

NEGOTIATED AGREEMENT
BETWEEN
THE RICHFIELD SCHOOL TEACHERS
AND
THE BOARD OF TRUSTEES OF THE RICHFIELD SCHOOL DISTRICT #316
FOR THE 2024 – 2025 SCHOOL YEAR

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ARTICLE I
AGREEMENT

The agreement is made and entered into by and between the Richfield School District #316 Board of Trustees, hereinafter called the "District" and the Richfield Teachers. This agreement will be in effect from July 1, 2024 through June 30, 2025.

ARTICLE II
PROOF OF MEMBERSHIP

Within ten (10) days of the date a request for negotiations is initiated by either the local education organization or the Board of Trustees or its designee, the local education organization must provide proof that it has been duly chosen by a majority of the professional employees of the district as their representative organization for negotiations.

ARTICLE III
SALARY

Salary Schedule

For the 2024-2025 school year, there will be one certificated salary schedule. The minimum salary of \$47,859 (see Appendix A) for a 172-day contract. This year, each Parent Teacher Conference day will count as two days toward the total number of days. If a teacher is sick or takes personal leave on Parent Teacher Conference days they will be equivalent to two days of sick leave or personal leave. Placement for experience and credits on the salary schedule will be based upon the State Department of Education (SDE) Career Ladder Conversion Table. Instructional and Personnel Services Staff will receive additional money if they meet the requirements of the SDE Career Ladder specifications and the Richfield School District receives funding for their Additional Education Credits. Specifically, staff with a minimum of a BA+24 or a MA will receive the dollar amount the School District receives from the State of Idaho, (per each individual certified employee, some employees are frozen based upon the results of previous and current evaluations), for the 2024-2025 school year. There will be five paid holidays for 2024-2025 (Labor Day, Thanksgiving Day, Christmas Day, New Year's Day and Memorial Day) resulting in base contracts for certificated employees of 172 days.

The normal work day will be eight hours and thirty-minutes for a total of 510 minutes/day. Alterations to this may be made by the building principal.

If the district requests training or short-term work beyond the 172-day contract, additional days will be paid at the employee's daily pay rate as outlined in the salary schedule used during that year for each of the additional days worked.

It is understood the added days will be a standalone occurrence and does not affect the overall negotiated work days or hours. In the event days are added using this provision it is only for those days and does not change the base work year of hours as negotiated.

ARTICLE IV

LEAVE

Personal Leave

Eligible employees may be granted, upon a written request filed with the building principal and approved by the principal, three (3) days of personal leave, as defined by their regular work day, at no cost to the employee. This leave may be taken for any reason deemed necessary by the employee.

There will be two (2) days allowed to carry over to the next year with a max of five (5) days in any given year.

Any day of personal leave, which is unused, will be compensated \$75 per exchanged day; or two of the unused days may be forwarded to the next year with any other remaining days being compensated at the above-mentioned rate. The total available personal leave days in any year will be five (5).

Personal leave may not be taken during the first or last week of the school year without approval by the Superintendent.

The Principal has authority to not grant personal leave on a professional development day. If the employee chooses to use an unapproved personal leave day they will forfeit 1/172 of their annual contracted salary.

Sick Leave

Each employee shall be credited with ten (10) days of sick leave at the beginning of each year. There shall be no limit on the number of days of sick leave which an employee may accumulate. All accumulated sick leave permitted as reportable under Idaho Code §33-1228, shall be reported to the Public Employees Retirement System of Idaho (PERSI) for employees retiring after July 1, 1988.

Leaves of Absence

Employees may be granted up to one (1) year leave of absence after completion of ten (10) years of continuous employment in the District with Board approval. No more than one percent (1%) of the teachers may be granted leave of absence at one time. The position granted upon return must be of some benefit to the District. The following rights shall be maintained: contract status, retirement benefits and accrued sick leave.

Other Leaves

Other leaves of absences with pay may be granted by the Superintendent or Principal at the discretion of the Superintendent or Principal.

Maternity Leave

Richfield certified staff becoming a new parent due to the birth or adoption of a child may use their personal and sick leave days for the birth of a child/adoption of a child. In the situation of child-birth or adoption, the District will not seek medical confirmation with regard to use of sick or personal leave for up to six (6) weeks. In the situation of a cesarean birth, the District will not seek medical confirmation with regard to use of sick or personal leave for up to eight (8) weeks.

Once accrued personal or sick leave days are used the employee may request unpaid leave for the remainder of their needed time. Unpaid leave will be granted (when combined with their leave days) for a time no longer than 6 to 8 weeks, as detailed herein, immediately after the birth, unless there are medical complications. If for certified medical reasons, as documented by a physician's note, the employee is in need of more than six (6) weeks or eight (8) weeks as detailed in paragraph one, the employee may utilize such additional accrued sick or personal leave if they have such.

An employee utilizing unpaid leave as detailed herein may request that their reduction in pay be spread across the remainder of their contract pay months to reduce the financial impact and/or begin the spread of their reduction pay before delivery within the same contract year.

Richfield certified staff that have a spouse giving birth to a child may use their personal or sick leave for a maximum of 4 days after the birth of a child without the District seeking documentation through a physician's note supporting the need for utilization of accumulated sick leave.

In the situation where both parents of the newly born or newly adopted child are employees of the Richfield School District, the parents jointly may utilize a total of ten (10) weeks of accrued personal or sick leave without the District seeking medical confirmation to the use of sick or personal leave. Neither parent shall, individually, take in excess of the six (6) or eight (8) weeks, as detailed in paragraph one.

Bereavement Leave

In the event of death in a certified employee's or spouse's immediate family, the employee shall be given two days of paid bereavement leave from the School District. An employee shall be allowed to use sick leave if additional time off is needed. Immediate family is defined as being a father, mother, sister, brother, wife, husband, children, grandparent, aunt, uncle, nephew, niece, father-in-law, mother-in-law, sister-in-law, brother-in-law, fiancé, fiancée, or a more distant relative if living in the same household. The district may request a doctor's excuse for sick leave in the event of excessive absences.

ARTICLE V

BENEFITS

The District will not change the existing insurance carriers or insurance representatives without consulting with the Richfield Teachers. The Insurance/Wellness Committee will make recommendations on benefits to the Negotiations Team every year.

Teachers that are employed less than full time shall receive district paid benefits proportional to the amount of time they work, should they want to participate. For example, ½ time teachers would have ½ half the benefit paid by the district ⅓ time teacher ⅓ etc.....

Teachers covered by other qualified health coverage may choose to purchase additional available benefits up to half (½) the amount of the monthly employee traditional plan premium cost.

Health Insurance

The District shall provide a health care plan on a continuous, twelve-month basis for all eligible employees.

- A. The District will pay \$660 per month toward the Signature Gold PPO Plan; the employee will be responsible for any additional costs in excess of \$660.
- B. The District will pay \$660 per month toward the Health Savings Plan; money in excess of the monthly premium will be deposited in the employee's Health Savings Account.
- C. For the 2024-2025 school year only; if a better monthly quote is received for health insurance and the District uses a different provider and there is a reduction in insurance premiums; the District agrees to open this portion of the Master Agreement and negotiate how to pass/share the identified savings with the staff.

Dental Insurance

The District shall provide dental insurance without cost for all eligible employees.

Vision Insurance

The District shall provide vision insurance without cost for all eligible employees.

Employee Assistance Program

The District shall provide employee assistance program without cost for all eligible employees.

Long Term Disability Insurance

The District shall provide long term disability without cost for all eligible employees **Flex Plan**

- A. The District will provide an optional IRS 125 Plan to all eligible employees.
- B. The District will offer the following additional options of a flex plan to all eligible employees. Each option will have its own minimum rules of participation as set by the District.
 - 1. Spouse/Family Dental Insurance
 - 2. Spouse/Family Life Insurance
- C. Should the employee choose benefits whose premiums exceed the District's contribution, the employee shall be responsible for the addition cost through payroll deduction.
- D. The above options shall be payroll deductible to the amount requested by the employee under either a pre-tax or after-tax option. To be eligible for the pre-tax option, the employee must be a member of the IRS 125 Plan offered by the District.

ARTICLE VI

SIGNATURES

Article VII

Appendix A Certified Salary Schedule- 2024-2025

The statewide “career ladder” salary reimbursement schedule will be the salary schedule for the 2024-2025 year. Teachers new to the district or beginning teachers will be placed on the “career ladder”. Teachers not meeting the qualifications to advance to the next cell of the salary grid due to evaluation status will be paid what the State of Idaho, allocates the Richfield School District for that individual teacher; this will not be less than the employee received the previous contract.

2024-2025 Salary Schedule

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>			
<u>Res</u>	<u>\$47,859</u>	<u>\$48,859</u>	<u>\$49,859</u>					
<u>Prof.</u>	<u>\$50,859</u>	<u>\$52,609</u>	<u>\$54,359</u>	<u>\$56,109</u>	<u>\$57,859</u>			
<u>AP</u>	<u>\$61,359</u>	<u>\$63,359</u>	<u>\$65,359</u>	<u>\$67,359</u>	<u>69,359</u>			

Education

BA + 24 = \$2,000

MA = \$3,500

Article VIII

Credit Reimbursement: If the district requires a teacher to take a class or training that costs money, the teacher will not be responsible for payment for the class or training. Each year the district will set aside \$3000 to be used for reimbursement for college credit granting courses. In addition to the \$3000 limit, each teacher is limited to \$300 per year. **In order to use this benefit, teachers must apply to the Superintendent by September 1 for the school year.** If more than 10 teachers apply, the reimbursement will be divided amongst those that apply. The teacher will pay for the course, and the district will provide reimbursement upon verification of successful completion of the course.

The district will also set aside \$3500 per year to be used to assist staff seeking to add endorsements or to pursue course work that is beneficial to both the district and the employee. Employees must receive pre-approval from the Superintendent and the Principal and submit a plan/proposal to determine need for the district and a timeline for completion. This resource can be used in addition to the above-mentioned funds. Individuals may access an additional \$1500 per year on a first come first serve basis.

Recertification: The district will reimburse certified employees \$75 towards the cost of Teacher Recertification. To receive reimbursement, the employee must fill out a purchase order, and provide validation of expense. To qualify for reimbursement, employee must be under contract with the Richfield School District; reimbursement to be paid in the September check. This benefit will extend through September of 2025.

Article IX

Supplemental Salaries 2024-2025

Base for Salary Grid		27,500							
High School		1	2	3	4	5	6	7	8
Football—Head		3,025	3107.5	3190	3273	3355	3438	3520	3603
Assistant Coach		1650	1732.5	1815	1898	1980	2063	2145	2228
Volleyball—Head		3,025	3,108	3,190	3,273	3,355	3,438	3520	3603
Assistant Coach		1650	1732.5	1815	1898	1980	2063	2145	2228
Boys and Girls BB—Head		3025	3107.5	3190	3273	3355	3438	3520	3603
Assistant Coach		1650	1732.5	1815	1898	1980	2063	2145	2228
Track—Head		1457.5	1512.5	1568	1623	1678	1733	1788	1843
Cross Country—Head		880	962.5	1045	1128	1210	1293	1375	1458
Cheerleader Adv. Head		1457.5	1512.5	1568	1623	1678	1733	1788	1843
Athletic Director		3300	3382.5	3465	3548	3630	3713	3795	3878
Athletic Director Sec.		825	852.5	880	907.5	935	962.5	990	1018
Junior High									
Football		1457.5	1512.5	1568	1623	1678	1733	1788	1843
Volleyball		1457.5	1512.5	1568	1623	1678	1733	1788	1843
Boys and Girls BB		1457.5	1512.5	1568	1623	1678	1733	1788	1843
Boys and Girls Track		990	1045	1100	1155	1210	1265	1320	1375
Cross Country		990	1045	1100	1155	1210	1265	1320	1375
Jr High Team Chaperone		728.75	756.25	783.8	811.3	838.8	866.3	894	921
Jr High Chap. Track & CC		495	522.5	550	577.5	605	632.5	660	688
Academic Stipends		27,500							
BPA	10%	2,750							
FFA	10%	2,750							
Student Council	10%	2,750							
Year Book	10%	2,750							