

NEGOTIATED AGREEMENT
BETWEEN
THE MACKAY EDUCATION ASSOCIATION
AND
THE BOARD OF TRUSTEES

MACKAY JOINT SCHOOL DISTRICT #182

JULY 1, 2024 TO JUNE 30, 2025

Effective Date

AGREEMENT

This agreement is made this 19th day of August, 2024, by and between the Board of Trustees, Jt. School District #182, hereinafter referred to as the “Board” and the Mackay Education Association, hereinafter referred to as the “Association”. The terms herein are for the benefit of or on behalf of all certified employees, hereinafter referred to as the “employee”, of the Board excluding the Superintendent, Principals, Directors of Special Programs and Business Manager.

ARTICLE 5 - LEAVES

5-1 Sick Leave: Sick Leave will be granted in accordance with District Policy 5400.

5-1-1 Sick Leave Bank:

- (a) Sick leave bank days are to supplement personal sick leave days, not to serve as a disability income, etc.
- (b) An MEA committee will screen all requests and only those approved by that committee will be turned over to the MEA President, or his/her designee, and the Superintendent for approval. If a disagreement between those two causes a stalemate, the Board Chairman will be called upon to break the tie.
- (c) Non-certified and administrative personnel will not be allowed to donate to or use days from the sick leave bank.
- (d) A maximum of 144 days can be accrued and carried over from year to year in the bank.

- (e) Once a day is donated to the bank by an employee it cannot be retrieved.
- (f) A single person can only use a maximum of 144 days per year (combined personal sick leave days and bank days).
- (g) The Business Manager will implement and maintain tracking of donations and use of days upon written notification of the staff member involved and the MEA President.
- (h) Employee's requesting days from the Sick Bank must use all of their sick and personal days before days are granted from the Sick Leave Bank.

5-2 Personal Leave: Four (4) days leave per year at no loss in salary will be allowed each teacher for personal reasons which require the teacher's absence during working hours. The teacher shall notify the principal at least forty-eight (48) hours in advance of taking said leave, except in cases of emergency. Each teacher shall have the following options: 1) be reimbursed for unused days at a rate of \$57.00 per day, or 2) carry over unused personal leave day to the next year. It is understood that no more than one (1) personal leave day may be carried over from year to year to make a total of five (5) personal days.

5-3 Family and Medical Leave: Family and medical leave will be granted in accordance with District Policy 5410 and 5410P.

5-4 Leave of Absence: Teachers desiring an extended unpaid leave of absence for other than parental leave must make formal application through the Superintendent to the Board. The Board shall review the request and if granted shall allow the following:

- (a) No loss of accumulated benefits of sick leave or contract status.
- (b) Allow teacher to participate in group insurance while on leave with the teacher paying the premium.
- (c) Upon return, the teacher, absent a RIF, shall be assigned to the same position or at least an equivalent position in his/her area of preparation providing a position is available.
- (d) The leave can be extended beyond one (1) year upon request of the teacher prior to May 1 of the year the leave would have ended.

- 5-5 Bereavement Leave: Bereavement Leave will be granted in accordance with District Policy 5400.

ARTICLE 8 – SALARY AND FRINGE BENEFITS

- 8-1 Salary Schedule: The basic salaries of teachers covered by this agreement are set forth in the State of Idaho 2024-2025 Career Ladder as adopted by this District.
- 8-1-1 Education Allocation: Only the Education Allocation Funds provided by the State of Idaho, based on placement on the Career Ladder, will be paid to teachers who are eligible during the 2024-2025 year. Allocated amounts for 2024-2025 will be \$2,000 and \$3,500, which will be distributed to eligible teachers by the district after they are verified and received from the State of Idaho.
- 8-1-2 Advancement: A teacher may advance across the Career Ladder as specified by the State Department of Education. Credits for advancement must be verified as soon as an official transcript is available through the accredited college or university. Credits earned after August 15 **will not** be considered until August 15 of the following year. All credits must be verified by official transcript and be educationally related to the applicant's field.
- 8-2 Insurance: For the 2024 – 2025 year the District adopted the Blue Cross employee-only dual in-network plan. Premium costs exceeding \$795.30 will be paid by the employee.
- 8-3 School Activities: Teachers will be allowed to attend all extracurricular activities sponsored by the District free of charge,

- 8-4 Subject Curriculum Coordinator Stipend: The active Subject Curriculum Coordinator shall receive a stipend of no less than \$150.00 in the year in which textbooks and supplements are adopted in the perspective buildings. Payment of no less than \$300.00 may be made to one individual if he or she is the sole person coordinating and completing orders for both Elementary and Jr. High/High School. This stipend will only be for the coordinator actively involved in obtaining samples and price quotes, coordinating selection meetings, arranging training sessions, setting budgets, ordering and distributing materials. Payment shall be made as a stipend through payroll at the time the duty is completed.
- 8-5 Staff Perceptions of Administrators: A document for “staff perceptions for administrators” will only be read, considered and used by the Board of Trustees, or the Superintendent, if a minimum of 80% of the certified staff completes and submits the staff perceptions for the 2024-2025 school year to gain input regarding staff’s perceptions of administrators in the district. Distribution and compilation shall take place by January 2025 for the Superintendent and February 2025 for the Principal, prior to the Board’s formal evaluations of administrators.
- 8-6 Negotiations: The MEA Association must request negotiations prior to April 1st with a completion date prior to the budget hearing in June if possible.
- 8-7 Certificated Staff Hires: The administration may have a certified MEA member, participate on a committee or interview team for all new certificated staff.

Board:

Chairman – Holly Seefried

Clerk – Jodi McAfee

Association:

President – Christine Hoover

Secretary – Emily Felton