

MASTER AGREEMENT

2025-2026

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ARTICLE I – RELATIONSHIP COMPACT

RELATIONSHIP COMPACT BETWEEN THE CALDWELL SCHOOL DISTRICT AND THE CALDWELL EDUCATION ASSOCIATION

The Caldwell School District and the Caldwell Education Association have been involved in an ongoing process of interest-based problem solving and negotiations, and the model has proven to be highly effective both at the bargaining table and at settling disputes throughout the District. The parties' ability to trust and be trusted is a crucial component of this strategy. To this end, Caldwell School District and CEA on behalf of their memberships wish to formalize a relationship between these organizations as well as District employees: that will endure changes in leadership, survive differences in interests, go above and beyond the requirements of law and contract, and will be based on the following principles:

The Association and District agree to use an interest-based approach as the basis for both individual problem-solving activities as well as contractual negotiations between the parties.

The Association and District agree that each group and individual have an equal right to seek the accommodation of their respective interests and to actively advocate those interests.

The Association and District agree that in relationships a high degree of trust is essential. To this end each organization, as well as the leadership of those organizations, will focus on increasing their own trustworthiness as the means of developing and maintaining the bridge of trust.

The Association and District agree to refrain from the use of coercive tactics because their use is destructive to the relationship and lessens the commitment to agreements jointly made. Both parties will be open to persuasion at all times in order to avoid reliance on the use of power; the Association and the District will seek to persuade rather than to coerce.

The Association and the District believe this relationship will promote and expand communications between the parties. To this end the Association and the District will focus on: operating in an honest and open manner, promoting and disseminating positive information about the successes of the Caldwell School District to the media, establishing procedures regarding rumor control, soliciting interests of all stakeholders, consulting with appropriate parties, testing assumptions, and using joint communication statements on key issues.

ARTICLE II – DEFINITIONS

The Board of Trustees of Caldwell School District #132 and the Caldwell Education Association have agreed to the following provisions pursuant to Idaho Code 33-1271 through 33-1276.

1. **Advanced Professional Endorsement:** The term “Advanced Professional Endorsement” refers to the distinction obtained by CPE(s) who have met the requirements to hold an Idaho Advanced Professional Endorsement (Idaho Code 33-1201A).
2. **Abuse/Misuse of Leave:** The use of leave resulting in a pattern of absence that begins to affect the workplace in a negative manner, is excessive, and or/reporting of leave in a manner inconsistent with the intended use of that leave (unallowable use if sick leave). Absence that results in leave without pay.
3. **Association:** The term “Association” refers to the Caldwell Education Association.
4. **Blackout Dates:** Dates listed in the Agreement during which leave will only be granted in exceptional circumstances or with verification of illness.
5. **Board:** The term “Board” as used in this Agreement shall mean the Board of Education of Caldwell School District #132 in Canyon County, State of Idaho.
6. **Calendar:** The term “Calendar” refers to the School District Calendar as approved by the Board of Trustees.
7. **Certified Professional Employee:** The term “Certified Professional Employee” or “CPE” means any certificated professional employee of the Caldwell School District (Idaho Code 33-1272(1)). For the purposes of this Agreement, CPE does not include any classified staff or administrative personnel, including but not limited to the Superintendent, supervisors, principals, and District Office administrative employees.
8. **Compensation Rung Performance Criteria:** The term “Compensation Rung Performance Criteria” means: (a) an overall rating of proficient and no components rated as *emerging* on the state framework for teaching evaluation; and (b) demonstrating the majority of their students have met their measurable student achievement targets or student success indicator targets. (Idaho Code 33-1001(18)).
9. **Day(s):** The term “Day(s)” means working business days.
10. **Designee:** The term “Designee” is a person who is designated or appointed by the person named in the policy to fulfill the stated duties.
11. **Directed Time:** The term “Directed Time” means time dedicated to professional growth and development directed by district or school-based leadership.
12. **District-sanctioned Absences:** Leave typically supported and/or approved by the District, including yearly allocation of sick leave and personal leave, professional leave, student supervision leave, and bereavement leave.

13. **District/School District:** The term “District” or “School District” shall mean Caldwell School District #132 in Canyon County, State of Idaho.
14. **Excessive absence/tardiness:** Absence from work including tardiness and/or leaving early that results in failure to complete the essential functions of the CPE’s assigned role, failure to complete assigned tasks or responsibilities, undue burden to other staff or students, exhaustion of available leave, or a pattern of leave that suggests misuse of leave. The use of leave results in a pattern of absence that begins to affect the workplace in a negative manner.
15. **Full Day Schedule:** The term “Full Day Schedule” shall mean the period of time each school has regularly scheduled for daily student instruction.
16. **Good Faith:** The term “Good Faith” means honesty, fairness and lawfulness of purpose with the absence of any intent to defraud, act maliciously or take unfair advantage or the observance of reasonable standards of fair dealing (Idaho Code 33-1272(3); Board Policy 446).
17. **Grandfathered:** In the context of this agreement, "grandfathered" refers to teachers who were employed by the district prior to changes in state law affecting the salary schedule. These teachers are exempt from the salary schedule requirements and may not receive additional steps or lanes. However, they remain on a legacy salary scale that cannot be accessed by other teachers. This status ensures that the compensation and benefits of these teachers are preserved under the conditions that were in place prior to Career Ladder compensation.
18. **Grievance:** The term “Grievance” refers to a claim that there has been a violation or misinterpretation of the terms of the Master Agreement and/or Board Policy.
19. **Grievance Procedure:** The term “Grievance Procedure” refers to the process by which CPE(s) are extended the right to resolve an alleged violation or misinterpretation/misapplication of any provision of the Master Agreement and/or Board Policy.
20. **Intermediate Middle School:** For the purpose of this contract, the term “Intermediate Middle School” means a school model that includes 5th and 6th grade students. (Jefferson Middle School).
21. **Local Education Association:** The term “Local Education Association” means any local district organization duly chosen and selected by fifty percent (50%) plus one (1) of the CPEs, excluding administrative personnel, as their representative organization for negotiations under this act (Idaho Code 33-1272(2); Board Policy 446).
22. **Middle School:** For the purpose of this contract, the term “Middle School” means a school model that includes 7th and 8th grade students. (Syringa Middle School).
23. **Negotiations:** The term “Negotiations” means publicly meeting and conferring in good faith by a local board of trustees and the authorized local education organization, or the respective designated representatives of both parties for the purpose of reaching an agreement, upon matters and conditions subject to negotiations as specified in a negotiation agreement between said parties (Idaho Code 33-1272(3)).

24. **Non-Directed Time:** The term “Non-Directed Time” means time dedicated to professional growth, development, and preparation based on the professional autonomy of the CPE.
25. **Party in Interest:** The term “Party in Interest” refers to a CPE(s) who might be required to take action or one against whom action might be taken in order to resolve a Grievance.
26. **Payday:** The term “Payday” refers to CPE’s contractual compensation, which will be prorated over twelve months and paid in equal increments on or before the twenty-fifth day of each month.
27. **President:** The term “President” as used in this Agreement shall mean the President of the Caldwell Education Association.
28. **Professional Endorsement:** The term “Professional Endorsement” refers to the distinction obtained by CPE(s) who have met the requirements to hold an Idaho Professional Endorsement (Idaho Code 33-1201A.)
29. **Professional Leave:** The term “Professional Leave” includes attendance at workshops, conferences, seminars, oral and/or written exams for completion of an advanced degree; district initiated professional development (i.e. curriculum mapping, CWA meetings, leadership training, etc.).
30. **Reimbursement:** The term “Reimbursement” is a sum paid to cover money that has been spent.
31. **Specialist CPE:** The term “Specialist CPE” shall refer to elementary physical education specialists and/or elementary music specialists.
32. **Superintendent:** The term “Superintendent” as used in this Agreement shall mean the Superintendent of Schools Caldwell School District #132 in Canyon County, State of Idaho. The Superintendent is the Chief Executive Officer of the Board, and as such administers the affairs and programs of the School District as provided by law and Board policy.
33. **Superintendent Designee:** The Term “Superintendent Designee” as used in this agreement means an individual acting on behalf of or with authority granted by the superintendent to make decisions related to a particular topic. In this agreement, “Superintendent Designee” most often means building principal.

ARTICLE III – PROFESSIONAL COMPENSATION

2025-2026 CPE Salary Schedule

	BA	BA 24	MA	AP BA	AP BA24	AP MA
R1	50,252	50,252	50,252			
R2	51,257	51,257	51,257			
R3	52,282	52,282	52,282			
P1	53,402	54,152	54,902			
P2	54,470	55,220	55,970			
P3	55,559	56,309	57,059			
P4	56,671	57,421	58,171			
P5	57,804	58,554	59,304			
AP1				64,427	65,177	65,927
AP2				65,716	66,466	67,216
AP3				67,030	67,780	68,530
AP4				68,370	69,120	69,870
AP5				69,738	70,488	71,238
AP5+						74,800

The corresponding salary schedule for the 2025-2026 school year shall be based on 183 contractual days.

1. CPEs in their first, second, and third year of holding a certificate shall be placed on the Residency rungs (R1, R2, R3).
2. CPEs must have a Professional Endorsement to advance beyond Residential rung three (R3).
3. CPEs must have an Advanced Professional Endorsement to advance beyond Professional rung five (P5).
4. In order to be placed at an Advanced Professional five plus (AP5+) rung, CPEs must have an Advanced Professional Endorsement designated as an AP5 and a Master's Degree plus 24 credits, Education Specialist, or Doctorate degree.
5. Salary Schedule placement for the 2025-2026 school year shall reflect the Idaho Department of Education's validated Career Ladder designation as of June 30, 2025. Career Ladder designation is determined by the Idaho Department of Education and is not based solely on years of experience.
6. CPEs must submit transcripts (unofficial or official) to the Human Resources Department on or before September 1, 2025 to validate education level on the 2025-2026 CPE Salary Schedule.

7. CPEs' contractual compensation will be prorated over twelve months and paid in equal increments on or before the twenty-fifth day of each month.

Professional Endorsement

Pursuant to Idaho Code 33-1201(a), to meet the criteria for the Professional Endorsement is, the CPE must:

- (a) Must hold a certificate and been employed in a public school for at least three (3) years or have completed a state board of education-approved interim certificate of three (3) or longer;
- (b) Show they met the professional compensation rung performance criteria* for two (2) of the three (3) previous years of the third year;
- (c) Must have a written recommendation from the employing school district; and
- (d) Must have an annual individualized professional learning plan developed in conjunction with the employee's school district supervisor.

**An overall rating of proficient or higher, and no components rated as unsatisfactory on the state framework for teaching evaluation; and the majority of their students (50%+1) have met their measurable student achievement targets as per Idaho Code 33-1001(18) or student success indicator targets as per Idaho Code 33-1001(31).*

Pursuant to Idaho Code 33-1201(a), CPEs new to the district, coming from out of state, who have not previously held an Idaho certificate, must meet the following criteria for the Professional Endorsement:

- (a) Must have a written recommendation from the employing school district;
- (b) Must have worked in a certificated position in a compact-member state other than Idaho pursuant to section 33-1404, Idaho Code for three (3) to eight (8) years;
- (c) Would have been eligible to work in a certificated position in an Idaho public school based on that certification for three (3) to eight (8) years.

Pursuant to Idaho Code 33-1201(a), CPEs who have worked in an accredited private school and maintained their instructional or pupil service staff certification may use their years of private school work experience to meet the years of experience requirements for the professional and advanced professional endorsement.

Pursuant to Idaho Code 33-1201(a), CPEs holding a Professional Endorsement will be annually evaluated in at least two (2) domains in the Danielson Framework.

In order to advance on the CPE Salary Schedule, the CPE must meet above criteria annually as designated by the Idaho Department of Education validated Career Ladder placement.

Advanced Professional Endorsement

Pursuant to Idaho Code 33-1201(a), to meet the criteria for the Advanced Professional Endorsement is, the CPE must:

- (a) Must hold a renewable certificate and been employed in a public school for at least eight (8) years or more or have completed a state board of education-approved interim certificate of three (3) years or longer and held a renewable certificate and been employed in a public school for five (5) years or more;
- (b) Show they have met the professional compensation rung performance criteria for four (4) of the five (5) previous years or the third, fourth, and fifth-year;
- (c) During three (3) of the previous five (5) years, have served in an additional building or district leadership role in an Idaho public school, including but not limited to:
 - (i) instructional specialist or instructional coach;
 - (ii) Mentor;
 - (iii) Curriculum or assessment committee member;
 - (iv) Team or committee leadership position;
 - (v) Data coach; or
 - (vi) Other leadership positions identified by the school district;
- (d) Have a written recommendation from the employing school district;
- (e) Have an annual individualized professional learning plan (IPLP) developed in conjunction with the employee's supervisor and self-evaluation; and
- (f) Show they have met the advanced professional compensation rung performance criteria* for three (3) of the five (5) previous years.

**An overall rating of proficient or higher, no components rated as unsatisfactory or basic, and rated as distinguished overall in Domain II - Classroom Environment or Domain III - Instruction and Use of Assessment on the state framework for teaching evaluation; and demonstrating seventy-five percent (75%) or more of their students have met their measurable student achievement targets as per Idaho Code 33-1001(18) or student success indicator targets as per Idaho Code 33-1001(31).*

Pursuant to Idaho Code 33-1201(a), CPEs new to the district, coming from out of state, who have not previously held an Idaho certificate, must meet the following criteria for the Advanced Professional Endorsement:

- (a) Have a written recommendation from the employing school district;
- (b) Have worked in a certificated position in a compact-member state other than Idaho pursuant to section 33-1404, Idaho Code; and
- (c) Would have been eligible to work in a certificated position in an Idaho public school based on that certification for nine (9) years or more.

Pursuant to Idaho Code 33-1201(a), CPEs who have worked in an accredited private school and maintained their instructional or pupil service staff certification may use their years of private school work experience to meet the years of experience requirements for the professional and advanced professional endorsement.

Pursuant to Idaho Code 33-1201(a), CPEs holding an Advanced Professional Endorsement will be annually evaluated in Domains II or III in the Danielson Framework. In order to advance a step on the CPE Salary Schedule, the CPE must meet the above criteria annually. A CPE failing to meet the Advanced Professional Endorsement criteria will not advance on the CPE salary schedule.

In order to advance on the CPE Salary Schedule, the CPE must meet above criteria annually as designated by the Idaho Department of Education validated Career Ladder placement.

Career Technical Education Allocation

CPEs who hold an Occupational Specialist Certificate in the area for which they are teaching may receive a Career Technical Education Allocation (CTE) of up to three thousand dollars (\$3,000). The amount paid to the CPE will be determined by the number of qualifying courses taught in the CTE field. Courses taught under a degree-based CTE certificate are not eligible for the allocation. The Career Technical Education Allocation will be paid after verification of funding is received by the State Department of Education.

Recertification Stipend

In recognizing a CPE's professionalism in maintaining a current and valid credential, Caldwell School District grants a recertification stipend in the amount of \$600 for those CPEs that recertify in 2025. The stipend allocation will decrease annually as follows:

- Recertification issued:

- 2025 - \$600 Recertification Stipend, up to \$200 Credit Reimbursement
- 2026 - \$400 Recertification Stipend, up to \$200 Credit Reimbursement
- 2027 - \$200 Recertification Stipend, up to \$200 Credit Reimbursement

It is the CPE's responsibility to submit the proper paperwork with the SDE and the Human Resource Department. Recipients of this stipend are expected to meet all state guidelines for recertification, including due dates as outlined per statute and policy. The Recertification Stipend will be replaced by the Credit Reimbursement process as of 2028.

A recertification stipend shall be provided for each CPE of the district provided the following conditions have been met:

1. During the previous year, the CPE was under contract with the District. CPE holds a certificated position in the District at the time of the October payroll.
3. Application to renew Idaho Credential must be in process with the State Department of Education on or before September 1, 2025. The Human Resource Department will verify with the Idaho State Department of Education.
4. CPE will receive the Recertification Stipend in the November paycheck, provided a valid Idaho Credential is on file with the Human Resource Department.

Credit Reimbursement

The Caldwell School District will reimburse CPEs the actual cost of the course credit and instructor fees, up to \$200 per employee per year for continuing education for the current fiscal year. Reimbursement will be made upon submission of unofficial or official transcripts and proof of payment during the current fiscal year, July 1st – June 30th.

Each CPE in the district will get a non-taxable credit reimbursement up to \$200.00 paid in a separate check if the following prerequisites are satisfied:

1. CPE holds a certificated position in the District at the time the reimbursement request is made.

2. CPE holds a valid Idaho Credential or has an application in process by the Idaho State Department of Education.
3. Submission of official transcripts and proof of payment during the current fiscal year, July 1st – June 30th must be received by the Human Resources Department in order to process the reimbursement.

Early Notification of Retirement Stipend

To honor years of service to the District and the profession, an *Early Notification of Retirement Stipend* is offered. If an individual decides to retire after completing their contract year and notifies the District in advance. The district will provide a financial incentive to the professional CPE that holds a renewable contract and has been employed by the district for five or more consecutive years, based on the date the notification of retirement is received. Incentive amounts shall be \$500 for notifications that are received on or before February 1st. The incentive amount will be lowered to \$300 if the CPE notifies the district between February 2nd and March 1st. Incentive payments will be distributed in the CPE's final paycheck.

ARTICLE IV - BENEFITS

Insurance Benefits

The Caldwell School District shall provide the following monthly contributions for insurance premiums for each full-time CPE:

Caldwell School District				
2025-2026				
	Total Premium	District Paid	Employer Contribution to HS Account**	Employee Monthly Deduction
Medical - Blue Cross Economy Plan with HSA (\$5000 Deductible and Max Out of Pocket)				
Employee Only	699.75	643.30	98.10	56.45
Employee + Spouse	1,328.50	823.90	135.34	504.60
Employee + 1 Child	976.20	724.11	109.53	252.09
Employee + Children	1,135.05	769.11	113.39	365.94
Family	1,577.10	894.29	137.06	682.81
2 Employee No Dep	1,328.50	619.93/619.93	111.75/111.75	44.32/44.32
2 Employee Family	1,577.10	649.50/649.50	91.90/91.90	139.05/139.05
** Contribution amount may be applied to dependent premiums or deposited in Health Savings Account.				
Medical - Blue Cross Standard PPO Plan w/\$1,500 Deductible				
Employee Only	820.95	741.40		79.55
Employee + Spouse	1,568.10	959.24		608.86
Employee + 1 Child	1,124.55	833.64		290.91
Employee + Children	1,297.10	882.50		414.60
Family	1,822.65	1,031.35		791.30
2 Employee No Dep	1,568.10	731.68/731.68		52.37/52.37
2 Employee Family	1,822.65	741.40/741.40		169.93/169.92
Dental - Blue Cross PPO				
Employee Only	30.55	30.55		0.00
Employee + Spouse	61.65	30.55		31.10
Employee + 1 Child	61.65	30.55		31.10
Employee + Children	112.50	30.55		81.95
Family	112.50	30.55		81.95
2 Employee No Dep	61.65	30.83/30.82		0.00
2 Employee Family	112.50	30.83/30.83		25.42/25.42
Dental - Willamette (Blue Connect)				
Employee Only	53.23	30.55		22.68
Employee + Spouse	106.48	30.55		75.93
Employee + 1 Child	106.48	30.55		75.93
Employee + Children	193.44	30.55		162.89
Family	193.44	30.55		162.89
2 Employee No Dep	106.48	30.83/30.82		19.07/19.07
2 Employee Family	193.44	30.83/30.83		59.82/59.82
Vision - United Heritage (Optional)				
Employee Only	7.88	0.00		7.88
Employee + Spouse	11.83	0.00		11.83
Employee + 1 Child	11.83	0.00		11.83
Employee + Children	11.83	0.00		11.83
Family	20.86	0.00		20.86
2 Employee No Dep	11.83	0.00		11.86
2 Employee Family	20.86	0.00		20.86
Ally Health (Includes EAP and Virtual Urgent Care)				
Employee Household	11.00	11.00		0.00
Life Insurance - United Heritage				
\$50,000 Life-Employee Only	7.00	7.00		0.00
FSA and HSA Administration - AmeriFlex				
Flex Spending Account	3.50	0.00		3.50
Health Savings Account	2.50	0.00		2.50

ARTICLE V – LEAVES

Sick Leave

(Board Policy 5455): CPEs will be entitled to Sick Leave with full pay for up to thirteen (13) days each year. When the effective date of employment of the CPE is on or before the beginning of school starting date, he/she will be given full credit for the annual Sick Leave. When the effective date of employment occurs within the teaching year, Sick Leave shall be credited as follows:

September – Twelve (12) days	February – Four (4) days
October – Ten (10) days	March – Three (3) days
November – Eight (8) days	April – Two (2) days
December – Six (6) days	May – One (1) day
January – Five (5) days	

Unused Sick Leave will be accrued from year to year in accordance with Idaho Code 33-1216, 33-1217, and the Public Employees Retirement System of Idaho (PERSI) Idaho Code 59-1301.

Sick Leave may be used in the event of illness by the CPE, the CPE's immediate family, and the CPE's spouse/partner's immediate family.

1. Immediate family includes: father, mother, brother, sister, son, daughter, spouse/partner, grandfather, grandmother, grandchild, stepfather, stepmother, stepchild (of the CPE or spouse/partner), or a person(s) who resides in the CPE's household on a full-time basis and whose primary financial support is provided by the family of the CPE.
2. To protect the District against malingering and false claim of illness, a CPE may be required to provide proof of illness at the discretion of the Superintendent/designee. The Superintendent/designee may also require proof of the CPE's ability to return to work following an illness.

Sick Leave Bank

The purpose of the Sick Leave Bank is to alleviate the hardship caused by absence from work necessitated by illness or accident.

1. The Sick Leave Bank Committee shall establish guidelines as it deems necessary to implement this program. The Sick Leave Bank guidelines will be available to all CPEs through the Human Resource Department. Guidelines shall have the approval of the Association, Executive Board and the Board of Trustees.
2. Each newly employed CPE of the District covered by this Master Agreement shall participate in the Sick Leave Bank unless an Opt-Out form was

- completed during Open Enrollment. To participate, each CPE shall contribute two (2) Sick Leave days. Sick Leave days thus contributed shall be deducted from the individual's Sick Leave entitlement. The contributed Sick Leave days shall form a fund of Sick Leave days that will be available to all eligible participating CPEs upon recommendation of the Sick Leave Bank Committee.
3. The Sick Leave Bank Committee shall consist of two (2) members appointed by the Association, two (2) members appointed by the Superintendent/designee, and the Director of Human Resources. In case of a tie vote of the Committee members, the Director of Human Resources shall cast the deciding vote. The Director of Human Resources shall not be a voting member of the Committee in cases other than those involving a tie vote.
 4. The Committee shall establish such guidelines as it deems necessary to implement this program. Guidelines shall have the approval of the Association Executive Board and the Board of Trustees.
 5. The Committee shall develop and distribute rules and procedures for the orderly administration of the Sick Leave Bank, not inconsistent with the terms of this Agreement.
 6. The Committee shall be responsible for reporting to the District's accounting office the names of contributors and the number of days contributed. It shall report all days granted by the Bank and all other information necessary for the CPE's records.
 7. Application for use of the Bank shall be submitted to the Sick Leave Bank Committee for their recommendation. The Committee shall review the request and determine the eligibility of the CPEs. The Certified Sick Leave Bank Request Form will be available through the Human Resource Department.

Temporary Leaves

CPEs shall be granted the following temporary leave of absence with pay during each work year. Such leave of absence shall not be cumulative from year to year.

Personal Leave

Five (5) days of leave with full pay during each work year can be used for any reason deemed necessary by the CPE as long as the use of leave time does not result in excessive absence.

In the event a CPE does not use all personal leave days, he/she will be reimbursed in his/her June payroll check in the amount of one hundred and ten dollars (\$110.00) for each unused personal leave day.

Attendance Expectations and Use of Leave

CPEs are expected to work the number of hours they are assigned. When CPEs expect to be late to work or are unable to work as scheduled, they are required to

notify their supervisor. Tardiness and absences are monitored and recorded at the building level and by the District Employee Information System (Skyward Qmlativ, Red Rover). Excessive absences (including leaving early) and/or excessive tardiness may lead to disciplinary action, up to and including termination of employment.

CPEs who are not in attendance for their workday have the responsibility to communicate directly with their supervisor about their intent to come to work (or to continue to work). If a CPE is not in attendance for a work day and does not communicate with their supervisor, the District may consider the position abandoned and the CPE will be considered in breach of contract and may be terminated. CPEs are expected to be proactive in communicating with their administrator(s) and colleagues if extenuating circumstances are present that affect CPE attendance.

CPEs are responsible for preparing detailed Sub Plans for any planned absence. All Personal Leave requires Sub Plans prepared in advance. All CPEs should have a sub folder available in the event of an emergency absence.

Absences/tardies can become excessive or demonstrate a pattern of misuse/abuse when one or more of the following are true:

- Begin to affect the workplace in a negative manner;
- Shift the burden of their job to others;
- Are detrimental to the essential functions of his or her job;
- Cause their work to not be completed;
- Cause a significant disruption to the work environment;
- A pattern and practice of using District-sanctioned absences that do not comply with District policy emerges;
- A pattern of using District-sanctioned absences on particular days emerges; **OR**
- A pattern and practice of using chargeable leave as a means of being absent from work after the exhaustion of their available leave days emerges.

Disciplinary Action

1. Initial Problem-Solving
2. Conference with administrator
3. Letter of concern in personnel file w/excessive or abusive use of time off
4. Leave without pay when sanctioned absences are exhausted
5. CPE may be required to reimburse the District for their substitute if all leave has been exhausted

6. Termination

Except for severe cases, disciplinary action will be initiated and resolved at the lowest possible level.

Blackout Days

On Blackout Days, Personal Leave will only be granted under exceptional circumstances. The use of Sick Leave for any Blackout Day will require a doctor's note unless this requirement is waived by the building administrator. Professional Leave and Student Supervision Leave will be granted only with Superintendent/Designee approval. Blackout Days include the following:

- The first week of school
- The last week of school
- Parent-teacher conference weeks
- The week before and after Thanksgiving break
- The week before and after Christmas break
- The week before and after Spring Break
- Professional development days (Directed time), which includes PLC time each Wednesday afternoon

Personal Leave Day Transfer

CPEs may transfer personal leave day(s) to another CPE who has exhausted his/her personal leave days. Transferred personal leave days shall be deducted from the donating CPE and added to the receiving CPE.

1. Transferred personal leave days shall not be returned to the donating CPE under any circumstances.
2. Transferred personal leave days must be used before the end of the school year.
3. Transferred personal leave days shall not be eligible for reimbursement.
4. Transferred personal leave requests shall meet the same requirements for Personal Leave as outlined in the Master Agreement.
5. Transferred personal leave days may not be applied to prior unpaid absences that have already been deducted from the recipient's paycheck.

CPEs must submit a Personal Leave Day Transfer Form to the Human Resource Department within 30 days of the unpaid leave date(s) to initiate a transfer. All transferred personal leave days must be approved by the Superintendent/designee.

Bereavement Leave

In the event of a death in the CPE's or CPE's spouse/partner's immediate family, up to five (5) days of Bereavement Leave may be taken for each occurrence.

1. Immediate family includes: father, mother, brother, sister, son, daughter, spouse/partner, grandfather, grandmother, grandchild, legal guardian, stepfather, stepmother, stepchild (of the CPE or spouse/partner), or a person(s) who resides in the CPE's household on a full-time basis and whose primary financial support is provided by the family of the CPE.
2. Not considered immediate family: uncle, aunt, niece, nephew, or close friend.
*Special circumstances may be considered by your immediate supervisor or supervisor designee and the Human Resources Director.

Civic Duty Leave/Obligatory Leave

The CPE shall be granted time necessary for appearances in legal proceedings connected with employment in which they have been subpoenaed as a witness as per Board Policy #5413 Court Appearance Leave.

In addition, each CPE of the District is entitled to release time for service on committees and commissions established by the State of Idaho, or established by the legislature, or established by any of the departments or agencies of the State of Idaho as per Board Policy #5402 - Release Time for Certified Employee.

Extra Duty Pay

CPEs should make every effort to request a substitute through the District's sub placement program. However, in the event a substitute cannot be secured, a building administrator is authorized to approve extra duty pay for another CPE to cover classes for the absent CPE. The District and Association recognize that a CPE has the right to refuse the request of an administrator to cover classes.

In the event that a CPE working in Middle School (grades 7-8) and High School (grades 9-12) is approved by the building administrator to substitute teach during the regularly scheduled school day, the CPE will need to complete an Extra Duty Reporting Form and may earn up to \$140.00 when the equivalent of the school's full day schedule of substitute teaching is accrued.

Intermediate Middle School (grades 5-6) CPEs approved by the building administrator to substitute teach during the regularly scheduled school day will need to complete an Extra Duty Reporting Form and may earn up to \$140 when the equivalent of the school's full day schedule of substitute teaching is accrued. Intermediate Middle School CPEs Extra Duty compensation will be prorated based on six (6) blocks of instruction. Each block of instruction will be equal to $\frac{1}{6}$ of \$140.00. Four (4) Homeroom blocks is equivalent to one (1) full block or $\frac{2}{3}$ of \$140.00.

In the event that a CPE is working in Elementary School (grades K-4) is approved by the building administrator to substitute teach during the regularly scheduled school day, the CPE will need to complete an Extra Duty Reporting Form and will earn six dollars

(\$6.00) for each student reassigned to him/her per full day; and three dollars (\$3.00) for each student reassigned to him/her per half day.

- Grades K-4 half day is considered three (3) hours or less
- Grades K-4 full day is considered more than three (3) hours

In the event that a Specialist CPE working in Elementary School (grades K-4) is approved by the building administrator to substitute teach during the regularly scheduled school day, the Specialist CPE will need to complete an Extra Duty Reporting Form and may earn up to \$140.00 when the equivalent of the school's full day schedule of substitute teaching is accrued.

The CPE must complete and submit the Extra Duty Reporting Form monthly to their building administrator. Extra Duty Reporting Forms must then be submitted to the Human Resource Department by the 10th of each month for verification and processing.

1. Extra Duty Pay can only be earned with the following conditions:
 - a) Emergency situation arises in a building.
 - b) A substitute teacher is not available.
 - c) Request is authorized by the building administrator.
2. Extra Duty Pay will be processed and paid upon the following conditions:
 - a) Leave is verified by an administrator
 - b) Extra Duty Form is submitted and signed by CPE, building Secretary and Administrator
 - Middle School (grades 7-8) and High School (grades 9-12) CPEs that do not accrue enough hours to complete a full day of coverage, at the conclusion of the school year, the CPEs Extra Duty Pay will be prorated and paid out by June 25.
 - Elementary Specialist CPEs and Intermediate Middle School (grades 5-6) CPEs that do not accrue enough hours to complete a full day of coverage, at the conclusion of the school year, the CPEs Extra Duty Pay will be prorated and paid out by June 25.
 - Elementary School (grades K-4) CPEs must attach an attendance list to the Extra Duty Form.
 - c) Leave is verified by the HR Department.

Professional Development Leave

The Board recognizes that certain professional meetings, conventions or workshops which contribute to the professional growth of the staff and to the improvement of instruction may be mutually advantageous to the CPE and to the District. Professional Leave will be available for any Superintendent/Designee approved activity which will enhance professional performance.

As determined by the Superintendent/Designee, a reasonable number of such absences from regular school duties may be approved without any salary deduction provided a written request and explanation is filed and approved by the building

administrator. Notification of approval or disapproval of the leave request will be given in writing to the CPE. In the event the CPE's request is denied, the CPE may seek other leaves as provided herein.

CPEs may not accept leave compensation from the District and payment for professional services. When such a conflict occurs, the CPE may surrender the payment to the District to receive paid Professional Leave or may keep the payment and receive unpaid leave.

Student Supervision Leave

The building administrator may grant permission for the CPE to attend school-related activities without loss of pay. The building administrator may consult the Superintendent/designee. Student Supervision Leave shall include the following:

- Extracurricular Activities
- Co-curricular Activities

Family Medical Leave (FMLA)

The District will comply with the Family Medical Leave Act (FMLA) as it relates to all professional employees (see Board Policy #5410, *Family and Medical Leave*, as well as U.S. Department of Labor Family and Medical Leave Act of 1993).

Military Leave

A CPE who receives notice to report for or in connection with his/her military responsibilities, which necessitates his/her absence from regular-scheduled duties, shall notify the Human Resource Department as soon as reasonably possible (see Board Policy #5470, *Leaves of Absence – Military Leave*).

ARTICLE VI - WORKING CONDITIONS

Presence at School

The regular daily hours of work for CPEs on full contractual days shall be seven hours and forty-five minutes (7:45) per day, as approved by the Board.

1. Regular Daily Hours on full contractual days includes the following:
 - a. Minimum of thirty (30) minutes of continuous, duty-free lunch.
 - b. Passing time shall not be considered as part of the duty-free lunch period.
 - c. Middle School and High School CPEs will receive one (1) regular period per day of continuous, duty-free preparation time.
 - d. Elementary and Intermediate Middle School CPEs will receive consecutive forty-five (45) minutes of duty-free preparation time.
 - e. CPEs are responsible for accurately reporting all time absent from their regular contractual day in all District absence management systems.
2. CPEs may be required to attend some evening and after school activities. Attendance at school related activities shall not exceed fifteen (15) hours annually. Such activities include but are not limited to:
 - Title I Parent Engagement Nights
 - STEM Night
 - Literacy Night
 - Events outlined in the building's Title One Parent Engagement Plan
 - Back-to-School Events
 - Supervision at athletic, music, theater, or other extracurricular events
 - Supervision at other student activities such as Prom or Homecoming activities
3. In addition, CPEs are required to attend the following staff or student-related meetings:
 - a. Staff Meetings
 - i. Attendance at staff meetings is a professional expectation. Staff meetings are not included in the fifteen (15) hours of annual activity attendance.
 - ii. Staff meetings shall be scheduled for a maximum time frame of one (1) hour.
 - iii. Staff meetings shall begin no later than 30 minutes after the end of the contract day.
 - iv. Staff meetings shall not extend the regular daily hours by more than one and one half (1 ½) hours before or after the full contractual day.
 - **EXAMPLE:** When the contract day ends at 3:45 pm, a staff meeting must be completed by 5:15 pm (1.5 hours after the contract day). The length of the meeting should not exceed one (1) hour.
 - v. Staff meetings shall not be scheduled more than once per week unless there is an emergency.

- b. Attendance at weekly Professional Learning Community (PLC) collaborative meetings is a professional expectation.
- c. Individualized Education Program (IEP) Meetings, 504 Team Meetings, or any other federally mandated meetings.
 - The *Individuals with Disabilities Education Act* (IDEA) and *Section 504 of the Rehabilitation Act of 1973* mandate team membership, which includes not less than one general education teacher and not less than one special education teacher in addition to other team membership requirements. (34 CFR 300.321; Idaho Special Education Manual, Chapter 5; 34 CFR Part 104).
- d. Response to Intervention (RTI) Meetings, Positive Behavior Intervention and Supports (PBIS) Meetings, and other school or district-established team meetings.
- e. Mentor meetings or meetings established at each building for new teachers are required.
- f. Other parent meetings, as requested by the administrator or parent
- g. Emergency staff meetings may be called by the building administrator.

Non-Directed Time

Six (6) full days shall be allocated as uninterrupted, non-directed time.

Directed Time

As a learning organization, we are committed to assuring our teachers are equipped with the knowledge and skills needed to achieve high levels of student learning.

Four (4) full days shall be allocated as uninterrupted, directed time. Absences requested during scheduled directed time must be pre-approved by the Superintendent.

Class Size Goals

FTE allocation will be based on enrollment projections and state funding. The figures below are goals and are not mandated class minimums.

- Elementary Classroom Considerations: The following elementary grade level enrollment goals are as follows:

Kindergarten - 23 students	Third Grade - 26 students
First Grade - 23 students	Fourth Grade - 32 students
Second Grade - 26 students	

When enrollment exceeds the grade level goals, the classroom will qualify for a temporary overcrowding Education Support Professional (ESP). In the event that the enrollment decreases, the temporary overcrowding ESP will be removed from the classroom.

- Intermediate Middle School Classroom Considerations: The following intermediate middle school grade level enrollment goals are as follows:

Fifth Grade - 32 students

Sixth Grade - 32 students

- Middle School Classroom Considerations: The following middle school grade level enrollment goals are as follows:

Seventh Grade - 32 students

Eighth Grade - 32 students

- Secondary Classroom Considerations:

1. Safety will be taken into consideration when placing students in classes such as science, physical education, and career technical courses.
2. If enrollment in secondary courses exceeds thirty-five (35) students, the building administrator, site leadership team, and Superintendent/designee will meet to review the situation and propose possible solutions.
3. Specialized programs such as physical education, band, choir, etc., are excluded.

Association Use of District Facilities and Equipment

1. Association use of District/school communication systems:

- a) The Association and its representatives shall have the right to post notices of activities and matters of Association concern.
- b) The Association may use CPE mailboxes, electronic or other, for communication to CPEs.
- c) This courtesy will be rescinded in the event of any work stoppage, which is the result of orchestrated activities including, but not limited to, strikes, walkouts, sick-in, mass marches, and demonstrations or otherwise a general disruption to the school environment, as defined by the Superintendent.
- d) The Association will honor any request from an employee to cease use of that individual's mailbox, email, or any other mode of communication on behalf of the Association to that individual.

2. Association use of District facilities:

- a) The Association may use District facilities for meetings of Caldwell CPEs without charge.
- b) Association meetings must be conducted before or after the normal workday.
- c) This courtesy will be rescinded in the event of any work stoppage, which is the result of orchestrated activities including, but not limited to, strikes, walkouts,

sick-in, mass marches, and demonstrations or otherwise a general disruption to the school environment, as defined by the Superintendent.

3. Association use of District equipment:

- a) The Association may use District furniture, public address systems, and other items necessary to conduct meetings without charge.
- b) Association use of District equipment must be before or after the normal workday.
- c) Association use of District equipment must not disrupt or infringe upon the education of children.
- d) This courtesy will be rescinded in the event of any work stoppage, which is the result of orchestrated activities including, but not limited to, strikes, walkouts, sick-in, mass marches, and demonstrations or otherwise a general disruption to the school environment, as defined by the Superintendent

ARTICLE VII - CONFLICT RESOLUTION & GRIEVANCE PROCEDURES

Conflict Resolution - CPE Complaint

In the event a conflict arises between two CPEs or one CPE has a complaint against another CPE, Professional Employee receives a complaint from another CPE, the CPE voicing the complaint (complainant) should attempt to resolve the difficulty conflict by meeting directly with the other CPE who voiced the complaint against whom the complaint is voiced (respondent). In the event that either party feels that the matter cannot be resolved by a conference, or the matter is not resolved at a conference, then the conflict resolution conference steps listed below will be initiated. The following steps should be taken to resolve the conflict:

1. Complainant CPE - CPE
2. Complainant - Respondent - building principal
3. Complainant - Respondent - building principal - superintendent/designee
4. Next step would elevate to the Master Agreement Grievance Procedures

In the event a complaint is received by someone other than the Professional Employee (i.e. Building admin., superintendent, board member), the complainant will be referred to the outlined steps above. If the conflict directly involves the building principal and Professional Employee (CPE), the conflict resolution may begin at [3] *Complainant - Respondent - building principal - superintendent/designee*.

It is the responsibility of all Professional Employees, administrators, and Board of Trustees who are contacted with a complaint to inform the Professional Employee of this complaint procedure.

If the concerned party feels a resolution has not been reached, the concerned party may elevate their concern to the Board. The appeal must be submitted, in writing, within fifteen (15) days of receiving the Superintendent's decision. The Board shall only consider whether or not a district policy has been violated and the burden of proving a policy violation shall be borne by the concerned party. If the concerned party feels a grievance is in order, then the grievance policies must be followed.

A Professional Employee (CPE) shall be disciplined only for cause. Charges and/or complaints which may form the basis for disciplinary action shall be made available to the employee, and the employee shall be given the opportunity to respond before any disciplinary action is taken.

Complaints shall not serve as the basis for comments on the evaluation of a Professional Employee unless the Professional Employee (CPE) has been made aware of the complaint and has been afforded the opportunity to respond. and the complaint has resulted in disciplinary action.

While this process will be generally accepted as the appropriate steps for resolving conflicts between CPEs at the lowest level, specific circumstances will dictate whether

this process is appropriate or whether other processes will be initiated. Some exceptions include:

- Complaints of a sensitive nature and/or circumstances in which a CPE has requested to remain anonymous;
- Complaints which trigger other processes, such as Title IX, Special Education, Section 504, or other processes mandated by law, district policy, or at the discretion of the superintendent/designee;
- Complaints deemed by the administrator or superintendent/designee to require investigation or which initiate other policy-driven processes.

Policies and statutes relating to parental complaints:

Idaho Code

§33-205 Denial of School Attendance

§33-512 Governance of Schools

§33-1222 Freedom from Abuse

§33-1225 Threats of Violence - Limitation on Liability

§33-6001 Parental Rights

§18-916 Abuse of School Teachers

§18-6409 Disturbing the Peace

Caldwell School District Board Policy

Policy 4110 Public Complaints

Policy 4120 Uniform Grievance Procedure

Policy 4320 Disruption of School Operations

Grievance Process

Initial Problem Solving:

CPEs will attempt to resolve the problem by identifying the problem and meeting informally with the CPE's direct supervisor/designee. Both parties should attempt to reach a resolution. The supervisor/designee shall document that meeting.

If problem solving fails to resolve the issue to the satisfaction of the CPE, the CPE may file a formal Grievance.

Filing a Grievance:

A written Grievance shall meet the following specifications:

1. It shall be specific.
2. It shall contain a synopsis of the facts giving rise to the violation or misinterpretation/misapplication.
3. It shall contain the specific section of the Master Agreement and/or Board Policy which has been allegedly violated.
4. It shall state the solution requested.
5. It shall contain the date of the alleged violation.
6. It shall be signed by the CPE.

Level I:

1. A Grievance must be initiated within fifteen (15) days following the initial problem-solving resolution meeting.
2. The CPE shall present his/her Grievance to his/her administrator in writing.
3. The administrator shall arrange for a meeting to take place within ten (10) days following personal receipt of the Grievance.
 - a. The written Grievance may be presented to and discussed with the administrator.
 - b. Upon the CPE's request, an advocate of the CPE's choice may be invited to attend the meeting with the CPE and the administrator.
4. The administrator shall provide the CPE a written response within ten (10) days after the meeting. The response shall include the rationale upon which the decision was based.

Level II:

1. Within ten (10) days of receiving the written response, or from the date of the deadline for the response if no written response has been rendered, if the CPE is not satisfied with the disposition of his/her Grievance at Level I, the CPE may appeal the grievance to the Superintendent/designee.
2. Within five (5) days of receipt of the appeal, the Superintendent/designee shall arrange for a meeting with the grievant.
3. Each party has the right to be accompanied by an advocate of their choice.

4. The CPE has the right to bring statements and/or witnesses as he/she deems necessary to develop facts pertinent to the Grievance.
5. Upon conclusion of the meeting, the Superintendent/designee will have five (5) days to provide a written decision and rationale to the CPE.

Level III:

1. Within ten (10) days of receiving the written decision, or from the date of the deadline for the decision if the Superintendent/designee has not provided a written decision, if the CPE is not satisfied with the disposition of his/her grievance at Level II, the CPE may refer the grievance to the Board Chairperson or his/her designee.
2. Within ten (10) working days the Board Chairperson shall convene a panel consisting of three (3) persons: one (1) designated by the School Board, one (1) designated by the grievant, and one (1) agreed upon by the two (2) appointed members, for the purpose of reviewing the grievance and holding a formal hearing.
 - a. If the two appointed panel members cannot agree upon a third panel member, or a third panel member is not available within (10) ten working days, the grievant and the Board chairperson, or designee, shall appoint a mutually agreeable third panel member. Once a panel has been identified, the formal hearing shall be held within ten (10) working days.
 - b. If a hearing panel cannot be convened within twenty (20) days, an extension may be granted under extenuating circumstances if mutually agreed by both parties in writing.
 - c. Both parties will continue to work toward identifying a third panel member by mutual written agreement until a panel can be convened, until resolution is reached or until Grievant opts to advance to Level IV.
3. The parties shall have the right to include in the representations such witnesses and written documentation as they deem necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing, 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 hearing. The employee is responsible for providing the written decision to the President of the Association if the employee desires.

Level IV:

If the grievant is not satisfied with the disposition of the decision at Level III, the party may appeal the decision of the panel through the courts in accordance with state law.

Clarification:

1. A Grievance may be withdrawn at any level without prejudice or record.
2. If the Association believes the Grievance affects a group of CPEs, the Grievance may be processed at the appropriate level.

ADDENDUM A

MEMORANDUM OF UNDERSTANDING

Between the Caldwell School District and the Caldwell Education Association

Regarding Certified Employee Compensation for the 2025-2026 School Year

This Memorandum of Understanding (MOU) is entered into by and between the Caldwell School District No. 132 (hereinafter referred to as “the District”) and the Caldwell Education Association (hereinafter referred to as “the Association”), collectively referred to as “the Parties.”

Purpose:

The purpose of this MOU is to memorialize the agreement between the District and the Association regarding compensation for CPEs whose current salaries exceed the maximum allowable under the Idaho Career Ladder compensation model, as adopted for the 2025-2026 school year.

Background:

In response to changes to Idaho Career Ladder mandatory minimum salary requirements set by the Idaho Legislature, the District and Association have adopted a revised salary schedule for the 2025-2026 school year, reflecting substantial average increases. While the majority of CPEs will receive salary increases under the new schedule, some CPEs currently receive compensation that exceeds the revised schedule's maximum thresholds.

Agreement:

1. Stipend in Lieu of Salary Increase:

- o For the 2025-2026 school year, CPEs whose current salaries exceed the applicable Idaho Career Ladder-based compensation factors and therefore do not qualify for a salary increase under the revised schedule will receive a one-time, non-recurring stipend of **\$1,000**.

2. Eligibility:

- o To be eligible for the stipend, the CPEs must:
 - Have been employed by the District in a certified position for the 2024-2025 school year;
 - Be employed by the District in a certified position for the 2025-2026 school year;
 - Have a current base salary that exceeds the revised salary schedule as defined by the Career Ladder funding model; and
 - Not otherwise receive a salary increase due to the implementation of the revised salary schedule.

3. Payment Terms:

- The stipend shall be paid as a one-time payment in November 2025.

4. No Modification of Salary Schedule:

- This MOU does not amend the certified salary schedule, nor does it affect any other contractual terms related to compensation, benefits, or employment conditions unless explicitly stated herein.

Duration:

This MOU shall remain in effect for the duration of the 2025-2026 school year unless otherwise amended by mutual agreement of both parties.

ADDENDUM B

Memorandum of Understanding Between Caldwell School District #132 and the Caldwell Education Association

Pupil Personnel Services Certified Professional Employees

Purpose

This Memorandum of Understanding (MOU) is entered into by and between the Caldwell School District #132 (hereinafter referred to as the “District”) and the Caldwell Education Association (hereinafter referred to as the “Association”) for the purpose of addressing compensation for certified Pupil Personnel Services Services CPEs in the early years of their public school service.

Background

Pupil Personnel Services CPEs—including but not limited to school counselors, school social workers, school psychologists, occupational therapists, and speech-language pathologists—are required by Idaho law to hold a master's degree in their respective field as a condition of employment in the public school system.

The current salary schedule used by the District reflects the Idaho Career Ladder, which does not acknowledge or provide additional compensation for the advanced education required for these positions during an employee's first three years of service in a public school setting.

Agreement

In recognition of the advanced degree required for certification and employment in these roles, and in acknowledgment of the current limitation in the Idaho Career Ladder compensation model, the District and the Association agree to the following for the 2025-2026 school year:

1. **Eligibility**
Pupil Personnel Services CPEs employed by the Caldwell School District who are placed on the Residency 1, Residency 2, or Residency 3 rungs of the Idaho Career Ladder for the 2025-2026 school year shall be eligible for the stipend.
2. **Stipend Amount-**
Eligible employees will receive a one-time stipend of \$1,000 for the 2025-2026 school year.
3. **Payment Terms**
The stipend shall be paid as a one-time payment in November 2025. Pupil Personnel

Services Services CPEs who are eligible for this stipend and are hired after August 7, 2025 will receive a prorated stipend and be paid in a one-time payment at the discretion of the District payroll office.

4. Future Consideration

The District and the Association agree to revisit this matter during future negotiations to evaluate the continuation, modification, or permanent inclusion of this stipend or similar compensation measures in future salary schedules.

Duration

This MOU shall remain in effect for the duration of the 2025-2026 school year unless otherwise amended by mutual agreement of both parties.