

ARTICLE 1: SALARIES

The following is the Salary Schedule for Certificated Professional Instructional Staff and Non-Instructional Certified Staff for the 2024-2025 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 2024/2025 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	45,315	45,315	45,315	45,315	45,315	45,315
1	46,205	46,205	46,205	46,205	46,205	46,205
2	47,096	47,096	47,096	47,096	47,096	47,096
3	48,252	49,944	50,053	50,164	50,272	50,382
4	49,937	50,046	50,156	50,266	50,374	50,652
5		50,046	50,156	50,266	50,374	52,332
6		50,046	50,156	50,266	52,106	54,110
7		50,046	50,156	51,879	53,872	55,952
8		50,046	51,656	53,639	55,707	57,864
9		51,406	53,381	55,437	57,584	59,820
10			55,196	57,332	59,559	61,881
11				59,297	61,606	64,016
12					63,733	66,231
13					65,937	70,913

- 1.1.1 The District's calendar and corresponding salary schedule for the 2024-2025 school year shall be 170 days. The District and NEA will examine the number of days to determine the effectiveness and need for adaptation in future years due to the move to a four-day student contact week.
- 1.1.2 A copy of the school calendar for the 2024-2025 school year is attached as **Appendix A**.
- 1.1.3 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.
- 1.1.4 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 2024-2025 school year:

2024/2025 PSYCH/SLP/OT/PT SALARY MATRIX						
	MA	MA + 12	MA + 24	EdS	EdS + 12	
	MA + 36	MA + 48	PHD			
STEP	1	2	3	4	5	6
0	45,315	47,159	49,025	50,969	52,996	55,109
1	45,896	48,805	50,740	52,756	54,860	57,052
2	48,587	50,513	52,520	54,613	56,795	59,069
3	50,285	52,283	54,366	56,538	58,801	61,161
4	52,125	54,197	56,360	58,613	60,961	63,408
5	53,954	56,105	58,348	60,686	63,122	65,662
6	55,851	58,083	60,409	62,834	65,363	67,998
7	57,820	60,136	62,550	65,066	67,687	70,423
8	59,863	62,265	64,769	67,379	70,102	72,939
9	61,983	64,475	67,073	69,779	72,605	75,547
10	64,181	66,767	69,463	72,272	75,202	78,256
11	66,464	69,146	71,942	74,856	77,895	81,063
12	68,830	71,294	74,514	77,539	80,691	83,977
13	72,875	75,760	78,881	81,907	85,179	88,589

- 1.1.5 The school psychologist, physical therapist, occupational therapist, and speech language pathology Salary Schedule for the 2024-2025 school year shall be 180 days. The District and NEA will examine the number of days to determine the effectiveness and need for adaptation in future years due to the move to a four-day student contact week.
- 1.1.6 A copy of the School Calendar for the 2024-2025 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 2024-2025 school year will not be identical to that for certificated professional instructional staff.
- 1.1.7 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.
- 1.1.8 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, 2025

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, 2024 will be in the form of an official transcript from an accredited college or university and will be submitted to the Human Resources office on or before September 1, 2024, to achieve all moves on the salary schedule for the 2024-2025 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.

Expires June 30, 2025

1.3 SUPPLEMENTAL SALARY SCHEDULE

- 1.3.1 The Supplemental Salary Schedule for the 2024-2025 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 2024-2025 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 at a prorated amount.
- 1.3.4 All supplemental contracts are issued in conformity with the applicable provisions of Idaho Code.

- 1.3.5 Each position is a single position per school unless otherwise stated.
- 1.3.6 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.
- 1.3.7 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.
- 1.3.8 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.
- 1.3.9 Extra day contracts will be pro-rated for less than 1.0 FTE or partial year assignments.

Expires June 30, 2025

1.4 SPECIAL EDUCATION MULTIPLIER

- 1.4.1 The intention of the District and the Association is to increase the overall compensation to Special Education staff by using a multiplier system instead of Extra Day contracts. The multiplier system is attached as Appendix C. The District and Association agree to work collaboratively to resolve issues that may arise as this new system is implemented. It is further agreed that mere technical violations of the multiplier system will not constitute grounds for a Grievance under the Master Contract for the 2024-2025 school year.

The case load multiplier will be verified based on the employee's caseload the first week in October. This number will remain through the school year unless there are significant and persistent changes that warrant an increase to the employee's caseload. If an employee believes a change to the caseload multiplier is warranted, the employee will notify the district Special Education Director in writing (email will constitute in writing for this section) and a review will be completed as soon as possible within a reasonable time not to exceed 30 days. If the employee is not satisfied with the results of the Special Education Department review, the employee may make a request for a formal review by the Human Resources Department. For the 2024-2025 school year, the decision of the Human Resources Department will be final and will not be grounds for a Grievance under the Master Contract. This provision does not limit any other or additional rights of the employee regarding the calculation of their pay. If there are changes to an employee's case load after the first week in October that would have resulted in a lower multiplier, for the 2024-2025 school year the District will not reduce the multiplier after the first week of October unless the reduction is the result of a change of assignment of the employee.

Expires June 30, 2025

1.5 OTHER SALARIES

- 1.5.1 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.
- 1.5.2 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, 2025

ARTICLE 2: INSURANCE/BENEFITS AGREEMENT

- 2.1 The NSD will offer health, dental, and vision insurance for each full-time certificated employee. Refer to the current employee benefit guide for detailed insurance information.
- Expires June 30, 2025**
- 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, 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, 2025**
- 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, 2025**
- 2.4 The NEA will have the right to contact and receive information from any insurance carrier and/or agent.
- Expires June 30, 2025**
- 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, 2025

- 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, 2025

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 that 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 (partner, 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.

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 (partner, child, spouse of child, parent/parent-in-law, sibling/sibling-in-law, an adult who stood in loco parentis to the employee during childhood, or if employee has stood in loco parentis to any related individual).
- 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 partner 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. 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 half 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 on any student contact 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. This clause will be reviewed with data for the 2025-2026 school year.
- 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 administrations 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 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 (PD) 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 monetarily if funds are available. If not, the certificated employee shall be compensated with comp time 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 and/or cover a classroom during prep, 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 allotted representatives determined by Idaho Education Association (IEA) board policy to the annual Delegate Assembly of the 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 the first Friday in April.
- 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 the first Friday in April, 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 the third Friday in March. Failure to submit a letter of intent to return on or before the third Friday in March will be deemed 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: EVALUATIONS

4.1 EVALUATION TASK FORCE

It is the intent of the District and the Association to ensure that evaluations are conducted in a fair, consistent manner across the District. The District and Association will appoint an Evaluation Task Force to convene by the last workday of October each year. The Evaluation Task Force will review and consider changes/amendments to the evaluation process based on issues from the previous year, code and/or policy changes or shifts, and continual dialogue to ensure certified evaluations promote professional growth and development of certified staff.

4.2 GRIEVANCE

The parties agree that while the procedural process of evaluation (expressed in NSD Policy 5340 and incorporated herein) is subject to grievance, the content of the evaluation shall not be subject to any grievance. However, this provision is not intended to limit the rights of any person outside the scope of this Agreement.

4.3 OBSERVATIONS

All observations and/or documentation of the work of a certificated employee used in the summative evaluation shall be conducted openly and with the full knowledge of the employee.

4.4 FRAMEWORK

Evaluations shall be differentiated for certificated non-instructional employees and pupil personnel certificated employees in a way that aligns with the Charlotte Danielson Framework for Teaching to the extent possible.

4.5 FORMAL EVALUATION

A certificated employee's formal evaluation, conducted by the appropriate evaluator, shall include judgments that take into account multiple measures of the employee's performance, including longitudinal trends in student achievement and growth, the employee's work, case, and/or class load, demographic status of employee's students and school/program, number of preparations, time to teach, adequacy of materials, professional development and/or in-service education, time for planning, facilities, students with active IEP's, EL students, and other factors that may influence the effectiveness of the employee.

4.6 EVIDENCE

The parties acknowledge and agree that there only needs to be as much evidence as is reasonably necessary to inform the evaluator's rating for components that are not observed. In addition, the term evidence should be interpreted as broadly as possible and shall include knowledge, information and understanding of the evaluator and/or certified employee that can be expressed in narrative form. Evidence may include student and/or parent/guardian input, artifacts from a portfolio and/or other sources of information that can inform the evaluation. Absence of evidence shall not be the sole basis for a rating of unsatisfactory for any component of the evaluation.

4.7 WEIGHTING

Certificated employees who have received at least two consecutive years of evaluation in the Nampa School District that are rated overall proficient or better will collaborate regarding the weighting of one or more components in Domains 2 or 3 of the Danielson Framework pursuant to IDAPA 08.02.02.120, paragraph 1.

ARTICLE 5: 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.

5.1 BUILDING ADVISORY TEAMS

- 5.1.1 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.
- 5.1.2 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.
- 5.1.3 These teams will be in addition to any other avenues available to address building-level issues.

5.2 CERTIFICATED EVALUATION TEAMS

- 5.2.1 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.

5.3 EMPLOYEE HANDBOOK

- 5.3.1 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.

5.4 SCHOOL CALENDAR

- 5.4.1 A Calendar Task Force shall be appointed no later than November of the current school year. 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 task force members at the beginning of the process.
- 5.4.2 Certificated professional employees shall not be required to work on dates of closure due to weather conditions. In the event of a non-weather related multi day closure, the superintendent or designee will meet with the NEA president or designee to discuss the workday expectations.
- 5.4.3 The calendar task force will determine make up days, if any are necessary.

5.5 CLASS SIZE

- 5.5.1 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 seven (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 are 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 request, the Nampa Education Association may also receive quarterly updates of class enrollments in each building.

- 5.5.2 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 6: ASSOCIATION RIGHTS

6.1 EXCLUSIVE RIGHTS

The Board acknowledges that for the purposes of negotiations for the Master Contract for the contract 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.

6.2 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.

6.3 PERTINENT INFORMATION

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

6.4 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.

6.5 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.

6.6 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 on daily school bulletins. The District email, 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.

6.6.1 Should the District's Board or District's Administration believe that there has been an abuse of the use of the District's email, 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 email, mail service and/or teacher mailboxes for association purposes.

6.6.2 The Association recognizes that the communications placed on the District's bulletin boards or advanced through use of the District's email, 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.

6.7 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.

6.8 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.

6.8.1 District Leadership Team meeting dates will be communicated to the NEA President by August 15 of the current contract year.

6.8.2 While every attempt will be made to adhere to the provisions of 6.8, if no other times are available, legally required meetings may be held including, but not limited to: IEPs, 504s, state required mediation meetings.

6.9 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.

- 6.9.1 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 7: RELEASE TIME NEA PRESIDENCY

- 7.1 The NSD and the NEA may agree to release the NEA President from classroom responsibilities for one year under the following terms:
 - 7.1.1 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.
- 7.2 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 ten (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.
 - 7.2.1 Should the NEA President elect to utilize any of the days identified in section 7.2, 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 8: AGREEMENT PRODUCTION, AUTHORIZATION AND MODIFICATION

- 8.1 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.
- 8.2 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.
- 8.3 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.
- 8.4 All signed proposals pursuant to the Master Contract will be kept on file by the NSD and the NEA.

ARTICLE 9: SAFE HARBOR CLAUSE

- 9.1 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 10: NEGOTIATIONS

- 10.1 Both parties understand the complexity of creating and balancing the District's budget each year. The NSD and NEA agree that the negotiations process is a beneficial collaborative process. 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. When the NEA establishes majority representation as required by Idaho Code, the parties agree to begin the negotiation process. It is understood that the budget may not be finalized when negotiations begin. The Parties agree that a representative of a mutually agreeable person or entity will perform and serve as the neutral third-party verifier of the 50% + 1 requirement. The Parties further agree that the cost, if any, charged by the third-party verifier will be shared equally between the Parties.

ARTICLE 11: INDIVIDUAL CONTRACT COMPLIANCE

- 11.1 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 12: WORKDAY

12.1 WORKDAY DEFINED

- 12.1.1 Directed work is defined as follows: any job-related tasks scheduled and directed by building or district administration, including, but not limited to; PLT work (teams focused on academic student performance data to plan, shape, and implement instruction and intervention), staff meetings, leadership teams meetings, EL and SPED co-planning meetings, professional development, district horizontal or vertical meetings, or other job-related tasks.

Non-Directed work is defined as follows: Any job-related tasks left open for teacher scheduling and discretion, including, but not limited to; individual planning, preparation, grading, parent/student communication, optional professional development, voluntary non-directed PLT work, voluntary co-planning or preparation, or other job-related tasks.

It is recognized by both parties to this Master Contract that all full-time certificated employees (1.0 FTE) work eight (8) hours and forty-five (45) minutes per day on student contact days. Less-than-full-time employees will coordinate with their direct supervisor and Human Resources to coordinate their individual schedule.

For full-time certificated employees (1.0 FTE) at secondary schools, the student contact workday will be from 7:15 a.m. – 4:00 p.m. For full-time (1.0) certificated employees at elementary schools, the student contact workday will be from 8:00 a.m. – 4:45 p.m.

Full-time certificated employees (1.0 FTE) will receive a 30-minute duty-free lunch.

On non-student contract days within the school year, all full-time certificated employees (1.0 FTE) will work six hours per day. Generally, the non-student contract days will consist of three (3) hours of directed and three (3) hours of non-directed work time scheduled into two blocks. For full-time certificated employees (1.0 FTE), the non-student contract workday will be six (6) hours between the hours of 8:00 a.m. – 3:00 p.m. If there is a need to adapt these blocks for PD or other extenuating circumstances, the building administrator and building leadership team will collaborate about the needed adaptation and communicate to staff for the session/s needed to be adapted. District directed time will follow the same structure of three (3) hours of directed and three (3) hours non-directed work time scheduled into two blocks.

On the non-student contract days before students report to school in the year, full-time certificated employees (1.0 FTE) will work eight (8) hours per day. Due to the nature of back-to-school work and activities, time will be allocated equally between directed and non-directed time. In collaboration with their building administrator, full-time certificated employees (1.0 FTE) can flex up to four (4) hours of non-directed time after August 1st and before the first student contact day of the year.

- 12.1.2 Full-time instructional certificated employees (1.0 FTE) will receive a minimum planning and preparation period of continuous duty-free time within the beginning and ending bell of the student contact day. The amounts are as follows: elementary level fifty (50) minutes daily; middle school level fifty-eight (58) minutes daily; high school level seventy-one (71) minutes daily.

Should a preparation schedule not be possible to provide the minimum planning and preparation period for the corresponding level above within the starting and ending bell of the student contact day, a minimum of thirty (30) minutes duty-free daily preparation time and an additional eighty (80) minutes per week within the student contact day will be arranged with the building administrator.

- 12.1.3 When scheduled in advance, thirty (30) minutes of a preparation/planning period may be designated by the building administration for PLT or specific building PD during weeks that have a non-working Friday.

When scheduled in advance, an elementary certificated employee may be required to spend thirty (30) minutes from 8:00-8:30 a.m. per week for EL, Title One, or SPED co-planning. Alternatively, a different schedule may be developed and agreed upon by building administration, leadership teams, and co-teachers.

- 12.1.4 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.

12.2 DUTY SCHEDULING

- 12.2.1 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.

- 12.2.2 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.

12.3 BUILDING MEETINGS

- 12.3.1 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 during non-directed teacher time.

ARTICLE 13: PROBLEM-SOLVING MECHANISM (GRIEVANCE PROCEDURE)

- 13.1 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 14: VACANCY AND VOLUNTARY TRANSFER

- 14.1 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.

- 14.2 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.

- 14.3 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.

- 14.4 In-district transfers will be tracked by the District.

- 14.5 The District and NEA will develop a CAPS team to meet during the 2024-2025 school year to begin exploration and discussion of reduction in force and involuntary transfers for consideration in future negotiations.

MEMORANDUM OF UNDERSTANDING

The 2024-2025 Master Contract shall be reopened with the intent of paying stipends if the district receives four (4) or more net support units than budgeted or other state funding allocated to salaries greater than or equal to \$400,000.

ARTICLE 14: ACCEPTANCE

This agreement is made and entered into this Enter correct day here 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

APPENDIX A

2024-2025 NSD Student/Staff Calendar

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

Teachers 12 12
Students 8 8
Trimester 1 8 8

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 19 31
Students 17 25
Trimester 1 17 25

Aug 12-15 - Teacher Directed/Non-Directed Days
Aug 13 - Elementary Meet & Greet
Aug 19 - First Day of School

Sept 2 - No School Labor Day
Sept 13 - Teacher Directed/Non-Directed Day
Sept 27 - Teacher Directed/Non-Directed 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			

Teachers 21 52
Students 17 42
Trimester 1 17 42

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

Teachers 13 65
Students 12 54
Trimester 1 8 50
Trimester 2 4 4

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 13 78
Students 12 66
Trimester 2 12 16

Oct 11 - Teacher Directed/Non-Directed Day
Oct 25 - Teacher Directed/Non-Directed Day
Oct 29 - Parent Teacher Conferences 5-8 pm
Oct 30 - No School P/T Conference 8 am - 8 pm
Oct 31 - Teacher Comp Day

Nov 14 - End of 1st Trimester
Nov 15 - Teacher Directed/Non-Directed Day
Nov 25-29 - No School Thanksgiving Break

Dec 13 - Teacher Directed/Non-Directed Day
Dec 23-Jan 3 - No School 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	

Teachers 18 96
Students 16 82
Trimester 2 16 32

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	

Teachers 17 113
Students 16 98
Trimester 2 16 48

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 15 128
Students 13 111
Trimester 2 2 50
Trimester 3 11 11

Jan 6 - Teacher Directed/Non-Directed Day
Jan 20 - No School Human Rights Day
Jan 31 - Teacher Directed/Non-Directed Day

Feb 14 - Teacher Directed/Non-Directed Day
Feb 17 - No School Presidents Day
Feb 26 - End of 2nd Trimester

March 4 - End of 2nd Trimester
March 7 - Teacher Directed/Non-Directed Day
March 17-21 - No School Spring Break
March 28 - Teacher Directed/Non-Directed 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			

Teachers 19 147
Students 18 129
Trimester 3 18 29

MAY						
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 18 165
Students 17 146
Trimester 3 17 46

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 5 170
Students 4 150
Trimester 3 4 50

April 11 - Teacher Directed/Non-Directed Day

May 9 - Teacher Directed/Non-Directed Day
May 26 - No School Memorial Day

June 5 - End of 3rd Trimester
June 6 - Teacher Directed/Non-Directed Day

Trimester 1 - 50
Trimester 2 - 50
Trimester 3 - 50

School Day  Holiday  Teacher DND Day  Comp Day  P/T Conf 

APPENDIX B

SUPPLEMENTAL SALARY SCHEDULE

2024-2025

Base Salary = \$26,134

DISTRICT-WIDE

\$26,134

ACADEMIC

Type	Position	%	Years of Experience		
			I (0-1)	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 (0-1)	II (4-6)	III (7+)
			90%	100%	110%
Department Head	Department Head				
Music	Building Coordinator	0.060	\$1,411	\$1,568	\$1,725
PE	Building Coordinator	0.060	\$1,411	\$1,568	\$1,725

Middle School

ACADEMIC

Type	Position	%	Years of Experience		
			I (0-1)	II (4-6)	III (7+)
			90%	100%	110%
Department Head	Department Head				
Music	Concert Band Director	0.080	\$1,882	\$2,091	\$2,300
Music	Concert Choir Director	0.080	\$1,882	\$2,091	\$2,300
Music	Concert Orchestra Director	0.080	\$1,882	\$2,091	\$2,300
Robotics	Advisor	0.080	\$1,882	\$2,091	\$2,300
Yearbook	Advisor	0.070	\$1,646	\$1,829	\$2,012

ATHLETIC

Type	Position	%	Years of Experience		
			I (0-1) 90%	II (4-6) 100%	III (7+) 110%
Athletics	Director	0.080	\$1,882	\$2,091	\$2,300
Basketball	Girls 7th Grade "B" Coach	0.050	\$1,176	\$1,307	\$1,437
Basketball	Girls 7th Grade "A" Coach	0.060	\$1,411	\$1,568	\$1,725
Basketball	Girls 8th Grade "B" Coach	0.060	\$1,411	\$1,568	\$1,725
Basketball	Girls 8th Grade "A" Coach	0.070	\$1,646	\$1,829	\$2,012
Basketball	Boys 7th Grade "B" Coach	0.050	\$1,176	\$1,307	\$1,437
Basketball	Boys 7th Grade "A" Coach	0.060	\$1,411	\$1,568	\$1,725
Basketball	Boys 8th Grade "B" Coach	0.060	\$1,411	\$1,568	\$1,725
Basketball	Boys 8th Grade "A" Coach	0.070	\$1,646	\$1,829	\$2,012
Cheerleading	Fall Asst. Coach	0.050	\$1,176	\$1,307	\$1,437
Cheerleading	Fall Head Coach	0.070	\$1,646	\$1,829	\$2,012
Cheerleading	Winter Asst. Coach	0.050	\$1,176	\$1,307	\$1,437
Cheerleading	Winter Head Coach	0.070	\$1,646	\$1,829	\$2,012
Cross Country	6-8 Grade Girls Coach	0.070	\$1,646	\$1,829	\$2,012
Cross Country	6-8 Grade Boys Coach	0.070	\$1,646	\$1,829	\$2,012
Football	7th Grade Asst. Coach	0.060	\$1,411	\$1,568	\$1,725
Football	7th Grade Asst. Coach	0.060	\$1,411	\$1,568	\$1,725
Football	7th Grade Head Coach	0.070	\$1,646	\$1,829	\$2,012
Football	8th Grade Asst. Coach	0.060	\$1,411	\$1,568	\$1,725
Football	8th Grade Asst. Coach	0.060	\$1,411	\$1,568	\$1,725
Football	8th Grade Head Coach	0.070	\$1,646	\$1,829	\$2,012
Tennis	6-8 Grade Asst. Coach**	0.050	\$1,176	\$1,307	\$1,437
Tennis	6-8 Grade Head Coach	0.070	\$1,646	\$1,829	\$2,012
Track	6-8 Grade Asst. Coach**	0.060	\$1,411	\$1,568	\$1,725
Track	6-8 Grade Asst. Coach	0.060	\$1,411	\$1,568	\$1,725
Track	6-8 Grade Asst. Coach	0.060	\$1,411	\$1,568	\$1,725
Track	6-8 Grade Asst. Coach	0.060	\$1,411	\$1,568	\$1,725
Track	6-8 Grade Asst. Coach	0.060	\$1,411	\$1,568	\$1,725
Track	6-8 Grade Head Coach	0.070	\$1,646	\$1,829	\$2,012
Volleyball	7th Grade "B" Coach	0.050	\$1,176	\$1,307	\$1,437
Volleyball	7th Grade "A" Coach	0.060	\$1,411	\$1,568	\$1,725
Volleyball	8th Grade "B" Coach	0.060	\$1,411	\$1,568	\$1,725
Volleyball	8th Grade "A" Coach	0.070	\$1,646	\$1,829	\$2,012
Wrestling	6-8 Grade Asst Coach**	0.060	\$1,411	\$1,568	\$1,725
Wrestling	6-8 Grade Asst Coach	0.060	\$1,411	\$1,568	\$1,725
Wrestling	6-8 Grade Girls Coach	0.070	\$1,646	\$1,829	\$2,012
Wrestling	6-8 Grade Boys Coach	0.070	\$1,646	\$1,829	\$2,012

High School

ACADEMIC

Type	Position	%	Years of Experience		
			I (0-1)	II (4-6)	III (7+)
			90%	100%	110%
Debate	Coach	0.130	\$3,058	\$3,397	\$3,737
Department Head	Department Head				
Drama	Coach	0.130	\$3,058	\$3,397	\$3,737
Drill Team	Coach	0.120	\$2,822	\$3,136	\$3,450
FFA	Advisor	0.120	\$2,822	\$3,136	\$3,450
Leadership	Student Leadership Advisor	0.060	\$1,411	\$1,568	\$1,725
Music	Marching Band Director	0.250	\$5,880	\$6,534	\$7,187
Music	Concert Choir Director	0.100	\$2,352	\$2,613	\$2,875
Music	Concert Orchestra Director	0.100	\$2,352	\$2,613	\$2,875
Music	Jazz Band Director	0.100	\$2,352	\$2,613	\$2,875
Robotics	Advisor	0.100	\$2,352	\$2,613	\$2,875
Speech/Debate	Asst. Coach	0.120	\$2,822	\$3,136	\$3,450
Speech	Coach	0.120	\$2,822	\$3,136	\$3,450
Technology	Building Coordinator				
Yearbook	Advisor	0.130	\$3,058	\$3,397	\$3,737

ATHLETIC

Type	Position	%	Years of Experience		
			I (0-1)	II (4-6)	III (7+)
			90%	100%	110%
Athletics	Asst. Director	0.075	\$1,764	\$1,960	\$2,156
Athletics	Athletic Trainer				
Baseball	JV Asst. Coach	0.080	\$1,882	\$2,091	\$2,300
Baseball	JV Coach	0.090	\$2,117	\$2,352	\$2,587
Baseball	Varsity Asst. Coach	0.100	\$2,352	\$2,613	\$2,875
Baseball	Varsity Head Coach	0.130	\$3,058	\$3,397	\$3,737
Basketball	Girls Freshman/Sophomore Coach	0.120	\$2,822	\$3,136	\$3,450
Basketball	Girls JV Coach	0.120	\$2,822	\$3,136	\$3,450
Basketball	Girls Varsity Asst. Coach	0.120	\$2,822	\$3,136	\$3,450
Basketball	Girls Varsity Head Coach	0.250	\$5,880	\$6,534	\$7,187
Basketball	Boys Freshman/Sophomore Coach	0.120	\$2,822	\$3,136	\$3,450
Basketball	Boys JV Coach	0.120	\$2,822	\$3,136	\$3,450
Basketball	Boys Varsity Asst. Coach	0.120	\$2,822	\$3,136	\$3,450
Basketball	Boys Varsity Head Coach	0.250	\$5,880	\$6,534	\$7,187
Cheerleading	Fall Asst. Coach***	0.075	\$1,764	\$1,960	\$2,156
Cheerleading	Fall Head Coach	0.250	\$5,880	\$6,534	\$7,187
Cheerleading	Winter Asst. Coach***	0.075	\$1,764	\$1,960	\$2,156

Cheerleading	Winter Head Coach	0.250	\$5,880	\$6,534	\$7,187
Cross Country	Asst. Coach***	0.070	\$1,646	\$1,829	\$2,012
Cross Country	Asst. Coach	0.070	\$1,646	\$1,829	\$2,012
Cross Country	Head Coach	0.110	\$2,587	\$2,875	\$3,162
Dance	Fall Asst. Coach***	0.075	\$1,764	\$1,960	\$2,156
Dance	Fall Head Coach	0.200	\$4,704	\$5,227	\$5,749
Dance	Winter Asst. Coach***	0.075	\$1,764	\$1,960	\$2,156
Dance	Winter Head Coach	0.200	\$4,704	\$5,227	\$5,749
Football	Freshman Asst. Coach	0.070	\$1,646	\$1,829	\$2,012
Football	Freshman Head Coach	0.080	\$1,882	\$2,091	\$2,300
Football	JV Asst. Coach	0.080	\$1,882	\$2,091	\$2,300
Football	JV Asst. Coach	0.080	\$1,882	\$2,091	\$2,300
Football	JV Asst. Coach	0.080	\$1,882	\$2,091	\$2,300
Football	JV Head Coach	0.110	\$2,587	\$2,875	\$3,162
Football	Varsity Asst. Coach	0.120	\$2,822	\$3,136	\$3,450
Football	Varsity Asst. Coach	0.120	\$2,822	\$3,136	\$3,450
Football	Varsity Asst. Coach	0.120	\$2,822	\$3,136	\$3,450
Football	Varsity Head Coach	0.250	\$5,880	\$6,534	\$7,187
Golf	Asst. Coach	0.070	\$1,646	\$1,829	\$2,012
Golf	Head Coach	0.110	\$2,587	\$2,875	\$3,162
Golf	JV Asst. Coach*****	0.070	\$1,646	\$1,829	\$2,012
Soccer	Girls JV Coach	0.100	\$2,352	\$2,613	\$2,875
Soccer	Girls Varsity Asst. Coach	0.100	\$2,352	\$2,613	\$2,875
Soccer	Girls Varsity Head Coach	0.130	\$3,058	\$3,397	\$3,737
Soccer	Boys JV Coach	0.100	\$2,352	\$2,613	\$2,875
Soccer	Boys Varsity Asst. Coach	0.100	\$2,352	\$2,613	\$2,875
Soccer	Boys Varsity Head Coach	0.130	\$3,058	\$3,397	\$3,737
Softball	JV Coach	0.090	\$2,117	\$2,352	\$2,587
Softball	JV Asst. Coach	0.080	\$1,882	\$2,091	\$2,300
Softball	Varsity Asst. Coach	0.100	\$2,352	\$2,613	\$2,875
Softball	Varsity Head Coach	0.130	\$3,058	\$3,397	\$3,737
Swim Team - District Wide	Head Coach	0.110	\$2,587	\$2,875	\$3,162
Swim Team - District Wide	Asst. Coach***	0.080	\$1,882	\$2,091	\$2,300
Tennis	Asst. Coach***	0.080	\$1,882	\$2,091	\$2,300
Tennis	JV Coach	0.080	\$1,882	\$2,091	\$2,300
Tennis	Varsity Asst. Coach	0.080	\$1,882	\$2,091	\$2,300
Tennis	Varsity Head Coach	0.110	\$2,587	\$2,875	\$3,162
Track	Asst. Coach***	0.100	\$2,352	\$2,613	\$2,875
Track	Asst. Coach	0.100	\$2,352	\$2,613	\$2,875
Track	Asst. Coach	0.100	\$2,352	\$2,613	\$2,875
Track	Asst. Coach	0.100	\$2,352	\$2,613	\$2,875
Track	Asst. Coach	0.100	\$2,352	\$2,613	\$2,875
Track	Head Coach	0.130	\$3,058	\$3,397	\$3,737
Volleyball	Fresh Head Coach	0.080	\$1,882	\$2,091	\$2,300

Volleyball	Sophomore Head Coach	0.080	\$1,882	\$2,091	\$2,300
Volleyball	JV Coach	0.090	\$2,117	\$2,352	\$2,587
Volleyball	Varsity Asst. Coach	0.100	\$2,352	\$2,613	\$2,875
Volleyball	Varsity Head Coach	0.250	\$5,880	\$6,534	\$7,187
Wrestling	Asst. Coach***	0.100	\$2,352	\$2,613	\$2,875
Wrestling	Asst. Coach	0.100	\$2,352	\$2,613	\$2,875
Wrestling	Asst. Coach	0.100	\$2,352	\$2,613	\$2,875
Wrestling	Boys Head Coach	0.250	\$5,880	\$6,534	\$7,187
Wrestling	Girls Head Coach	0.250	\$5,880	\$6,534	\$7,187

**** Middle School Basketball, Tennis, Track, Volleyball, Cross Country, and Wrestling have a 20 to 1 player coach ratio. If participation exceeds these guidelines an official roster will be submitted to HR for any additional coaches based on the above ratio no later than the first week of the season.**

***** 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 official roster will be submitted to HR for any additional coaches based on the above ratio no later than the first week of the season.**

****** High School Marching Band has a 30 to 1 participant to director ratio. If participation exceeds these guidelines an official roster will be submitted to HR for any additional directors based on the above ratio no later than the first week of the season.**

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

District Extra Day Contracts

Type/Department	Position	Extra Day Contract
Counseling	Counselor Elementary School	3
Counseling	Counselor Middle School	9
Counseling	Counselor High School	13
Counseling	District Coordinator	4
Curriculum	Content Coordinator	22
Migrant/ELL/Title 1	Coordinator	22
Nursing	Nurse Elementary School	9
Nursing	Nurse Middle and High School	9
Nursing**	District Coordinator	4
Pupil Personnel Support*	Social Worker*	17
Special Education	Consulting Teacher/Instructional Coach	22

* These extra days are to compensate for IEPs, special education meetings, and/or other work-related meetings held outside of contract days or hours.

** These extra days are to compensate for coordinator paperwork and extra meetings to coordinate throughout the calendar year.

APPENDIX C

SPECIAL EDUCATION CASELOAD MULTIPLIERS 2024-2025 SCHOOL YEAR

The special education teacher multiplier will be a sum of three values based upon the employee's caseload, experience level, and program assignment using the tables below.

Program Multiplier	
Resource	0.01
ERR/SLC/FASE/EBD	0.02
SLC2/Gateways	0.03

Caseload Multiplier	
1-10 cases	0.01
11-20 cases	0.02
21-30 cases	0.03
31+ cases	0.04

Experience	
5 year full-Cert	0.01
Fewer than 5 years	0