

Cassia Jt. School District No. 151

2025-2026 Master Negotiated Agreement

This Negotiated Agreement is made and entered into by and between Joint School District No. 151 of Cassia, Twin Falls, and Oneida Counties, a corporate body politic, hereinafter called the District, and Cassia County Education Association, hereinafter called the Association.

WHEREAS, the respective negotiating teams of the District and the Association have heretofore entered into a tentative agreement pursuant to the provisions of a negotiation agreement in effect this date in compliance with the provisions of Idaho Code 33-1271 et. seq., and

WHEREAS, the tentative negotiation agreement has been approved by the majority of the members of the said Association voting, and

WHEREAS, the tentative agreement has been approved by the Board of Trustees of the said District at a regularly scheduled meeting,

IT IS HEREBY AGREED as follows:

ARTICLE I – Salaries

The salaries for certificated teachers of the District for the year 2025-2026 have been determined as shown by the attached schedule which is incorporated in this agreement; the minimum salary will be \$50,252. The certified employees will be paid on this Salary Schedule. *(See attachment "A")*

ARTICLE II - Salary Schedule

- A. For the 2025-2026 school year, the placement on the career ladder is determined by the combination of the teacher's experience and additional education as reported as per Idaho Code § 33-1004B. *(See attachment "B")*

ARTICLE III – Insurance

The District participates in the State of Idaho health insurance program for teachers working 20 hours per week or more. District Contributions are established by the state contract. The District contribution for the 2026 fiscal year is \$1,251.08 per month for full time employment. Teachers with a .57 to .86 FTE contract will be eligible to enroll in the same benefit plans but with a higher premium rate. Fiscal year 2026 District contribution for certificated staff between 20-29.9 hours per week is \$1,000.86. *(See attachment "C")*

The District participates in a dental insurance program for teachers. The fiscal year 2026 district contribution is \$28.74/month for full time teachers. Teachers with at least a .57 FTE contract or 20-29.9 hours per week will be allowed this benefit, at a contribution rate of \$23.00 per month for fiscal year 2026.

Teachers shall have "salary reallocation" for the purpose of paying for benefits pre-tax by means of payroll deduction. This "salary reallocation" shall be used as a "Cafeteria Plan" fringe benefit. The Salary Reallocation will allow certificated employees of the District to have a designated amount withheld to be used to cover un-reimbursed medical expenses, childcare, etc. The plan shall include approved health, dental and life insurance, as well as other approved benefits that would come under Section 125 of the IRS Code. Such "salary reallocation" shall be operated in accordance with existing state and federal law and governmental regulations.

The District will provide a life insurance program at a rate of 100% of the employee's premium cost for \$50,000.00 in coverage. Additional coverage for the employee or employee's dependents may be purchased at the employee's expense. Teachers with a 50% contract or more will be allowed this benefit.

ARTICLE IV - Personal Leave

Three days per year cumulative to a maximum balance of 7 days will be allowed for personal use providing that:

1. The time will only be taken when a substitute has been arranged in advance through Absence & Substitute.
2. The time to be taken in half-day or full-day increments at the teacher's discretion upon administrator notification.
3. Such leave shall be at no cost to the employee.
4. Certified staff members shall have the option of returning unused personal leave days to the District and receive reimbursement at the rate of certified substitute teacher pay.
5. The Principal or Superintendent may override the personal leave request for exceptional situations – i.e. cannot take personal leave the first or last week of school, cannot be taken on a day when the teacher is responsible for state or school mandated testing, or cannot be taken when a certified staff member is in charge of any other scheduled school activity, etc.

Certified employees shall be allowed to purchase an additional two (2) days personal leave provided that:

1. The time will only be taken when a substitute has been arranged in advance through Absence & Substitute.
2. The time to be taken in half-day or full-day increments at the teacher's discretion upon administrator notification.
3. Such leave shall be paid for, to the District, at the rate of the certified substitute teacher pay by the certified employee taking such leave.
4. These additional days are not cumulative nor are they reimbursable or convertible and cannot be used until all other personal leave days have been used.
5. The Principal or Superintendent may override the personal leave request for exceptional situations – i.e. cannot take personal leave the first or last week of school, cannot be taken on a day when the teacher is responsible for state or school mandated testing, or cannot be taken when a certified staff member is in charge of any other scheduled school activity, etc.

ARTICLE V - Bereavement Leave

All certificated employees shall be granted up to three (3) days paid, per school year, per occurrence to use as bereavement leave for the death of a member of the employee's immediate household or a family member with the relationship of the following degree: grandfather, grandmother, father, mother, daughter, son, grandchild, wife, husband, brother, sister, aunt, uncle, niece, nephew; in-laws, at the same level, and, also to include step-son, step-daughter, step-father and step-mother. If in a case where more than three (3) days are needed, they may be granted with approval by the building principal, and come from the employee's accumulated sick leave or personal days at the employee's discretion. These three (3) bereavement days do not have to be taken consecutively and do not accumulate from year to year and are not reimbursable or convertible.

ARTICLE VI – Accumulated Sick Leave

Teachers will be allowed to accumulate an unlimited number of unused sick leave days for participation in the Public Employee Retirement System of Idaho. Effective July 1, 2016 the Idaho Legislature removed the limit on the number of unused sick days that may be transferred to another Idaho school district or Idaho state agency.

ARTICLE VII - Sick Leave Bank

Purpose

Each certificated employee of the District may participate in the Sick Leave Bank. To participate, each employee shall contribute a prescribed number of his/her earned sick leave days as determined by the Sick Leave Bank Committee. The contributed sick leave days shall form a fund of sick leave days that will be available to all eligible participating certificated employees upon decision of the Sick Leave Bank Committee for the purpose of alleviating the hardship caused by the absence from work necessitated by extended or recurring illness which extends beyond the employee's accumulated sick and personal leave days.

Application

Application for use of the Bank shall be submitted to the Sick Leave Bank Committee for their consideration. The Committee shall review the request and determine the eligibility of the employee. If the Committee deems necessary, it shall require proof of illness at the time of application and from time to time after a grant has been made.

Guidelines

The Committee shall have the authority to establish such guidelines as it deems necessary to implement this program. Guidelines shall have the approval of the Cassia County Education Association Executive Board and the Board of Trustees. After complete review of the application, the Committee shall have the authority to make final decisions within the guidelines as to disposition of the case.

Eligibility

In order for a professional employee to be eligible for sick leave benefits from the Bank, the employee must first:

1. Be a contributor to the Bank, and
2. Have been absent from work due to illness or accident for:
 - a. All his or her accumulated sick and personal leave days, and
 - b. Have illness or injury that will require more than seven (7) additional days leave.

Contribution

Upon joining, each participating employee shall contribute two (2) days of his/her accumulated sick leave to the Bank. If the number of days contributed shall be insufficient to meet the needs of the Bank, each member of the Bank will be assessed a designated number of days as determined by the Committee to meet the needs of the Bank. The Sick Leave Bank Committee has the authority to determine the number of sick leave days each participant must contribute in order to keep the bank solvent.

Maximum Days Granted

The maximum number of benefit days that may be granted to a member of the sick leave bank in any fiscal year will be 50 days.

The number of sick leave days granted shall not exceed the number of days absent from work due to illness or accident.

Pregnancy-Related Complications

Complications arising from either pre- or post-natal conditions related to pregnancy will be eligible for Sick Leave Bank consideration. Normal pregnancies and deliveries in and of themselves will not normally be eligible for consideration for Sick Leave Bank days.

Excess Days

Sick Leave Bank grants to individual employees will not be carried over from one fiscal year to another. All such grants will end at the termination of the school year. If a certificated employee does not use all of the days granted by the Bank, the unused sick leave days will be returned to the Bank.

Committee

The Sick Leave Bank committee shall consist of two (2) members appointed by the Cassia County Education Association and two (2) members appointed by the District. The Committee shall develop and distribute the guidelines for the orderly administration of the Bank. The Committee shall also be responsible for reporting to the District business office the name of contributors and the number of days contributed. The Committee shall be responsible for reporting all days granted to any certificated employee by the Sick Leave Bank and any other information necessary to maintain an adequate accounting of the operation.

ARTICLE VIII– Certificated Employee Work Day

The board of trustees will fix the days of the year and the hours of the day when school is in session.

ARTICLE IX– Association Rights

Benefits Committee

The district shall utilize a benefits committee. The benefits committee will include the President of the Cassia County Education Association, or his/her designee.

Calendar Committee

The district shall utilize a calendar committee. The calendar committee will include the President of the Cassia County Education Association, or his/her designee.

ARTICLE X– Savings Clause

All items in this agreement are presumed to be legal and valid. In the event that any provision of this agreement is or shall at any time be held contrary to law by a court of competent jurisdiction, all other provisions of this agreement shall continue in effect. This agreement shall not be modified in whole or in part except by amendment in writing duly agreed to and executed by both parties.

ARTICLE XI– Duration

This master negotiated agreement shall be effective July 1, 2025 and shall continue in effect until June 30, 2026.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be executed pursuant to approval authorized by the majority of the members of said Association and by the Board of Trustees of said District at a regularly scheduled meeting.

CASSIA COUNTY EDUCATION ASSOCIATION

ATTEST:

By

Marta A. Hernandez
Co-President

Date

July 15, 2025

By

Barbara Carson
Co-President

Date

7-15-25

By

[Signature]
Secretary

JOINT SCHOOL DISTRICT NO. 151 OF
CASSIA, TWIN FALLS, AND ONEIDA COUNTIES

By

Ryan Ramsey
Board Chairman

By

Angie Adams
Clerk

Date

5/27/25

ATTACHMENT "B"

TITLE 33 EDUCATION CHAPTER 10

FOUNDATION PROGRAM — STATE AID — APPORTIONMENT

33-1004B. CAREER LADDER. School districts shall receive an allocation for instructional staff and pupil service staff based on their staffs' position on the career ladder as follows:

(1) Instructional staff and pupil service staff who are in their first year of holding an Idaho certificate shall be placed in the first cell of the residency compensation rung and shall move one (1) cell on the residency compensation rung for each year they hold an Idaho certificate and are employed in an Idaho public school thereafter for up to three (3) years, at which point they will remain in the third cell of the residency rung until they earn a professional endorsement.

(2) Instructional staff and pupil service staff in their first year of holding a professional endorsement shall be placed in the first cell of the professional compensation rung.

(3) Instructional staff and pupil service staff on the professional compensation rung with four (4) years of experience shall move one (1) cell on the professional compensation rung unless they have failed to meet the professional compensation rung performance criteria for three (3) of the previous four (4) years. Instructional staff and pupil service staff on the professional compensation rung who meet the performance criteria for three (3) of the previous five (5) years, one (1) of which must be during the fourth or fifth year, shall move one (1) cell. Allocations for instructional staff and pupil service staff who do not meet the professional compensation rung performance criteria for three (3) of the previous five (5) years, one (1) of which must be during the fourth or fifth year, shall remain at the previous fiscal year allocation level. This also applies to the educational allocation.

(4) Instructional staff and pupil service staff in their first year of holding an advanced professional endorsement shall be placed in the first cell of the advanced professional compensation rung.

(5) Instructional staff and pupil service staff on the advanced professional compensation rung who met the performance criteria for the advanced professional rung in the previous year shall move one (1) cell on the advanced professional compensation rung. Allocations for instructional staff and pupil service staff who do not meet the advanced professional compensation rung performance criteria shall remain at the previous fiscal year allocation level. This also applies to the additional education allocation.

(6) Career technical education instructional staff holding an occupational specialist certificate shall be placed on the career ladder as follows:

(a) Instructional staff new to working in an Idaho public school:

(i) With two (2) or three (3) years of industry experience in a field closely related to the subjects they seek to teach shall

be placed in an equivalent cell to instructional staff who have been on the career ladder and met the movement requirements for one (1) year;

(ii) With four (4) or five (5) years of industry experience in a field closely related to the subjects they seek to teach shall be placed in an equivalent cell to instructional staff who have been on the career ladder and met the movement requirements for two (2) years;

(iii) With six (6) or seven (7) years of industry experience in a field closely related to the subjects they seek to teach shall be placed in an equivalent cell to instructional staff who have been on the career ladder and met the movement requirements for three (3) years; and

(iv) With eight (8) or more years of industry experience in a field closely related to the subjects they seek to teach shall be placed in an equivalent cell to instructional staff who have been on the career ladder and met the movement requirements for four (4) years; and

(b) Existing career technical education instructional staff on the residency compensation rung shall have their placement updated consistent with the provisions of paragraph (a) of this subsection if the update would result in a rung higher than their current placement.

(7) Instructional staff or pupil service staff entering their first year on the career ladder, but with prior certificated instructional, pupil service, administrative, or equivalent elementary or secondary school experience, including in an accredited private or parochial school, shall be placed on the career ladder as follows:

(a) Instructional staff and pupil service staff who have been awarded a professional endorsement shall be placed as follows:

(i) Those with four (4) years of certificated experience and documentation from the hiring school district or charter school administrator, attesting the individual has provided evidence that the individual has met the professional compensation rung performance criteria in two (2) of the previous four (4) years, shall be placed in an equivalent cell on the career ladder to instructional staff or pupil service staff who have met the movement criteria for four (4) years; or

(ii) Those with five (5) or more years of certificated experience and documentation from the hiring school district or charter school administrator, attesting the individual has provided evidence that the individual has met the professional compensation rung performance criteria in three (3) of the previous five (5) years, with one (1) year being the fourth or fifth year, shall be placed in an equivalent cell on the career ladder to instructional staff or pupil service staff who have met the movement criteria for the equivalent number of years as they have verified experience.

(b) Instructional staff and pupil service staff who have been awarded an advanced professional endorsement with nine (9) or more years of certificated experience and documentation from the hiring school district or charter school administrator, attesting the individual has provided evidence that the individual has met the professional compensation rung performance criteria in three (3) of the previous five (5) years, with one (1) year being the

fourth or fifth year, shall be placed in an equivalent cell on the career ladder to instructional staff or pupil service staff who have met the movement criteria for the equivalent number of years as they have verified experience.

(8) In addition to the allocation amount specified for the applicable cell on the career ladder, school districts shall receive an additional allocation amount for career technical education instructional staff holding an occupational specialist certificate in the area for which they are teaching in the amount of three thousand dollars (\$3,000), which shall be designated for career technical education staff and included as part of their salary.

(9) In addition to the allocation amount specified for the applicable cell on the career ladder, school districts shall receive an additional allocation amount for instructional staff and pupil service staff holding a professional or an advanced professional endorsement who have acquired additional education and meet the professional or advanced professional compensation rung performance criteria. In determining the additional education allocation amount, 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. All credits and degrees earned must be in a relevant pedagogy or content area as determined by the state department of education. Additional education allocation amounts are not cumulative. Instructional staff whose initial certificate is an occupational specialist certificate shall be treated as BA degree-prepared instructional staff. Credits earned by such occupational specialist instructional staff after initial certification shall be credited toward the education allocation. Additional education allocations are:

(a) For instructional staff and pupil service staff holding a professional or an advanced professional endorsement, a baccalaureate degree and twenty-four (24) or more credits, two thousand dollars (\$2,000) per fiscal year.

(b) For instructional staff and pupil service staff holding a professional or an advanced professional endorsement and a master's degree, three thousand five hundred dollars (\$3,500) per fiscal year.

(f) Effective July 1, 2024, the allocation shall be:

Base

Allocation	1	2	3	4	5
Residency	\$41,500	\$42,500	\$43,500		
Professional	\$44,500	\$46,250	\$48,000	\$49,750	\$51,500
Advanced Professional	\$55,000	\$57,000	\$59,000	\$61,000	\$63,000

(10) Effective July 1, 2025, the educator salary-based apportionment program compensation rung cell amounts shall be

adjusted by an amount equivalent to the salary-based apportionment adjustment for administrative and classified staff positions.

(11) A review of a sample of evaluations completed by administrators shall be conducted annually to verify such evaluations are being conducted with fidelity to the state framework for teaching evaluation, including each domain and identification of which domain or domains the administrator is focusing on for the instructional staff or pupil service staff member being evaluated, as outlined in administrative rule. The review shall be completed prior to November 1 of each year. The state board of education shall randomly select a sample of administrators throughout the state. A portion of such administrators' instructional staff and pupil service staff employee evaluations shall be independently reviewed. The ratio of instructional staff evaluations to pupil service staff evaluations shall be equal to the ratio of the statewide instructional staff salary allowance to pupil service staff salary allowance. The state board of education, with input from the Idaho-approved teacher preparation programs and the state department of education, shall identify individuals and a process to conduct the reviews. Administrator certificate holders shall be required to participate in ongoing evaluation training pursuant to section 33-1204, Idaho Code. The state board of education shall report annually the findings of such reviews to the senate education committee, the house of representatives education committee, the state board of education and the deans of Idaho's approved teacher preparation programs. The state board of education shall promulgate rules implementing the provisions of this subsection.

(12) School districts shall submit annually to the state the data necessary to determine if an instructional staff or pupil service staff member has met the performance criteria for movement on the applicable compensation rung. Such data shall include the individuals' performance on each of the performance criteria as defined in section 33-1001, Idaho Code, including the percentage of students meeting their measurable student achievement and student success indicator targets. The department of education shall calculate whether or not instructional staff and pupil service staff have met the compensation rung performance criteria based on the data submitted during the previous five (5) years. Individually identifiable performance evaluation ratings submitted to the state remain part of the employee's personnel record and are exempt from public disclosure pursuant to section 74-106, Idaho Code.

History:

[33-1004B, added 2015, ch. 229, sec. 5, p. 710; added 2015, ch. 229, sec. 6, p. 713; am. 2016, ch. 245, sec. 3, p. 646; am. 2016, ch. 245, sec. 4, p. 649; am. 2016, ch. 352, sec. 1, p. 1038; am. 2016, ch. 352, sec. 2, p. 1041; am. 2018, ch. 169, sec. 4, p. 350; am. 2018, ch. 169, sec. 5, p. 354; am. 2018, ch. 185, sec. 1, p. 405; am. 2019, ch. 132, sec. 1, p. 467; am. 2019, ch. 132, sec. 2, p. 472; am. 2020, ch. 151, sec. 1, p. 450; am. 2020, ch. 270, sec. 2, p. 786; am. 2020, ch. 272, sec. 2, p. 799; am. 2021, ch. 321, sec. 16, p. 959; am. 2022, ch. 3, sec. 3, p. 12; am. 2022, ch. 83, sec. 2, p. 241.]