 - Holiday - no school

Feb 17 - End 2nd Trimester
 Feb 18 - Teacher Work Day
 Feb 21 - Holiday - no school

APRIL						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

MAY						
S	M	T	W	T	F	S
						1
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

JUNE						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Teachers 20 185
 Students 20 175
 Trimester 3 20 62

Teachers 0
 Students 0
 Trimester 3 0

March 3 - Regular School Day
 -P/T conf 4-8 pm w/30-min break
 March 21-25 - Spring Break
 March 28 - P/D No School

April 29 - Comp Day Fall P/T Conf
 -& Open House

May 26 - 2-Hr Early Release Students
 May 27 - 2-Hr Early Release Students
 May 27 - Last Day of School

 Holiday - No School	 PLC	 Teacher Work Day - No School	 2-hr Early Release	 Regular School Day	 Comp Day No School	 P/T Conf	 Professional Development
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T1 - 49
 T2 - 64
 T3 - 62

Secondary Calendar 2021-2022

JULY						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

AUGUST						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

SEPTEMBER						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Teachers 12 12
 Students 9 9
 Quarter 1 9 9

Teachers 21 33
 Students 21 30
 Quarter 1 21 30

All Wednesdays 1-hour early release
 Aug 16 - Teacher Work Day
 Aug 17 - P/D Day
 Aug 18 - Teacher Work Day
 August 19 - First Day for Students
 August 30 - MS Open House 5-7 pm
 August 31 - HS Open House 5-7 pm

Sept 6 - Labor Day No School

Oct 14 - End of 1st Quarter

Oct 15 - Teacher Work Day

Oct 19 & 20 - P/T Conf HS 5-8 pm

-Regular School Day

Oct 20 & 21 - P/T Conf MS 5-8 pm

-Regular School Day

Oct 29 - P/D Day No School

Nov 12 - P/D Day No School

Nov 24-26 - Thanksgiving Break

OCTOBER						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

NOVEMBER						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

DECEMBER						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Teachers 21 54
 Students 19 49
 Quarter 1 10 40
 Quarter 2 9 9

Teachers 19 73
 Students 18 67
 Quarter 2 18 27

Teachers 16 89
 Students 16 83
 Quarter 2 16 43

Dec 21 & 22 - 2 hr early for all

-2-hour comp time spring P/T Conf

Dec 23 - Jan 4 - Christmas Break

JANUARY						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

FEBRUARY						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

MARCH						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Teachers 18 107
 Students 17 100
 Quarter 3 17 17

Teachers 19 126
 Students 18 118
 Quarter 3 18 35

Teachers 18 144
 Students 17 135
 Quarter 3 14 49
 Quarter 4 3 3

Jan 5 - Work Day No School

Jan 6 - School Resumes

Jan 17 - Holiday No School

Feb 18 - P/D Day No School

Feb 21 - Holiday

March 1 - Regular School Day

-HS P/T Conf 4-8 pm w/30-min break

March 2 - School Day 1-hr Early Rel

- MS P/T Conf 4-8 pm w/30-min break

March 18 - End of 3rd Quarter

March 21-25 - Spring Break

March 28 - Teacher Work Day

APRIL						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

MAY						
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

JUNE						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Teachers 21 165
 Students 20 155
 Quarter 4 20 23

Teachers 20 185
 Students 20 175
 Quarter 4 20 43

Teachers 0
 Students 0

April 29 - Comp Day from Fall P/T & Open House

May 13 - Last Day for Seniors

May 23 - NHS Graduation

May 24 - SHS Graduation

May 25 - CHS Graduation

May 26 - 2-hr Early Release Students

May 27 - 2-hr Early Release Students

May 27 - Last Day of School

Holiday - No School	PLC	Teacher Work Day - No School	2-hr Early Release	Regular School Day	Comp Day No School	P/T Conf	Professional Development
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Qtr 1 - 41

Qtr - 51

Qtr 2 - 41

Qtr 4 - 42

Appendix B

SUPPLEMENTAL SALARY SCHEDULE
2021-2022
Base Salary = \$22,626

DISTRICT-WIDE

\$22,626

ACADEMIC					
Type	Position	%	Years of Experience		
			I (0-3)	II (4-6)	III (7+)
			90%	100%	110%
Counselor	Counseling Coordinator *****				
Music	Music Coordinator *****				
Nursing	Nursing Coordinator *****				
School Psychologist	School Psychologist Coordinator *****				
SLP	SLP Coordinator *****				

ELEMENTARY

ACADEMIC					
Type	Position	%	Years of Experience		
			I (0-3)	II (4-6)	III (7+)
			90%	100%	110%
Department Head	Department Head *****				
Music	Building Coordinator	0.060	\$1,222	\$1,358	\$1,493
PE	Building Coordinator	0.060	\$1,222	\$1,358	\$1,493

MIDDLE SCHOOL

ACADEMIC					
Type	Position	%	Years of Experience		
			I (0-3)	II (4-6)	III (7+)
			90%	100%	110%
Department Head	Department Head *****				
Music	Concert Band Director	0.080	\$1,629	\$1,810	\$1,991
Music	Concert Choir Director	0.080	\$1,629	\$1,810	\$1,991
Music	Concert Orchestra Director	0.080	\$1,629	\$1,810	\$1,991
Yearbook	Advisor	0.070	\$1,425	\$1,584	\$1,742

ATHLETIC					
Type	Position	%	Years of Experience		
			I (0-3)	II (4-6)	III (7+)
			90%	100%	110%
Athletics	Director	0.080	\$1,629	\$1,810	\$1,991
Basketball	Girls 7th Grade "B" Coach	0.050	\$1,018	\$1,131	\$1,244
Basketball	Girls 7th Grade "A" Coach	0.050	\$1,018	\$1,131	\$1,244
Basketball	Girls 8th Grade "B" Coach	0.060	\$1,222	\$1,358	\$1,493
Basketball	Girls 8th Grade "A" Coach	0.070	\$1,425	\$1,584	\$1,742
Basketball	Boys 7th Grade "B" Coach	0.050	\$1,018	\$1,131	\$1,244
Basketball	Boys 7th Grade "A" Coach	0.060	\$1,222	\$1,358	\$1,493
Basketball	Boys 8th Grade "B" Coach	0.060	\$1,222	\$1,358	\$1,493

ATHLETIC CONTINUED					
Type	Position	%	Years of Experience		
			I (0-3)	II (4-6)	III (7+)
			90%	100%	110%
Basketball	Boys 8th Grade "A" Coach	0.070	\$1,425	\$1,584	\$1,742
Cheerleading	Asst Coach	0.050	\$1,018	\$1,131	\$1,244
Cheerleading	Head Coach	0.070	\$1,425	\$1,584	\$1,742
Cross Country	6-8 Grade Girls Coach	0.070	\$1,425	\$1,584	\$1,742
Cross Country	6-8 Grade Boys Coach	0.070	\$1,425	\$1,584	\$1,742
Football	8th Grade Asst Coach	0.060	\$1,222	\$1,358	\$1,493
Football	8th Grade Asst Coach	0.060	\$1,222	\$1,358	\$1,493
Football	8th Grade Head Coach	0.070	\$1,425	\$1,584	\$1,742
Tennis	6-8 Grade Asst Coach**	0.050	\$1,018	\$1,131	\$1,244
Tennis	6-8 Grad Head Coach	0.070	\$1,425	\$1,584	\$1,742
Track	6-8 Grade Asst Coach**	0.060	\$1,222	\$1,358	\$1,493
Track	6-8 Grade Asst Coach	0.060	\$1,222	\$1,358	\$1,493
Track	6-8 Grade Asst Coach	0.060	\$1,222	\$1,358	\$1,493
Track	6-8 Grade Asst Coach	0.060	\$1,222	\$1,358	\$1,493
Track	6-8 Grade Asst Coach	0.060	\$1,222	\$1,358	\$1,493
Track	6-8 Grade Asst Coach	0.060	\$1,222	\$1,358	\$1,493
Track	6-8 Grade Head Coach	0.070	\$1,425	\$1,584	\$1,742
Volleyball	7th Grade "B" Coach	0.050	\$1,018	\$1,131	\$1,244
Volleyball	7th Grade "A" Coach	0.060	\$1,222	\$1,358	\$1,493
Volleyball	8th Grade "B" Coach	0.060	\$1,222	\$1,358	\$1,493
Volleyball	8th Grade "A" Coach	0.070	\$1,425	\$1,584	\$1,742
Wrestling	6-8 Grade Asst Coach**	0.060	\$1,222	\$1,358	\$1,493
Wrestling	6-8 Grade Asst Coach	0.060	\$1,222	\$1,358	\$1,493
Wrestling	6-8 Grade Head Coach	0.070	\$1,425	\$1,584	\$1,742

HIGH SCHOOL

ACADEMIC					
Type	Position	%	Years of Experience		
			I (0-3)	II (4-6)	III (7+)
			90%	100%	110%
Debate	Coach	0.130	\$2,647	\$2,941	\$3,236
Department Head	Department Head *****				
Drama	Coach	0.130	\$2,647	\$2,941	\$3,236
Drill Team	Coach	0.120	\$2,444	\$2,715	\$2,987
FFA	Advisor	0.120	\$2,444	\$2,715	\$2,987
Leadership	Student Leadership Advisor	0.060	\$1,222	\$1,358	\$1,493
Music	Marching Band Director****	0.250	\$5,091	\$5,657	\$6,222
Music	Concert Choir Director	0.100	\$2,036	\$2,263	\$2,489
Music	Concert Orchestra Director	0.100	\$2,036	\$2,263	\$2,489
Music	Jazz Band Director	0.100	\$2,036	\$2,263	\$2,489
Speech/Debate	Asst Coach	0.120	\$2,444	\$2,715	\$2,987
Speech	Coach	0.120	\$2,444	\$2,715	\$2,987
Technology	Building Coordinator *****				
Yearbook	Advisor	0.130	\$2,647	\$2,941	\$3,236

ATHLETIC					
Type	Position	%	Years of Experience		
			I (0-3)	II (4-6)	III (7+)
			90%	100%	110%
Athletics	Asst Director	0.075	\$1,527	\$1,697	\$1,867
Athletics	Athletic Trainer		\$7,211	\$8,755	\$10,300
Baseball	JV Asst Coach	0.080	\$1,629	\$1,810	\$1,991
Baseball	JV Coach	0.090	\$1,833	\$2,036	\$2,240
Baseball	Varsity Asst Coach	0.100	\$2,036	\$2,263	\$2,489
Baseball	Varsity Head Coach	0.130	\$2,647	\$2,941	\$3,236
Basketball	Girls Freshman/Sophomore Coach	0.120	\$2,444	\$2,715	\$2,987
Basketball	Girls JV Coach	0.120	\$2,444	\$2,715	\$2,987
Basketball	Girls Varsity Asst Coach	0.120	\$2,444	\$2,715	\$2,987
Basketball	Girls Varsity Head Coach	0.250	\$5,091	\$5,657	\$6,222
Basketball	Boys Freshman/Sophomore Coach	0.120	\$2,444	\$2,715	\$2,987
Basketball	Boys JV Coach	0.120	\$2,444	\$2,715	\$2,987
Basketball	Boys Varsity Asst Coach	0.120	\$2,444	\$2,715	\$2,987
Basketball	Boys Varsity Head Coach	0.250	\$5,091	\$5,657	\$6,222
Cheerleading	Asst Coach ***	0.075	\$1,527	\$1,697	\$1,867
Cheerleading	Head Coach	0.250	\$5,091	\$5,657	\$6,222
Cross Country	Asst Coach ***	0.070	\$1,425	\$1,584	\$1,742
Cross Country	Asst Coach	0.070	\$1,425	\$1,584	\$1,742
Cross Country	Head Coach	0.110	\$2,240	\$2,489	\$2,738
Dance	Asst Coach ***	0.075	\$1,527	\$1,697	\$1,867
Dance	Head Coach	0.200	\$4,073	\$4,525	\$4,978
Football	Freshman Asst Coach	0.070	\$1,425	\$1,584	\$1,742
Football	Freshman Head Coach	0.080	\$1,629	\$1,810	\$1,991
Football	JV Asst Coach	0.080	\$1,629	\$1,810	\$1,991
Football	JV Asst Coach	0.080	\$1,629	\$1,810	\$1,991
Football	JV Asst Coach	0.080	\$1,629	\$1,810	\$1,991
Football	JV Head Coach	0.110	\$2,240	\$2,489	\$2,738
Football	Varsity Asst Coach	0.120	\$2,444	\$2,715	\$2,987
Football	Varsity Asst Coach	0.120	\$2,444	\$2,715	\$2,987
Football	Varsity Asst Coach	0.120	\$2,444	\$2,715	\$2,987
Football	Varsity Head Coach	0.250	\$5,091	\$5,657	\$6,222
Golf	Asst Coach	0.070	\$1,425	\$1,584	\$1,742
Golf	Head Coach	0.110	\$2,240	\$2,489	\$2,738
Golf	JV Asst Coach*****	0.070	\$1,425	\$1,584	\$1,742
Soccer	Girls JV Coach	0.100	\$2,036	\$2,263	\$2,489
Soccer	Girls Varsity Asst Coach	0.100	\$2,036	\$2,263	\$2,489
Soccer	Girls Varsity Head Coach	0.130	\$2,647	\$2,941	\$3,236
Soccer	Boys JV Coach	0.100	\$2,036	\$2,263	\$2,489
Soccer	Boys Varsity Asst Coach	0.100	\$2,036	\$2,263	\$2,489
Soccer	Boys Varsity Head Coach	0.130	\$2,647	\$2,941	\$3,236
Softball	JV Coach	0.090	\$1,833	\$2,036	\$2,240
Softball	JV Asst Coach	0.080	\$1,629	\$1,810	\$1,991
Softball	Varsity Asst Coach	0.100	\$2,036	\$2,263	\$2,489
Softball	Varsity Head Coach	0.130	\$2,647	\$2,941	\$3,236
Swim Team -District Wide	Head Coach	0.110	\$2,240	\$2,489	\$2,738
Swim Team -District Wide	Asst Coach ***	0.080	\$1,629	\$1,810	\$1,991

ATHLETIC CONTINUED					
Type	Position	%	Years of Experience		
			I (0-3)	II (4-6)	III (7+)
			90%	100%	110%
Tennis	Asst Coach ***	0.080	\$1,629	\$1,810	\$1,991
Tennis	JV Coach	0.080	\$1,629	\$1,810	\$1,991
Tennis	Varsity Asst Coach	0.080	\$1,629	\$1,810	\$1,991
Tennis	Varsity Head Coach	0.110	\$2,240	\$2,489	\$2,738
Track	Asst Coach ***	0.100	\$2,036	\$2,263	\$2,489
Track	Asst Coach	0.100	\$2,036	\$2,263	\$2,489
Track	Asst Coach	0.100	\$2,036	\$2,263	\$2,489
Track	Asst Coach	0.100	\$2,036	\$2,263	\$2,489
Track	Asst Coach	0.100	\$2,036	\$2,263	\$2,489
Track	Head Coach	0.130	\$2,647	\$2,941	\$3,236
Volleyball	Fresh Head Coach	0.080	\$1,629	\$1,810	\$1,991
Volleyball	Sophomore Head Coach	0.080	\$1,629	\$1,810	\$1,991
Volleyball	JV Coach	0.090	\$1,833	\$2,036	\$2,240
Volleyball	Varsity Asst Coach	0.100	\$2,036	\$2,263	\$2,489
Volleyball	Varsity Head Coach	0.250	\$5,091	\$5,657	\$6,222
Wrestling	Asst Coach ***	0.100	\$2,036	\$2,263	\$2,489
Wrestling	Asst Coach	0.100	\$2,036	\$2,263	\$2,489
Wrestling	Asst Coach	0.100	\$2,036	\$2,263	\$2,489
Wrestling	Head Coach	0.250	\$5,091	\$5,657	\$6,222

** Middle School Basketball, Tennis, Track, Volleyball, Cross Country, and Wrestling have a 20 to 1 player to coach ratio. If participation exceeds these guidelines, an additional coach may be added for the season with approval from the Human Resources Director.

*** High School Cheerleading, Dance Track, Cross Country, Swim, Tennis and Wrestling, have a 20 to 1 player to coach ratio. If participation exceeds these guidelines, an additional coach may be added to the season with approval from the Human Resources Director.

**** High School Marching Band has a 50 to 1 participant to director ratio. If participation exceeds these guidelines, an Assistant Marching Band Director may be added at 0.100% with approval from the Human Resources Director.

***** Positions that may be funded through the leadership award stipends.

***** Assistant Coach may only be added if HS has a JV team.

DISTRICT EXTRA DAYS

Type/Department	Position	Extra Day Contract
Counseling	Counselor (Elementary School)	3
Counseling	Counselor (Middle School)	10
Counseling	Counselor (High School)	14
Counseling	District Coordinator	Additional 4 days
Curriculum	Content Coordinator	25
Library	Media Specialist (High School)	14
Migrant/ELL/Title 1	Coordinator	25
Nursing	Nurse (Elementary School)	10
Nursing	Nurse (Middle School & High School)	10
Nursing ***	District Coordinator	Additional 4 days
Pupil Personnel Support *	Occupational & Physical Therapy/Social Worker *	19
Special Education	Consulting Teacher/Instructional Coach	25
Special Education	TERA Coordinator	14
Special Education **	Teacher	5
*	Occupational Therapists, Physical Therapists, and Social Workers- Nineteen of these extra days are to compensate for IEPs special education meetings, and/or other work related meetings held outside of contract days or hours.	
**	Special Education Teachers- These extra days are to compensate for IEPs and special education meetings held outside of contract hours.	
***	Counseling and Nursing Coordinators- These extra days are to compensate for coordinator paperwork and extra meetings to coordinate throughout the calendar year.	

ARTICLE 14: ACCEPTANCE

This agreement is made and entered into this 20th day of June, by and between the Board of Trustees of the Nampa School District #131 (NSD), and the Nampa Education Association (NEA), an organization which the Board recognizes as representing the requisite numbers of certificated employees.

IN WITNESS THEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written at Nampa, Canyon County, Idaho.

Chairman, Board of Trustees (NSD)

Date

President, Nampa Education Association (NEA)

Date