

CHALLIS JOINT SCHOOL DISTRICT #181

P.O. Box 304 • Challis, Idaho 83226 | District Office: 208.879.4231

MASTER AGREEMENT

CHALLIS JOINT SCHOOL DISTRICT #181 2025-2026 MASTER AGREEMENT

This Agreement is made this 11th day of June 2025, by and between the Board of Trustees, School District No. 181, hereinafter referred to as the "Board" or "School Board" and the Challis Education Association, hereinafter referred to as the "Association."

ARTICLE 1 – RECOGNITION

As the Challis Education Association has met its obligation to establish majority representation for the purposes of negotiation on or before June 1, 2025, the Board recognizes the Challis Education Association as the exclusive representative for the 2025-2026 school year negotiations, with respect to compensation and benefits according to Idaho Code, for all certified personnel ("teacher") of the district except as follows: Superintendent, Principals, and all supervisory personnel, and any other administrative or supervisory personnel hired after implementation of this Agreement that may be so designated by the School Board to come within this exception.

The Association recognizes the School Board as the legally elected representatives of the patrons of the School District with such powers as have been delegated to them by the State Legislature and with full authority to determine and make final decisions concerning school district policy. Nothing contained in this Agreement shall be construed to abrogate, diminish or conflict with any or all of the rights, authority, duties, and responsibilities of the School Board conferred by the courts, the laws of the State of Idaho, and the State Board of Education, and the School Board is likewise entitled without negotiation, to take action that may be necessary to carry out its responsibilities due to situations of emergency or Acts of God.

ARTICLE 2 - LEAVES

Sick Leave

Sick Leave will be granted to teachers in accordance with Idaho Code 33-1216 and 33-1217. Sick Leave may be utilized by a teacher in instances where the teacher's spouse, parents (including father-in-law and mother-in-law), children or grandchildren are ill and/or require medical treatment.

Personal Leave

Each teacher shall receive four days of personal leave on a yearly basis. The teacher has the right to elect to carry forward one day from the previous year for a total not to exceed five days available at any one time. Said election shall be made at the time that the teacher is first employed by the District subject to the right to change such election prior to the beginning of each school year. For specific guidelines, refer to "Personal Leave Carryover" document. Each teacher will be paid \$50.00 for each day of Personal Leave that remains unused at the end of the school year subject to the teacher election to carry forward one day.

In all instances, except extreme emergency situations, teachers must provide 24-hour notice to the Superintendent or Principal prior to taking the Personnel Leave to allow for time to arrange for a substitute teacher.

Leave Of Absence

Renewable Contract status teachers, prior to April 1, may request the Board for a one-year leave of absence provided a) the District can find a suitable replacement for the teacher on or before May 15th of the year prior to the teacher's planned leave of absence; and b) the reason(s) for the leave of absence is (are) approved by the Board of Trustees. If the Board approves the Leave of Absence, it shall allow the following:

- a) No loss of sick leave or contract benefits accumulated prior to the leave of absence.
- b) Allow the teacher to participate in group insurance while on leave with the teacher paying the premium.
- c) Upon return, the teacher shall be assigned to a position that matches the teacher's certification.

Bereavement Leave

Each teacher is entitled to five (5) days of leave, per occasion, related to the death of an immediate family member. Immediate family includes father, mother, sister, brother, husband, wife, children (including sons and daughters-in-law), father-in-law, mother-in-law, sister-in-law, brother-in-law, grandparents and grandchildren. Any additional time requested for bereavement leave must be submitted to the employee's supervisor prior to the expiration of the available five days not exceeding an additional five days. Any additional time requested will be applied against the teacher's personal leave, followed by sick leave, and then leave without pay.

ARTICLE 3 - SALARY AND FRINGE BENEFITS

1. Salary Schedules

The base salaries of teachers covered by this Agreement are set forth in Appendix A, which is attached to and incorporated into this Agreement. The Challis School District Teachers' Salary Schedule for the 2025-2026 school year and matches the format of the Idaho Career Ladder and the placement thereon for each teacher shall match the placement as determined by the State Department of Education for appropriation purposes.

2. Other

Each teacher who has a bachelor's degree +24 credits or a master's degree prior to September 1, 2019 shall receive the amounts set out in Idaho Code Section 33-1004B(1)(c)(ii). And Teacher days cannot exceed 10 days past student days (except of Holidays and Parent/Teacher Conferences).

3. Medical and Dental Insurance

The Board will provide the premium for Blue Cross Group Medical Insurance for certified employees. The Board will provide the premium for group dental insurance for certified employees. Insurance plans and premiums are determined by Blue Cross Group Insurance. Challis Joint School District #181 and the Challis Education Association determined the one and only option available for medical and dental insurance.

4. Teacher Prep Time

The Jr. Sr. High School and Elementary teachers will have prep times, with the understanding that they may concede to accept less time if there are irreconcilable scheduling issues.

ARTICLE 4 - EFFECT AND DURATION

Term and Modification

This Agreement is for a one-year term, beginning July 1, 2025, and ending June 30, 2026. Modifications to the terms of this agreement during its term can be made only with the written mutual consent of the parties.

This Agreement has been duly ratified by the CEA and adopted by the Board on the date first written above and is binding upon the parties.

