

MASTER AGREEMENT
BETWEEN
THE BOARD OF TRUSTEES
JOINT SCHOOL DISTRICT #312
AND
THE SHOSHONE EDUCATION ASSOCIATION
2025-2026

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THE BOARD OF TRUSTEES, JOINT SCHOOL DISTRICT #312
AND
THE SHOSHONE EDUCATION ASSOCIATION

For Board of Trustees
Joint School District #312
Shoshone, Idaho

Clerk, Board of Trustees

Chairman, Board of Trustees

Approval Date:

Approval Date:

For the Shoshone Education Association
Shoshone, Idaho

President, The Shoshone Education Association

Approval Date:

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LEAVES

1. At the beginning of each school year each certificated employee shall be credited with 80 hours (10 days) sick leave allowance to be used for absences caused by illness, injury, poor health, quarantine or physical disability of the teacher. Certificated employees shall, upon request, be granted sick leave for family illness which means the illness of any relative residing in the household of the employee and/or the following family members which necessitates the presence of the certificated employee: spouse, mother, father, daughters, sons, or siblings. In the event of death in a certificated employee's or spouses immediate family, the employee shall be allowed to take sick leave. Immediate family is defined as being a father, mother, sister, brother, wife, husband, children, grandparent, aunt, uncle, nephew, niece, father-in-law, mother-in-law, sister-in-law, brother-in-law, fiancé, fiancée, or a more distant relative if living in the same household. The certificated employee may also be allowed to take sick leave not to exceed five (5) days to attend the funeral of close personal friends with prior approval of the Board, or the Superintendent, or the Principal. The district may request a doctor's excuse for sick leave in the event of excessive absences.
2. Leaves for health conditions may be granted in accordance with FMLA laws.
3. Sick leave may be accumulated to not more than one hundred eighty (180) days. Unused sick leave will be transferred to any Idaho school district as required by Idaho Code 32-1217. Teachers will be notified the number of days sick leave they have at the beginning of each year. After a teacher has accumulated the one hundred eighty (180) days, the teacher will be allowed to use the newly awarded ten (10) days sick leave before using any accumulated days.
4. If a certificated employee does not use any sick leave during the school year, he/she will be awarded one extra personal day the following year.
5. The district will purchase group long term disability for employees effective December 1, 2010 in exchange for suspension of the sick leave bank. The sick leave bank will be suspended and will remain suspended so long as the district purchases group long term disability insurance. If the district opts to discontinue the insurance it will notify the SEA with at least 60 days notice, and upon receipt of this notice, the SEA will make arrangements to reinstate the sick leave bank.
6. At the beginning of every school year each teacher shall be credited with three (3) days personal leave of absence at full salary and with no loss of sick leave. Personal leave may be used for any purpose at the discretion of the teacher. In addition, after teachers have exhausted their personal leave allowance, they are entitled to purchase two (2) days personal leave. Each day purchased shall be deducted from the teacher's salary at his/her contracted daily rate of pay.
7. Any day of personal leave, which is unused, will be compensated at the approved certified substitute rate; or two of the unused days may be forwarded to the next year with any other remaining days being compensated at the above-mentioned rate. The total available personal leave days in any year will be five (5) days.

8. Employees will be compensated \$500 if they choose not to use any of their personal leave in the school year, provided they have not used over 10 sick days during the year. If an employee chooses this option they may not carry over any unused personal days to the next year.
9. Civil Duty: A teacher called to appear to legal proceedings before any judicial or quasi-judicial or administrative tribunal but not limited to jury duty or arbitration, negotiations, mediation or fact-finding proceeding at the local level, shall not lose compensation for the performance of such obligation.
10. Military Leave: Employees who are members of the Armed Forces, Reserve, or National Guard shall be granted military leaves of absence if called into service. While on leave, the employee shall retain all benefits and salary as though employment had been continuous in the District. Upon return from leave, the employee shall be placed in the same position last held in the District. Any employee who is a member of a branch of the Armed Forces, Reserve, or the National Guard if called into active service shall be paid the difference between his/her active duty pay and the regular pay he/she would have received from the District during any period when the affected employee engages in training or other service in the Reserve, or National Guard.
11. Other Leaves: Other leaves of absence with pay may be granted by the Superintendent or Principal at its discretion when such leaves are not addressed by this article. (such as professional leave)

EMPLOYEE BENEFITS

1. The District shall cover the cost of employee insurance benefits for certificated employees. District employees will be notified in writing of the selected plan and plan options within 10 days of selection. The district agrees to consult with teachers to gather input into plan selection, although the final decision is the districts.
2. The employee benefit pool will provide the following:
 - A. Employee hospital, surgical, dental and major medical insurance.
3. Individual changes in allocation of benefits or deductions may be made by September 15th or on March 15th if allowable under insurance company regulations.
4. Coverage in the employee benefit pool shall begin on the effective date of this agreement and be continuous 12-month coverage.
5. Teachers that are employed less than full time will not receive medical benefits. More than 30 hours a week will be considered full time.
6. The district will provide long term disability coverage to the certificated staff as outlined in Leaves 5.

EMPLOYEE PAY

Teacher Certified Salary Schedule shall be as follows for the 2025-2026 school year. (see attached) It will be based on a 1341.25 hours per year with 167 day calendar with no holiday pay.

For an instructional day with students, a work day will consist of 7:30-4:00 for teachers. Alterations of this time frame may be made by the building Principal.

The work year shall consist of no more than 167 days. The days will consist of:

No more than 153 instruction or conferences

At least 8 in-service days

At least 1 teacher workday to be held before the instructional year begins

At least 5 days with some students (exact dates and duties to be assigned by the Principal, but it is understood these days will consist of either Friday enrichment, Discipline Friday school, and/or extra academic help for students on Friday) Friday enrichments may occur on other days of the week with prior principal approval.

Also as part of the 1341.25 hours will be included up to 12 evening staff meetings during the course of the school year that may be called by the Principal or Superintendent. No more than two of these meetings will take place in any one month, and at least 7 calendar days notice will be given for these meetings. The meetings will last no later than 5:00 in the evening.

No teacher will receive less than the minimum teacher salary established by Idaho law regardless of where they fall on the schedule. Experience will be years as they are and education will be as earned and articulated via transcript in writing to the district office as of September 1, 2025.

For short term work on district initiatives or because of a short term need for additional student contact time, the District may add up to 10 days or equivalent hours for the entire teaching staff with written association approval. The District request will include specific days and hours. If the association agrees to these days, they become mandatory and each individual teacher will be paid his or her daily pay rate as outlined in the salary schedule used during that year (or hourly equivalent) for each of the additional days worked.

If the short term work is such that the whole staff is not required, the District may make available additional days or hours for individual teachers subject to individual approval. If the individual agrees to these days, each individual teacher will be paid his or her daily pay rate as outlined in the salary schedule used during that year (or hourly equivalent) for each day worked.

In both the individual and group provisions of adding days in this section, it is understood the added days will be a standalone occurrence and does not affect the overall negotiated work days or hours. In the event days are added using this provision it is only for those days and does not change the base work year or hours as negotiated.

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 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 should notify the Superintendent by September 1 for the school year. If more than 10 teachers apply, the reimbursement will be divided amongst those that apply. The teacher will pay for the course, and the district will provide reimbursement upon verification of successful completion of the course.

1. The statewide “career ladder” salary schedule will be the base salary schedule for placement on the salary schedule for the 2025-2026 year. The State of Idaho is responsible for placement on the career ladder rung based on Idaho law and for determining which teachers qualify for the ed allocation/amount of ed allocation.
2. One exception for placement is for teachers on a “restricted” teaching certificate, defined as those that have not completed a student teaching like experience before the start of the year. For those teachers they will be paid the Idaho minimum teacher salary.

Shoshone School District Salary Schedule				Approved	
2025-2026	Plus Ed Allocation				
	1	2	3	4	5
Restricted	\$ 50,252				
Residency	\$53,560	\$53,560	\$53,560		
Professional	\$58,916	\$58,916	\$58,916	\$64,272	\$64,272
Adv Prof	\$69,628	\$69,628	\$69,628	\$69,628	\$69,628

SSD #312 EXTRA DUTY STIPEND SCHEDULE
2025-2026 Frozen

		1	2	3	4	5	6
HIGH SCHOOL							
Football--Head		3375	3525	3677	3829	3981	4132
	Ass't	2530	2644	2758	2872	2986	3100
	Ass't	2530	2644	2758	2872	2986	3100
Volleyball Head		3375	3525	3677	3829	3981	4132
	Ass't	2530	2644	2758	2872	2986	3100
Girls BB--Head		4049	4230	4412	4596	4777	4959
	Ass't	2698	2821	2943	3063	3185	3306
Boys BB--Head		4049	4230	4412	4596	4777	4959
	Ass't	2698	2821	2943	3063	3185	3306
Track-Head		3036	3173	3309	3446	3582	3721
Track-Ass't		2193	2292	2390	2489	2587	2687
Cross Country -- Head		1012	1058	1102	1148	1193	1240
Cheerleader Adv. Head		1687	1763	1838	1914	1991	2067
	Ass't	1349	1410	1471	1532	1592	1653
Pep Club Advisor		1687	1763	1838	1914	1991	2067
Athletic Director		4166	4354	4541	4729	4916	5104
Band Director		2024	2116	2207	2298	2389	2479
Yearbook Advisor		1856	1938	2023	2105	2200	2273
Drama--Head		2024	2116	2207	2298	2389	2479
	Ass't	1012	1058	1102	1148	1193	1240
AcaDeca Coach		507	528	552	574	598	619
BPA Coach		1687	1763	1838	1914	1991	2067
JUNIOR HIGH							
Football--Head		1349	1410	1471	1532	1592	1653
	Ass't	1012	1058	1102	1148	1193	1240
Volleyball--Head		1349	1410	1471	1532	1592	1653
	Ass't	1349	1410	1471	1532	1592	1653
Boys BB--Head		1349	1410	1471	1532	1592	1653
	Ass't	1349	1410	1471	1532	1592	1653
Girls BB--Head		1349	1410	1471	1532	1592	1653
	Ass't	1349	1410	1471	1532	1592	1653
Cheerleader Advisor		1012	1058	1102	1148	1193	1240
Track B & G Head		675	704	736	766	796	826
Track - Ass't		338	342	367	383	398	414

2024-2025 schedule frozen for 25-26