

NEGOTIATED AGREEMENT

BETWEEN

THE RICHFIELD SCHOOL TEACHERS

AND

THE BOARD OF TRUSTEES OF THE **RICHFIELD** SCHOOL DISTRICT #316

FOR THE 2025-2026 SCHOOL YEAR

ARTICLE I-AGREEMENT

This Agreement is entered into by and between the Richfield School District #316 Board of Trustees (hereinafter referred to as the "District") and the certified teaching staff of the Richfield School District (hereinafter referred to as the "Richfield Teachers"). This Agreement shall be effective from July 1, 2025, through June 30, 2026.

ARTICLE II – PROOF OF MEMBERSHIP

Within ten (10) days of initiating a request for negotiations-whether by the local education organization of the Board of Trustees (or its designee)- the local education organization must provide documentation verifying that it has been duly selected by a majority of the District's professional employees as their official representative for negotiations.

ARTICLE III- SALARY

Salary Schedule

For the 2025-2026 academic year, there will be a single certificated salary schedule, with a minimum salary of \$50,252 for a standard 170-day contract (see Appendix A). Placement of the schedule for experience and educational credits will follow the State Department of Education (SDE) Career Ladder Conversion Table.

Instructional and Personnel Service Staff who qualify under SDE Career Ladder guidelines- and for whom the District receives funding for Additional Education Credits- will receive the corresponding amount allocated by the State of Idaho. This applies to certified employees with at least a BA+24 of MA, noting that some employees may be salary-frozen based on current or past performance evaluations.

Employees will receive five (5) paid holidays during the 2025-2026 school year: Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, and Memorial Day. Accordingly, certified employees' base contracts will include the identified holidays as a portion of their 170 contracted days.

The standard workday shall be eight (8) hours and thirty (30) minutes in length, totaling 510 minutes per day. The building principal may make adjustments to this schedule as needed.

In cases where the District requires training or short-term work beyond the 170-day contract, affected employees shall be compensated at their daily rate, as determined by the applicable salary schedule for the year or a mutually agreed upon daily rate. The use of this provision is limited to the specific days added and does not modify the contractual work year.

ARTICLE IV- LEAVE

Personal Leave

Eligible employees may be granted up to three (3) days of personal leave per year, at no cost to the employee, upon submission of a written request to the building principal and with the principal's approval. Personal leave may be used at the employee's discretion for any reason.

Employees may carry over up to two (2) unused personal leave days to the following year, with a maximum of five (5) total personal leave days available in any given year.

Unused personal leave days will be compensated at a rate of \$75 per day. Alternatively, up to two (2) of those unused days may be carried over to the next school year; any remaining days will be compensated accordingly. Under no circumstances may an employee have more than five (5) personal leave days available in one year.

Personal leave may not be taken during the first or last week of the school year without prior approval from the Superintendent. Additionally, the building principal reserves the right to deny personal leave on professional development days. If an employee elects to take personal leave without required approval, they will forfeit 1/170 of their annual contracted salary for each such day.

Sick Leave

Each employee shall be credited ten (10) days of sick leave at the start of each school year. There is no limit to the number of sick leave days an employee may accumulate. All accrued sick leave that qualifies 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 who have completed ten (10) consecutive years of service with the District may be eligible, upon Board approval, for a leave of absence of up to one (1) year. No more than one of the instructional/pupil services staff may be on such leave at any given time. The position granted upon return must provide a benefit to the District. During the leave of absence, the employee will retain their contract status, accrued sick leave, and retirement benefits.

Other Leaves

Additional paid leaves of absences may be granted at the discretion of the Superintendent or building principal.

4

Maternity Leave

Certified staff members of the Richfield School District who become new parents through the birth or adoption of a child may use their accrued personal and sick leave for parental leave. In the case of childbirth or adoption, the District will not require medical documentation for the use of such leave for up to six (6) weeks. For cesarean births, this period is extended to eight (8) weeks without requiring medical confirmation.

Once accrued personal and/or sick leave is exhausted, the employee may request additional unpaid leave to complete the remainder of the standard six (6) or eight (8) week leave period. This unpaid leave will be granted immediately following the birth or adoption, unless extended for medically certified reasons. In such cases, if the employee presents documentation from a licensed physician indicating a medical need beyond the standard leave period, they may use additional accrued personal or sick leave if available.

Employees approved for unpaid leave under this policy may request that the resulting salary reduction be prorated over the remaining months of their contract year to minimize financial impact. Alternatively, employees may elect to begin prorated deductions prior to the expected delivery or adoption date, provided it falls within the same contract year.

Certified staff whose spouse gives birth may use up to four (4) days of accrued personal or sick leave without the District requiring medical documentation.

If both parents are certified employees of the Richfield School District, they may jointly use a total of ten (10) weeks of combined personal or sick leave related to the birth or adoption of a child, without medical verification. However, no individual parent may exceed the six (6) or eight (8) week maximum outlined above.

Bereavement Leave

In the event of the death of an immediate family member of a certified employee or their spouse, the

employee shall be granted two (2) days of paid bereavement leave. If additional time is needed, the employee may use their accrued sick leave.

For the purpose of this policy, immediate family includes; parent, sibling, spouse, child, grandparent, aunt, uncle, nephew, niece, father-in-law, mother-in-law, sister-in-law, brother-in-law, fiancé, fiancée, or any other relative residing in the employee's household.

In cases of excessive absences, the District reserves the right to request a physician's note to verify sick leave use.

5

ARTICLE V-BENEFITS

The District agrees not to change existing insurance carriers or representatives without first consulting with the Richfield Teachers. Recommendations regarding employee benefits will be made annually by the Insurance/Wellness Committee to the Negotiations Team.

Teachers employed on a less-than-full-time basis shall be eligible to receive district-paid benefits in proportion to their full-time equivalency (FTE), provided they choose to participate. For example, a half-time (1/2 FTE) teacher would receive 50% of the district-paid benefits and a one-third (1/3 FTE) teacher would receive 33%, and so forth.

Employees who are covered by other qualified health insurance may elect to apply up to 50% of the district's monthly contribution for the traditional employee health insurance premium toward the purchase of other available benefits.

Health Insurance

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

Signature Gold PPO Plan: The District shall contribute \$740 per month. Employees are responsible for any amount exceeding this contribution.

Health Savings Plan (HSP): The District shall contribute \$740 per month. Any amount not required for the premium will be deposited into the employee's Health Savings Account (HSA).

Dental Insurance

The District shall provide dental insurance at no cost to all employees.

Vision Insurance

The District shall provide vision insurance at no cost to all employees.

Employee Assistance Program (EAP)

The District shall provide access to an employee assistance program at no cost to all eligible employees.

L
D
6

Long-Term Disability Insurance

The District shall provide long-term disability insurance at no cost to all eligible employees.

Flex Plan (IRS 125 Plan)

- A. The District shall offer all eligible employees' participation in an optional IRS Section 125 Flexible Spending Plan.
 - B. The following additional options shall be available under the Flex Plan, subject to participation requirements as defined by the District.
 - a. Spouse/Family Dental Insurance
 - b. Spouse/Family Life Insurance
 - C. If an employee elects benefits with premiums that exceed the District's contribution, the additional costs shall be the responsibility of the employee and will be deducted through payroll.
 - D. Payroll deductions for the above options may be made on either a pre-tax or after-tax basis. To qualify for the pre-tax deduction, the employee must be enrolled in the IRS 125 Plan offered by the District.
- Trustees

Article VII

Appendix A Certified Salary Schedule- 2025-2026

The statewide "career ladder" salary reimbursement schedule will be the salary schedule for the 2025-2026 year. Teachers new to the district or beginning teachers will be placed on the salary schedule based upon their placement on the state reimbursement schedule. This placement considers years of certified teaching experience and performance on student growth targets and evaluation performance results. 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 year and will meet the Idaho State Legislated minimum salary for the Res. 1, Prof.1 and AP1 cells.

2025-2026 Salary Schedule

Resident

Professional

\$50,252 \$51,302 \$52,352

\$53,402 \$55,239 \$57,077 \$58,914 \$60,752

Advanced Professional

\$64,427 \$66,527 \$68,627 \$70,727 \$72,827

Education

BA+24= \$2,000

M= \$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 \$3,000 to be used for reimbursement for college credit granting courses. In addition to the \$3,000 limit, each teacher is limited to \$300 per year. In order to use this benefit, teachers must apply to the Superintendent by October 1 for the school year. If more than ten (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 \$3,500 per year to be used to assist staff seeking to add endorsements of 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 \$1,500 per year on a first come first serve basis.

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. In addition, to qualify the employee must be under contract with Richfield School District; reimbursement to be paid in the September check. This benefit will extend through September 2025.

