

# **Master Agreement**

Effective July 1, 2024-June 30, 2025

**Board of Trustees of  
Butte County School District  
#111**

**&**

**Butte County Education  
Association**

## **Process**

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

## **Salary**

All certificated employees will receive pay based on where they fall on the local salary schedule according to Idaho Code 33-1004. They shall not move to other steps or be paid extra salary unless they have achieved additional endorsements, or the education allocation bonus for their role in the school district, or until they have achieved such step(s) of the local salary ladder. Extra stipends shall be paid out for extra duties. Teacher contract status shall be based on the Idaho State Department of Education career ladder including the local salary ladder. If there is an addition to a certified employee's contracted salary administration will add it to the stipend document. (See Appendix A for Local Salary Schedule)

The \$6,359 addition allocation approved by the State of Idaho for the 2024-2025 school year shall remain in effect.

Administrators will provide certificated staff a list of stipends such as mentoring, education allocation, library and which months these are paid out and total amounts.

Teachers will receive a 2% bonus from Butte County School District for the 2024-2025 school year based on the Idaho State Career Ladder 24/25 base salary.

## **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 and be reported to Persi as salary.

## **Teacher Contract Status**

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

## **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 \$85 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 \$85 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 Ready Sub to schedule leave.

## **Sick Leave**

All full-time certificated staff will be granted 12 Sick Leave days. Sick leave days can be accrued with no cap.

The board will update policy 2110 and look at updates to policies 5700 and 5400.

## **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 \$500 Deductible, 20% coinsurance, \$2000 OPM.
- The District will offer coverage for employee's children and spouse through the same policy. The employee will be responsible for the entire child and/or spouse premium amount.

## **Dental Insurance**

- The Butte County School District will cover all full-time (30 hours per week or more) employee costs for dental insurance renewing the current Blue Cross dental plan.
- The District will offer coverage for employee's children and spouse through the same policy. The employee will be responsible for the entire child and/or spouse premium amount.

## **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

## **Duty-Free Lunches**

Certificated staff are given a 30 minute duty-free lunch each day.

## **Professional Development**

22 hours of Professional Development will be built in to in-service days.

All remaining hours will be given to staff to work in their classrooms and collaborate with other staff members (+/- half of the remaining time).

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

## **Teacher Preparation Times**

ALL Teacher preparation times shall be the same and equal. All teachers in the HS shall have the same amount of prep time. All MS teachers shall have the same amount of prep time. All elementary teachers shall have the same amount of preparation time.

Arco Elementary~4 hours per week (1 hour during recess, 1 hour during music, 2 hours during P.E.)

Middle School- ~57 minutes per day

High School~57 minutes per day

## **Classroom Supply Money**

- Each certificated classroom teacher will receive \$300.00 for use in their classroom.
- Teachers shall submit receipts or purchase orders to the District Business Manager for reimbursement no later June 1, 2025.
- 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 1, 2024 -June 1, 2025.

## **Flex Days**

All certificated staff shall use 5 total flex days.

Flex days are available beginning May 28, 2024 and ending May 27, 2025.

Any days left unaccounted for will be deducted from the teacher's personal days if available, or from their daily pay.

Each teacher is responsible to account for their days.

Appropriate use of the Flex days includes conferences, workshops, state and district delivered training, online webinars totaling a full day, work on curriculum, work with classroom technology, building lesson plans, etc.

Flex hours shall total 40 working hours.

## **Grievance Procedure**

Any changes to The Grievance Procedure (Policy 5250 and/or the form 5250F) the BCEA President will be notified via email communication before changes are made or presented by and through the Butte County School District.

## **Recertification**

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

## **Flex Monthly Fee**

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

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

Annual Notice of Non-Discrimination:

Butte County School District is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities, that are free from sex and gender-based harassment, discrimination, and retaliation. Accordingly, the District prohibits harassment and discrimination on the basis of sex, sexual orientation, gender, gender identity, and pregnancy, as well as retaliation against individuals who report allegations of sex and gender-based harassment and discrimination, file a formal complaint, or participate in a grievance process. Students, employees, or other members of the District community who believe that they have been subjected to sex or gender-based harassment, discrimination, or

retaliation should report the incident to the Title IX Coordinator, Counselor Sandra Walls, who will provide information about supportive measures and the applicable grievance process(es). Violations of this policy may result in discipline for both students and District employees.

\_\_\_\_\_ Date \_\_\_\_\_  
Tiffany Wight (BCEA President)

\_\_\_\_\_ Date \_\_\_\_\_  
Karen Pyron (School Board Chairman)

# Appendix A- Local Salary Schedule

| Career Ladder Rung | 2024-2025 original allocation (Base salary) | **2024-2025 additional allocation (\$6,359) |  | 2% Bonus   |  | BCSD 111 Salary Schedule (Ladder Rung x 2 % bonus + \$6,359) |
|--------------------|---------------------------------------------|---------------------------------------------|--|------------|--|--------------------------------------------------------------|
| R1                 | \$41,500.00                                 | \$47,859.00                                 |  | \$830.00   |  | \$48,689.00                                                  |
| R2                 | \$42,500.00                                 | \$48,859.00                                 |  | \$850.00   |  | \$49,709.00                                                  |
| R3                 | \$43,500.00                                 | \$49,859.00                                 |  | \$870.00   |  | \$50,729.00                                                  |
| P1                 | \$44,500.00                                 | \$50,859.00                                 |  | \$890.00   |  | \$51,749.00                                                  |
| P2                 | \$46,250.00                                 | \$52,609.00                                 |  | \$925.00   |  | \$53,534.00                                                  |
| P3                 | \$48,000.00                                 | \$54,359.00                                 |  | \$960.00   |  | \$55,319.00                                                  |
| P4                 | \$49,750.00                                 | \$56,109.00                                 |  | \$995.00   |  | \$57,104.00                                                  |
| P5                 | \$51,500.00                                 | \$57,859.00                                 |  | \$1,030.00 |  | \$58,889.00                                                  |
| AP1                | \$55,000.00                                 | \$61,359.00                                 |  | \$1,100.00 |  | \$62,459.00                                                  |
| AP2                | \$57,000.00                                 | \$63,359.00                                 |  | \$1,140.00 |  | \$64,499.00                                                  |
| AP3                | \$59,000.00                                 | \$65,359.00                                 |  | \$1,180.00 |  | \$66,539.00                                                  |
| AP4                | \$61,000.00                                 | \$67,359.00                                 |  | \$1,220.00 |  | \$68,579.00                                                  |
| AP5                | \$63,000.00                                 | \$69,359.00                                 |  | \$1,260.00 |  | \$70,619.00                                                  |

| Additional SDE funds for salary |                                                |         |
|---------------------------------|------------------------------------------------|---------|
|                                 |                                                |         |
| Education Allocation:           | Professional & Advanced Professional and BA+24 | \$2,000 |
| 33-1004B                        | Professional & Advanced Professional and MA    | \$3,500 |
|                                 | OS CTE                                         | \$3,000 |
|                                 |                                                |         |
| CTE industry Experience         | 2 or 3 years =                                 | R2      |
| Per 33-1004B                    | 4 or 5 years =                                 | R3      |
|                                 | 6-7 years =                                    | P1      |
|                                 | 8 or more years =                              | P2      |