

**NEGOTIATED AGREEMENT**

**BETWEEN THE**

**BEAR LAKE EDUCATION ASSOCIATION**

**AND THE**

**BEAR LAKE SCHOOL DISTRICT NO. 33**

**BOARD OF TRUSTEES**

**2024-2025**

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## **ARTICLE I**

### **NEGOTIATED AGREEMENT**

1. This NEGOTIATED AGREEMENT is entered into this 11<sup>th</sup> day of June, 2024, 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 and 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**

#### **1. Personal Leave**

At the beginning of every school year, each teacher shall be credited with four (4) days of personal leave. 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 or her 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. If the personal days are not used by the end of the year, the teacher will then be compensated at the substitute rate. 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 eleven (11) 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.

One sick day is equal to the number of hours the employee works during a normal day.

## 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 2024-2025 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               | \$1,177.46                    | \$65.00                      |
| Employee & Spouse           | \$1,177.46                    | \$197.60                     |
| Employee & Child            | \$1,177.46                    | \$112.00                     |
| Employee & Children         | \$1,177.46                    | \$177.02                     |
| Employee, Spouse & Child    | \$1,177.46                    | \$242.18                     |
| Employee, Spouse & Children | \$1,177.46                    | \$324.48                     |

#### Traditional Plan

|                             | <u>Monthly Insurance Cost</u> | <u>Employee Pays Monthly</u> |
|-----------------------------|-------------------------------|------------------------------|
| Employee Only               | \$1,177.46                    | \$90.00                      |
| Employee & Spouse           | \$1,177.46                    | \$279.00                     |
| Employee & Child            | \$1,177.46                    | \$155.18                     |
| Employee & Children         | \$1,177.46                    | \$249.68                     |
| Employee, Spouse & Child    | \$1,177.46                    | \$342.56                     |
| Employee, Spouse & Children | \$1,177.46                    | \$459.84                     |

### HDHP Plan

|                             | <u>Monthly Insurance Cost</u> | <u>Employee Pays Monthly</u> |
|-----------------------------|-------------------------------|------------------------------|
| Employee Only               | \$1,135.80                    | \$0                          |
| Employee Spouse             | \$1,094.14                    | \$47.94                      |
| Employee & Child            | \$1,094.14                    | \$16.54                      |
| Employee & Children         | \$1,094.14                    | \$40.50                      |
| Employee, Spouse & Child    | \$1,094.14                    | \$64.06                      |
| Employee, Spouse & Children | \$1,094.14                    | \$93.82                      |

### DENTAL

|                             | <u>Monthly Insurance Cost</u> | <u>Employee Pays Monthly</u> |
|-----------------------------|-------------------------------|------------------------------|
| Employee Only               | \$14.50                       | \$11.82                      |
| Employee & Spouse           | \$14.50                       | \$37.88                      |
| Employee & Child            | \$14.50                       | \$36.76                      |
| Employee & Children         | \$14.50                       | \$73.16                      |
| Employee, Spouse & Child    | \$14.50                       | \$62.80                      |
| Employee, Spouse & Children | \$14.50                       | \$107.04                     |

Employer HSA Monthly Contributions:

Single: \$41.66

Family: \$83.32

If any eligible employee chooses to not sign up for the district insurance plan and acquire their own insurance coverage through another provider, they will be compensated \$333.33 per month For medical and dental or \$300.00 per month medical only to offset their premiums.

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

4.Employees may choose between enrollment in the PPO plan, Traditional or HDHP plan.

## **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 be spent on Science, Art, and Music supplies, and 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. No more than 50% of these funds may be used for consumables.

## **ARTICLE VIII**

### **EFFECT OF AGREEMENT**

1. Duration The provisions of this agreement will be effective as of July 1, 2024, and will continue and remain in full force and effect until June 30, 2025.

## **APPENDIX A**

### **BEAR LAKE COUNTY SCHOOL DISTRICT #33 CERTIFIED SALARY SCHEDULE**

#### **CAREER LADDER SCHEDULE**

|            | <b>BA</b>       | <b>BA+24</b>    | <b>MA</b>       |
|------------|-----------------|-----------------|-----------------|
| <b>RP1</b> | <b>\$47,859</b> | <b>\$49,859</b> | <b>\$51,359</b> |
| <b>RP2</b> | <b>\$48,859</b> | <b>\$50,859</b> | <b>\$52,359</b> |
| <b>RP3</b> | <b>\$49,859</b> | <b>\$51,859</b> | <b>\$53,359</b> |
| <b>P1</b>  | <b>\$50,859</b> | <b>\$52,859</b> | <b>\$54,359</b> |
| <b>P2</b>  | <b>\$52,609</b> | <b>\$54,609</b> | <b>\$56,109</b> |
| <b>P3</b>  | <b>\$54,359</b> | <b>\$56,359</b> | <b>\$57,859</b> |
| <b>P4</b>  | <b>\$56,109</b> | <b>\$58,109</b> | <b>\$59,609</b> |
| <b>P5</b>  | <b>\$57,859</b> | <b>\$59,859</b> | <b>\$61,359</b> |
| <b>AP1</b> | <b>\$61,359</b> | <b>\$63,359</b> | <b>\$64,859</b> |
| <b>AP2</b> | <b>\$63,359</b> | <b>\$65,359</b> | <b>\$66,859</b> |
| <b>AP3</b> | <b>\$65,359</b> | <b>\$67,359</b> | <b>\$68,859</b> |
| <b>AP4</b> | <b>\$67,359</b> | <b>\$69,359</b> | <b>\$70,859</b> |
| <b>AP5</b> | <b>\$69,359</b> | <b>\$71,359</b> | <b>\$72,859</b> |

**\*\*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 with 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 the salary amount of the cell from the previous year (the last year they qualified). Teachers who 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.

- Teachers who are frozen on a given step/cell by the State will remain frozen at that salary until they meet the requirements to advance off that cell.
- One-time \$1,300 bonus based on FTE per teacher to be paid in November.

## APPENDIX B

### SCHEDULE FOR EXTRA-CURRICULAR PAY

#### HIGH SCHOOL

##### Head Coaches

|                  |     |
|------------------|-----|
| Boys Basketball  | 12% |
| Girls Basketball | 12% |
| Football         | 12% |
| Volleyball       | 12% |
| Wrestling        | 12% |
| Baseball         | 12% |
| Softball         | 12% |
| Cheer            | 12% |
| Track            | 11% |
| Cross Country    | 10% |
| Golf             | 10% |

##### Activities Advisors

|                   |     |
|-------------------|-----|
| Activity Director | 20% |
| Student Council   | 8%  |
| Summer Weights    | 5%  |
| Fundraising       | 4%  |
| FFA               | 2%  |

##### Assistant Coaches

|                      |    |
|----------------------|----|
| Boys Basketball (2)  | 8% |
| Girls Basketball (2) | 8% |
| Football (4)         | 8% |
| Volleyball (2)       | 8% |
| Wrestling–Boys       | 8% |
| Wrestling–Girls      | 8% |
| Baseball             | 8% |
| Softball             | 8% |
| Golf                 | 7% |
| Cross Country        | 7% |
| Cheer                | 7% |
| Track (3)            | 5% |

##### Arts Advisors

|            |     |
|------------|-----|
| Pep Band   | 10% |
| Drill Team | 10% |
| Theater    | 9%  |
| Show Choir | 7%  |

#### MIDDLE SCHOOL

##### 8th Grade Coaches

|                  |      |
|------------------|------|
| Cheer            | 8%   |
| Boys Basketball  | 8%   |
| Girls Basketball | 8%   |
| Football         | 8%   |
| Volleyball       | 8%   |
| Wrestling        | 7%   |
| Boys Track       | 6.5% |
| Girls Track      | 6.5% |
| Cross Country    | 5%   |

##### Assistant Coaches

|               |      |
|---------------|------|
| Football      | 5%   |
| Wrestling     | 4.5% |
| Track (2)     | 4.5% |
| Cross Country | 3%   |

##### Activities Advisors

|                   |     |
|-------------------|-----|
| Activity Director | 11% |
| Theater (Max 2)   | 3%  |
| Student Council   | 2%  |

7th Grade Coaches

|                  |    |
|------------------|----|
| Boys Basketball  | 8% |
| Girls Basketball | 8% |
| Football         | 8% |
| Volleyball       | 8% |

\*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 coaching staff, whether certified teachers or non-certified individuals will receive the payment of their coaching contract at the conclusion of the activity season they coach. They must meet with and submit a completed checkout slip with their respective activities directors. This checkout will be verified by the A.D. prior to the A.D. submitting to the district office that all equipment/uniforms and other responsibilities of the coach have been completed.
- All contracts for extra pay assignments will be in accordance with Idaho Code 33-515A.

| Year | Salary   |
|------|----------|
| 1    | \$30,000 |
| 2    | \$31,125 |
| 3    | \$32,292 |
| 4    | \$33,503 |
| 5    | \$34,760 |

|   |          |
|---|----------|
| 6 | \$36,063 |
| 7 | \$37,415 |

### APPENDIX C

The contracted days for certified teachers will 156

### APPENDIX D

#### SIGNATURES

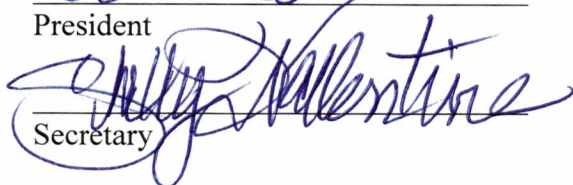
This Agreement is signed this 11<sup>th</sup> day of June, 2024, and shall be binding upon the parties.

IN WITNESS THEREOF:

For the Association:



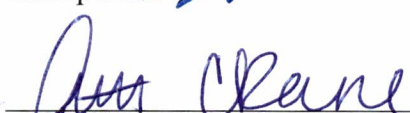
President



Secretary

For the Board

  
Chairperson

  
Clerk