



NEGOTIATED AGREEMENT

BETWEEN THE

GOODING EDUCATION ASSOCIATION

AND

THE BOARD OF TRUSTEES

GOODING SCHOOL DISTRICT

2024-2025

SCHOOL YEAR

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RECOGNITION

A. Duration of Agreement

This Negotiated Agreement is entered into by and between the Gooding Education Association and Board of Trustees of the Gooding School District for the period of July 1, 2024 through June 30, 2025.

Ratification of this Agreement shall be done in accordance with the provisions outlined in the Professional Negotiations Act of the Idaho Code.

B. Representative Status

Reference HB647, IC 33-1271 and IC 33-1272. The local education organization shall provide to the district written evidence establishing that the local education organization represents fifty percent (50%) plus one (1) of the professional employees for negotiations.

C. Scope of Negotiations

The scope of negotiations for this year's Agreement included:

Compensation

- Certificated Personnel Career Ladder Schedule plus a one-time stipend
- Extra-Curricular Activity Salary Schedule

Benefits

- Health, Dental, Vision, and EAP Insurance
- Life Insurance
- Leaves of Absence
 - Sick Leave Disability Bank
 - Personal Leave
 - Sick Leave

D. Individual Contract Compliance

Any individual contract issued between the Board and an individual professional certificated employee subject to the terms of this Agreement, for the 2024-2025 school year, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains language or terms inconsistent with this Agreement, then this Agreement, to the extent permitted by law, shall be controlling.

E. Policies Impacting Personnel

The Board agrees to continue the current practice of the Superintendent meeting with the Association to get input on proposed policy changes. The Board will also keep an agenda item with GEA as a scheduled visitor to allow for comment from the Association during Board meetings.

Further, the Board agrees to allow active GEA members to have representation on any committee in which the committee's decisions or recommendations may affect certificated personnel.

F. Procedures

The parties agree that their duly designated representatives will meet and negotiate in good faith with the intent of reaching agreement and with such agreement contained herein. During the negotiations, the Board and the Association will present relevant data, exchange points of view and make proposals and counterproposals. Negotiation sessions will be conducted at such times and places as mutually agreed upon and shall not exceed 2 (two) hours unless both parties agree. An official record of the meetings shall be kept in the district office for inspection during normal business hours. Bargaining members for each party will follow IC 33-1273 with a maximum of 5 (five) representatives for each side. Negotiations will not be conducted during the school day. When agreement is reached on all items, the entire agreement shall then be made in writing and submitted for approval to the Board and the Association. Approval shall be on the total package. When approved by both parties, the Negotiated Agreement shall be ratified and signed by the representatives of both parties and shall also be included with the official minutes of the Board. At the first bargaining session, the Association will submit written proposals and options to be considered for negotiations for the coming years' contract. Additional items may be introduced later only should both parties agree.

Professional Development

Certificated staff will be reimbursed up to \$200 for approved credits or units taken throughout the calendar year. These credits will be used towards academic certification or advanced degrees. Teachers will be reimbursed by a separate check once proof of cost is provided and the class has been completed with a passing grade. (Unofficial transcripts are acceptable). If paperwork is submitted by the 5th of each month, reimbursement will be made that same month. Any paperwork turned in after June 5th for the 2024-2025 year, will not qualify for reimbursement. Coach's clinic expenditures do not qualify for reimbursement.

Leadership Premiums

If the 2024-2025 fiscal year ends with the district being funded for 70.5 or greater support units, the district acknowledges Leadership Premiums will be made a priority the following school year.

SALARY

A. Salary Schedule

1. The salary for the 2024-2025 school year shall be based upon a 166-day contract with work hours from 7:30 a.m. to 4:00 p.m. with a 30-minute lunch. Staff shall attend staff meetings outside of contract hours within reasonable terms with the terms being determined at the building level. Such decision is solely a Board decision and not a subject matter for negotiation but is included in this Agreement for informational purposes so as to provide guidance to certificated professional employees for an understanding of their salary.
2. For the 2024-2025 school year, certificated contracted employees will move on the Career Ladder by meeting State Department of Education criteria for movement. A one-time stipend will be paid out to Instructional and Pupil Service staff based on their career ladder placement.
 - a. Attachment A: Career Ladder Salary Schedule and One-time stipend to be paid in December, 2024
3. Employees who qualify will be paid the state education allocation of \$2000 for a BA+24 credits and \$3500 for a Master's Degree. Employees have the option to choose this payment divided into 2 payments in November and May or as a lump sum in the month of November.
4. For the 2024-2025 school year, any newly hired certificated employees shall be placed on the Career Ladder based upon meeting Idaho Law and State Department of Education criteria.
5. Official college transcripts from an accredited college or university are required for verification of placement on the career ladder and must be submitted to the District Office by September 1, 2024 or within 21 days of the hiring date, whichever is later.
6. Individual certificated professional employees who work less than full time shall have their salary and one-time stipend determined on a pro rata basis.
7. The District will compensate certificated employees \$35 per hour for the following:

- a. When a GMS or GHS teacher covers for another certificated teacher during their prep.
- b. When GES teachers are in ALL DAY due to inclement weather and students cannot go outside.

Staff will be required to clock in and clock out via the Red Rover app. Red Rover timesheets will be approved by the building administrator and a report will be generated by the Payroll Clerk. If staff forget to clock in via Red Rover, they must notify their building administrator withing 48 hours to have their time entered into Red Rover.

Covering multiple classes at the same time will not lead to additional pay.

Advisory is not considered prep time and compensation will not be given for advisory coverage.

8. The Gooding Education Association recognizes the Gooding School District will maintain and submit accurate evaluation information to the State regarding the Advanced Professional Rung and Career Ladder.

B. Extra-Curricular Salary Schedule

1. The Extra-Curricular Salary Schedule for interscholastic activities and extracurricular clubs shall utilize the instructional base salary of \$32,500 for calculation purposes. These employees will move one year on the pay schedule.

- a. Attachment B: Extra-Curricular Schedule

2. The District will pay certificated staff \$35.00 per hour for tutoring, Friday School and/or Summer School.

The district shall be responsible for the Employer's share of PERSI, FICA/Medicare Match, worker's compensation insurance and any other state or federally mandated employer obligation.

INSURANCE BENEFITS

A. Health Insurance

For the 2024-2025 school year, the district will remain on the State Insurance Plan. Employees will have the option to choose between a PPO, Traditional, or a High Deductible Plan. Employees who work 20-29 hours per week qualify for part time benefits. Any employee working 29 hours per week or more shall be considered full time.

B. Life Insurance

For the 2024-2025 school year, the district shall purchase employee life insurance with a benefit value of \$20,000. This shall be provided at no cost to the employees of the District who are encompassed by this Agreement.

LEAVES

A. Personal Leave

Full time employees shall be entitled to three (3) days of personal leave each year. Such days shall be non-accumulative and shall be subject to the following conditions:

1. Employees shall obtain pre-approval (at least 5 days in advance) of the use of Personal Leave, absent an emergency situation.
2. An employee may accumulate unused Personal Leave up to a maximum of five (5) days. Employees will be paid out for Personal Leave exceeding 2 days at the end of the fiscal year at a rate of \$100 per day.
3. If days are carried over, employees are allowed no more than (5) personal days per year.
4. A certified professional employee ONLY, who has used all Personal Leave for the school year, may purchase (2) additional days of leave at a cost of their daily rate of pay.
5. Full time certified professionals will be compensated \$750 if they choose not to use any of their personal days during the school year, provided they have not used over 2 (used, not donated) sick days during the school year. This option is for any certified employee who did not use any personal days in the school year and has 5 saved personal days. If any full time certified employee chooses this option, they may not carry over any unused personal days into the next school year. The money will be paid out in June of the current school year.

B. Sick Leave

1. Each full-time employee of the district shall be entitled to 9 days of sick leave with full pay. Any mid-year hires will have sick leave granted on a

pro-rata basis. Year-round employees shall be entitled to 12 days of sick leave with full pay. If an employee does not use any sick leave during the current school year, they will be awarded one additional sick day the following year.

2. Any unused sick leave shall accumulate from year-to-year with no limit. A copy of the sick leave benefit and procedure is attached. Staff are allowed to donate sick days to specific individuals. The District Office will take on and maintain the responsibility of keeping accurate records of the sick leave donations.
3. Employees shall be allowed to use sick leave when such absence is due to illness or death in the individual's immediate family. Immediate family shall be defined as husband, wife, children, parent, grandparent or sibling, or the same relations for an employee's spouse.
4. Part-time professional certificated employees working over .50 FTE shall accrue leave proportionately to their contract status.

C. Professional Leave

1. A certificated professional employee may utilize paid professional leave as such is pre-approved by the school's administration.

D. Bereavement Leave

1. Leave for full pay, for as long as five (5) days shall be allowed, for each incident, during the school year, as an employee may need to attend to a death in the immediate family. Immediate family shall be defined as husband, wife, children, parent, grandparent or sibling or the same relations for an employee's spouse. (Policy 5400)

DURATION OF AGREEMENT

- A. Consistent with provisions of the Idaho Code, the provisions of this Agreement are effective only for a maximum of a single year, from July 1, 2024 through June 30, 2025 with no expectation of continuation.
- B. During the term of this Agreement, negotiations may not be opened again unless mutually agreed upon by both parties and may only be modified pursuant to written Agreement of the parties, Court order or governmental action.

ACCEPTANCE

This Agreement is signed by the 30th day of June 2024. This Agreement shall be binding on the Parties.

Chairman, Board of Trustees

President, Gooding Education Association