

NEGOTIATED MASTER CONTRACT
BETWEEN
TETON EDUCATION ASSOCIATION
AND
TETON COUNTY SCHOOL DISTRICT #401

2025 - 2026

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AGREEMENT

This Negotiated Master Agreement (hereinafter referred to as the Agreement) between Teton Education Association (hereinafter referred to as the Association) and Teton County School District 401 (hereinafter referred to as the District) is entered into by the Board of Trustees of Teton School District 401 (hereinafter referred to as the Board) and the Association, pursuant to Idaho Code 33-1271 through 1275.

Other specific terminology shall be defined within the individual articles where it is used.

Agreement shall be in effect from July 1, 2025 - June 30, 2026.

Article 1: BARGAINING UNITS

The Board recognizes the Association as the exclusive bargaining representative for negotiations as defined in 33-1271 of the Idaho Code for all professional certificated employees of the bargaining unit (hereinafter referred to as certificated employees) in the District, excluding superintendents, supervisors, and principals.

Upon Board request and within 60 days, the Association shall provide the District with written evidence establishing that the Association represents fifty percent (50%) plus (1) of the certificated employees for negotiations as required by law.

Article 1 shall be in effect from July 1, 2024 - June 30, 2026.

Article 2: PROCEDURE

A. Good Faith Negotiation

The parties agree that their duly designated representatives shall meet and negotiate in a professional manner and in good faith with the intent to reach agreement and with such agreement reduced to writing, with respect to terms and conditions of professional employment or any matters affecting such. Each party shall select its own representatives.

B. Commencement of Negotiations

Negotiations for the Master Contract shall commence within 30 days of a written request by either party, but not before March 1st of each year.

C. Negotiations Sessions

Negotiation sessions shall take place weekly, in-person, unless otherwise agreed to by both parties, at times mutually agreed to by the parties and held in a manner consistent with applicable Idaho law. Lead negotiators shall be designated by both the Association and the Board. Such lead negotiators shall be present at each session unless otherwise agreed by the parties.

D. Negotiation Information

During negotiations, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counter proposals. The Board shall provide the Association with a complete tentative line budget for the next fiscal year as well as preliminary budget proposals, and allocations. The Board shall also make available to the Association all pertinent public records, data, and other information of the District for developing appropriate, feasible, and constructive proposals on behalf of teachers, students, and the school system. The Business Manager and the Human Resource personnel shall remain neutral parties and equally accessible to both the Association and the Board.

E. Tentative Agreement

Tentative agreements shall be signed by the chief negotiator for each party at the session during which an interim agreement is reached ("Tentative Agreements").

F. Ratification of Agreement

When agreement is reached on all items, the entire Agreement shall then be made in writing and submitted for approval to the Board and the Association. Approval/disapproval shall be on the entire Agreement. The Agreement is defined as the current year's proposals to which both parties have agreed. When ratified by both parties, the Agreement shall be signed by both parties by their respective representatives.

G. Dispute Resolution

In the event the parties in negotiations are not able to come to an agreement upon items submitted for negotiations under a negotiations agreement between the parties, one or more mediators may be appointed. The issue or issues in dispute shall be submitted to mediation at the request of either party in an effort to induce the representatives of the Board and the Association to resolve the conflict. The procedures for appointment of and compensation for the mediators shall be determined by both parties.

Article 2 shall be in effect from July 1, 2024 - June 30, 2026.

Article 3: ASSOCIATION AND CERTIFICATED EMPLOYEE RIGHTS AND RESPONSIBILITIES

A. Right to Organize

The Board and the Association agree that the certificated employees shall have full freedom of association, self-organization, and designation of representatives of their own choosing. The certificated employees shall be free from interference, restraint, or coercion by the Board in the selection and designation of their representatives.

B. Pertinent Information

The Board and the superintendent agree to supply the Association with requested information, except as prohibited by law or considered confidential, including, but not limited to, the following: Financial reports, budgets, projected budgets, school census data, and the educational degree and placement upon the salary schedule of all certificated employees.

The Board clerk shall notify the Association's designated representative when the board packet is posted in preparation for the monthly meeting.

C. Involvement at Faculty Meetings

If requested, a minimum of five minutes shall be provided at the end of each faculty meeting for the Association. The Association shall be allowed to include an update in any staff newsletter.

D. Designated Meeting Times

The Wednesday preceding each regular monthly Board meeting shall be reserved as a designated time for Association meetings. No District or school level meetings shall be scheduled between 4:15 PM - 6:00 PM on this day.

E. Committees

Committees formed to make recommendations to the District's administrators, superintendent and/or the Board shall include at least one member from the Association as designated by the Association president. Every effort will be made by the Association to appoint a school level or subject matter representative in consideration of input from the building administrator. Notice to the Association president shall be made no less than 48 hours prior to any actual interview(s).

Such committees shall include but shall not be limited to:

- Curriculum Committee
- Technology Committee
- Calendar Committee
- Finance Committee
- Professional Development Committee
- Sick Leave Bank Committee
- Insurance Committee
- Safety Committee
- Policy Committee
- Committees for hiring certificated employee

F. Association President Release Time

Each school year, the Association president and/or Association designee, (with superintendent approval), shall be permitted paid combined release time up to eight (8) days for the purpose of addressing Association business, including, but not limited to, attending regularly scheduled official meetings of the state education association (e.g., IEA Delegate Assembly, standing committees, and task force meetings). Substitute teacher costs shall be borne by the District and Association members shall have no loss of pay due to their absences for these activities.

G. Responsibilities of Certificated Employees and Professionalism

All certificated employees shall work and interact in a professional manner. All certificated employees shall adhere to the Code of Ethics for Idaho Professional Educators, all District policies, and state and federal laws, rules and regulations.

H. Additional Duty

Certificated employees shall participate in their reasonable and equal share of the duties outside the classroom that are necessary for the effective operation of District schools during the contracted school day. Certificated employees who contest a non-conforming situation shall follow the Grievance Procedure in Article 4 of this Agreement.

I. Lawful and Appropriate Use

1. In each of the following permissible activities, no Association representative shall allow Association business to interfere with regular school operations.
2. The Association and its representatives shall be permitted to transact necessary Association business/meetings on school property.
3. The Association shall be allowed to use District printing equipment for Association business. The Association shall reimburse the District for any consumable materials used

(e.g., paper, toner) at the same rate per page as associated with the District's response to a public records request.

4. The Association may post notices of activities and business on bulletin boards designated for this use. The District email, mail service, and staff mailboxes may be used for Association communications, provided such communications are consistent with the District's Computer Use Policy.
5. The Association recognizes that the communications placed onto the District's bulletin board or advanced through use of the District's email, mail services or mailboxes may be deemed public record, and the District may be legally required to produce such records to any individual or governmental entity through a public records request.
6. The Association, and its representatives shall honor a certificated employee's written request to not receive Association information and/or contact/communications related to the Association. The written request must be renewed each year.

J. Mentorship

In accordance with the requirements of Idaho Code 33-512(17), every teacher new to the profession or new to the district (mentee) shall be assigned a mentor who is a colleague and who has been selected by the building administrator and placed in the mentorship level that is most applicable to their criteria as a new hire. Level One Mentorships shall last one school year; Level Two and Three Mentorships shall last two school years.

- The mentor is responsible for sharing institutional knowledge and fulfilling additional needs the mentee may have.
- Mentors at each level shall maintain a log in standard district format that demonstrates at least weekly check-ins with the mentee. The mentor shall update the log after every mentoring session.
- Accurate and detailed logging of all time spent assisting the mentee in acclimating to the district and assigned teaching position is required to receive the stipend and is essential for gathering data to improve the mentoring process.
- Mentors shall be compensated at the level that the mentee has been placed in the following tiers.
- All mentors and mentees shall participate in an onboarding session at the beginning of the school year, during which the expectations, responsibilities, and structure of the mentorship program will be outlined and discussed.

- To the degree possible, mentorship programs at each school will maintain consistency by adhering to the guidelines outlined in the Mentorship Handbook.

Level One Mentorship: New hire, Professional 1 or above.

This teacher is new to the district but not new to the profession.

Stipend: \$250.00 at the completion of the school year and predicated on the approval of the mentoring log by the building administrator. During the first year of mentorship Special Education and English Learner position mentors shall be paid a stipend of \$500.

This level of mentorship may be used at the discretion of the building principal in assigning a mentor to any teacher who seeks mentorship to fulfill the obligation of a probationary period.

Level Two Mentorship: New hire holding a traditional college degree that included student teaching practicum experience, including teachers at Resident 1 and Resident 2 on the career ladder.

This teacher is new to the district as a teacher and in either their first or second year of teaching. In addition to the previously-mentioned responsibilities, the mentor is responsible for assisting the new teacher in the following areas, but not limited to:

- Mastery of common platforms used by the district such as, but not limited to, Infinite Campus, Frontline, Skyward, Google Suite.
- District/Building expectations for curriculum mapping and scope and sequence
- Classroom Management

Stipend: \$750.00 at the end of the first year and \$375.00 at the end of the second year, due at the completion of each year and predicated on the approval of a mentoring log by the building administrator. During the first year of mentorship Special Education and English Learner position mentors shall be paid a stipend of \$1500.

Level Three Mentorship: New hire holding a non-traditional certification that did not include student teaching *practicum* experience, including teachers at Resident 1 and Resident 2 on the career ladder.

This teacher is new to the district as a teacher and in either their first or second year of teaching. Additionally, this teacher received a non-traditional certificate that did not include any student teaching practicum experience. It is expected that the mentee will benefit from this extra mentoring from an experienced teacher with at least Professional 1 status on the Career

Ladder in order to create the environment for a positive and quality teaching experience and provide students with an education that is up to professional standards.

In addition to the previously mentioned responsibilities, the mentor is responsible for assisting the new teacher in the following areas, but not limited to:

- Mastery of common platforms used by the district such as, but not limited to, Infinite Campus, Frontline, Skyward, Google Suite.
- District/Building expectations for curriculum mapping & scope and sequence
- Classroom management

Stipend: \$1,000.00 at the end of the first year and \$500.00 at the end of the second year, due at the completion of each school year and predicated on the approval of a mentoring log by the building administrator. During the first year of mentorship Special Education and English Learner position mentors shall be paid a stipend of \$2000.

In addition, any teacher that is hired under an Alternative Authorization Certificate and/or new to the assignment (e.g., grade and/or subject matter); shall be placed in this mentorship program at the level that the building administrator deems appropriate for the best possible outcome for the newly hired teacher for a minimum of one school year.

Article 3 shall be in effect from July 1, 2025 - June 30, 2026.

Article 4: GRIEVANCE PROCEDURE

A. Definitions:

1. A "grievance" is an alleged violation or alleged misapplication of the provisions of this Agreement.
2. "Grievant" is a certificated employee, a group of certificated employees or the Association.
3. The term "days" when used in this article, unless otherwise indicated, shall mean calendar days.

B. Purpose:

The purpose of this Grievance Procedure is to secure, at the lowest possible administrative level, equitable solutions to a grievance.

C. Grievance Procedure:

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be considered a maximum, and every effort shall be made to expedite the process. The time limits specified may, however, be extended by mutual agreement. This process must begin within ten (10) days of the grievant becoming aware of the act that is the basis of the grievance.

D. Procedures and Timelines

Level 1 The building principal (immediate supervisor) or his/her designee.

The grievant shall request a meeting in writing to the principal or immediate supervisor within ten (10) days of becoming aware of the grievance. If the grievant desires, he/she may request to be represented by the Association's designee.

Level 2 The superintendent or his/her designee.

1. If the grievant is not satisfied with the disposition of the grievance at Level One, or if no decision has been rendered within ten (10) days after presentation of the grievance, the grievant shall file the grievance in writing with the superintendent and may file it with the president of the Association, if the grievant so desires.
2. Within ten (10) days after receipt of the written grievance by the superintendent, the superintendent shall meet with the parties in an effort to resolve the grievance. The grievant may request to be represented by an Association representative.
3. If the written grievance is not forwarded to the superintendent within thirty (30) days of the grievant becoming aware of the grievance, then the right to grieve the initiating incident shall be considered waived.

Level 3 Panel

If the grievant is not satisfied with the disposition of his/her grievance at Level 2 or if no decision has been rendered at Level 2, the grievant may, within ten (10) days of the date the Level 2 decision was made or should have been made, petition the Board to convene a hearing panel to review the grievance. The hearing panel shall consist of three persons:

- The grievant shall designate the first member as part of the petition to the Board.
- The Board shall designate the second member within ten (10) days of receiving the petition.

- These two designees shall select a third member within ten days of the appointment of the second member. This person shall serve as the chair of the panel.

The panel shall convene within twenty (20) days of the date all three members have been designated and has the discretion to determine the manner in which the grievance shall be reviewed.

Within ten (10) days of the date the grievance is fully submitted to the panel, the panel shall issue a written decision setting out the issues determined, the facts relied upon and the rationale for its decision.

The Board shall approve or reject the panel's decision within thirty (30) days of the date of the panel's decision. In the event that the panel's decision is rejected by the Board, the Board shall issue a written decision setting out the Board's resolution of the grievance. The cost for the services of the hearing panel shall be borne equally by the Board and the Association.

E. Miscellaneous Provisions

1. Cooperation: All parties shall cooperate with the investigation of any grievance.
2. No reprisals nor any retaliation, including placing records of the grievance proceedings into the grievant's personnel file, shall be taken against any grievant except as required by Idaho Code Section 33-1210.

Article 4 shall be in effect from July 1, 2024 - June 30, 2026.

Article 5: SCHOOL ENVIRONMENT

The District and Administrators shall work with certificated employees to ensure that the environment in each school adheres to documented best practices to support the academic growth and social-emotional health of all students.

A. Planning Time:

1. All elementary certificated employees shall have a minimum of four (4) hours a week of duty-free, self-directed planning time. To the degree possible, such planning time shall be scheduled in at least 30-minute increments in an equitable manner.
2. All middle school and high school certificated employees shall have the equivalent of one class period of duty-free, self-directed planning time daily. Such planning time shall be continuous.

B. Lunch

All certificated employees shall be given at least thirty (30) consecutive minutes of a daily lunch break.

C. Faculty Meetings

Thirty (30) minutes per instructional week may be scheduled for building level faculty meetings or building level committee meetings on an as-needed basis. Such meetings shall be held either in the morning or the afternoon and shall be within certificated employee contract hours when possible.

D. Workdays

1. The certificated employee work day shall be a standard eight and a half (8.5) consecutive hours Monday - Thursday inclusive of a duty-free thirty (30) minute lunch period and four (4) hours on specified Fridays (per Board approved academic calendar). All certificated employees shall be at school from 7:45 AM until 4:15 PM Monday - Thursday and specified Fridays from 8:00 AM - 12:00 Noon, unless otherwise agreed between the employee and the administrator.
2. Four and a half (4.5) non-teaching work days shall be scheduled during the school year as follows:
 - a. Certificated employees shall be given one and a half (1.5) days prior to the first student contact day of the school year. No other responsibilities or meetings shall be scheduled on such days.
 - b. Certificated employees shall be given a total of fourteen (14) hours of unscheduled grading time, to be used as agreed with their Building Administrator; a portion of which may be used at the end of each trimester, for grading and planning purposes.

E. Class Sizes

1. Administrators shall perform a best efforts attempt (which shall be documented in writing) to retain the following class sizes:
 - a. Grades K-1: 20 students per class
 - b. Grades 2-3: 20 students per class
 - c. Grades 4-5: 24 students per class

- d. Grades 6-12: 26 students per class
2. The District will make a best effort attempt to not exceed 28 students in any given class, except in the case of middle school and high school music classes. All schools, similar classes shall be populated on a balanced basis. Exceptions may be allowed if agreed to by the teacher and deemed appropriate for student needs.
3. English Language Learners (ELL) and Special Education (SpEd) student class sizes and schedules shall follow all federal guidelines and regulations in accordance with Policy 2501.
4. The District will promote the development of appropriate Behavior Plans for behavior needs which will protect certificated employees.

F. Certificated Positions

Whenever possible, as positions become available, all Music, Physical Education, Art, and Library (Media Specialist) positions shall be filled by certificated employees.

G. School Schedules

Any change to a school schedule shall include discussions with and input from certificated employees; all changes shall be researched and employ best practices with regard to student success.

H. Evaluations

The Association and District understand the need for collaboration of resources and best practices to ensure adequate support is provided to all certificated employees. In accordance with District Policy 5340, the Association and District shall work together to ensure that valuable and helpful evaluations occur for all certificated employees.

I. Nursing Mothers

1. Nursing mothers who are certificated employees shall be given adequate break time, not less than twenty (20) minutes, to express breast milk after the birth of a child, as needed. The certificated employee shall be provided a place, other than a restroom, that is shielded from view and free from intrusion from coworkers and the public.
2. Prior to returning to work from maternity leave, the certificated employee shall notify her supervisor, who shall make adjustments to her work schedule for such breaks.

3. The certificated employee shall communicate regularly with the supervisor to make needed modifications to break times, if needed.

J. Non-conformance

Certificated employees who contest a non-conforming situation shall follow the Grievance Procedure in Article 4 of this Agreement.

Article 5 shall be in effect from July 1, 2025 - June 30, 2026.

Article 6: LEAVES

A. Leave With Pay

Each certificated employee covered by this agreement shall be entitled to the following leave time:

1. Sick Leave:

One day of sick leave per month of service will be credited. Certificated availability of a substitute, sick leave shall be granted.

- a. Unused sick leave shall be accumulated from year to year. Certificated employees can accumulate an unlimited number of sick days.
- b. Sick leave shall be used for absences caused by personal or immediate family illness, accident, injury, preventative treatment, or health assessment.
- c. Under Idaho law, portions of unused sick leave are available as severance allowance upon retirement for the purchase of medical insurance as listed in Idaho Code Section 33-1228.2, and shall be reported by the employer to PERSI.
- d. The use of sick leave for maternity-related illness will be treated no differently than any other illnesses.

2. Sick Leave Bank

Any changes made to the District Sick Leave Bank (Board Policy 5401) shall be made through the Sick Leave Bank Committee.

3. Bereavement Leave:

A certificated employee who has a death in the immediate family shall be eligible for up to five (5) working days of bereavement leave per occurrence. The Superintendent shall have the authority to give up to ten (10) working days of bereavement leave per occurrence if requested. Bereavement leave of greater than ten (10) working days must be approved by the Board.

4. Personal Leave

Each certificated employee with the building principal's approval is allowed three and one-half (3.5) days of personal leave per year without penalty. Certificated employees will be reimbursed at the current long term sub rate for each day of unused personal leave at the end of each school year. Personal leave requests must be entered into the district's current absence management system at least three days prior to the day of the absence. Building principals may make exceptions to the three-day rule in cases of emergency. All teachers will provide appropriate lesson plans for substitute teachers to cover the period of the intended absence.

Certificated employees shall apply in writing to their building principal for an exception to this policy. This shall be done at least one week in advance of requested days.

5. Jury Duty

Whenever a certificated employee is called for jury duty that necessitates his/her absence from regularly scheduled duties, said employee shall enter the absence into the district's current absence management system immediately. The employee shall not lose any salary or benefits due to jury service. If a payment is received from the courts for jury duty service, the certificated employee shall return that amount to the District. All other payments (i.e. child care, mileage) received from the court shall be retained by the certificated employee.

6. Professional Leave

At the discretion of the building principal and the Superintendent, certificated employees may be requested to attend national, state, and regional meetings and workshops without loss of pay. The employee may be asked to report, in writing, the proceedings of such meetings.

7. Covers

Each school shall maintain a tracking system for covers.

8. Leave without Pay

a. Extended Leaves of Absence:

- i. After five (5) continuous years of employment with the District, certificated employees shall be eligible for extended leave of absence without pay for up to one (1) year. Requests for extended leave shall be made to the superintendent, who shall make a recommendation to the Board for a final decision. The superintendent shall notify the certificated employee within thirty (30) days of the request if the request has been approved or denied on the basis of the decision. A one (1) year extension may be applied for in writing no later than March 15. A second year of extended leave shall be allowed if the second year immediately follows the original extended leave of absence. The superintendent shall notify the certificated employee of the Board's decision within thirty (30) days. Certificated employees granted an extended leave of absence shall not have their status changed or reduced with regard to placement on the salary schedule, accumulated sick leave or continuing contract. Insurance benefits may be retained by the employee on extended leave by the employee assuming the cost of the premiums.

Certificated employees must apply for extended leave under this provision no later than March 15 of each year. Upon completing extended leave, certificated employees shall return to their original positions, or an equivalent position in their field of certification. Only one (1) extended leave of absence shall be considered every five (5) years for each individual. Granting such leave shall be contingent upon the District's ability to employ a qualified replacement.

- ii. Certificated employees on approved extended leave of absence shall notify the superintendent in writing no later than March 15 of intent to return the following school year. Failure to provide information by March 15 would be indication of intent not to return and contract rights may be terminated.

B. Family Medical Leave (FMLA)

All certificated employees shall be eligible for Family Medical Leave in accordance with the provisions of the Federal Family Medical Leave Act.

Article 6 shall be in effect from July 1, 2025 - June 30, 2026.

Article 7: BENEFITS

A. Insurance: District Responsibilities:

1. The District shall provide access to complete health care protection provided by Idaho's Office of Group Insurance.
2. The District shall provide term life insurance in the amount of \$50,000 for each certificated employee working twenty (20) hours or more per week.
3. Certificated employees who provide valid proof of alternative health insurance may waive district health coverage and receive a \$300 monthly cash incentive. Participation requires submitting documentation and a signed waiver. Certificated employees may re-enroll in District provided health insurance during open enrollment or after a qualifying life event. If elected by the certificated employee, Cash-in-lieu payments may also be directed into a tax-deferred plan, such as a 401(k).
4. The District shall provide an Employee Assistance Program (EAP) for all certificated employees. The EAP shall include coverage for up to six (6) hours of counseling services per employee or immediate family member, per year, with District-approved providers, at no cost to the employee.
5. Absent a court order, the District shall not make any changes to the program or carrier during the one-year term of this Agreement unless the company eliminates the insurance offering or by mutual consent of the parties.

B: Other benefits:

1. During the term of this agreement, the District shall reimburse certificated employees up to \$1,000 annually for professional development upon prior approval from the building principal or the curriculum director. The \$1,000 may be used for tuition costs, lodging, transportation, meals, and/or official transcripts. Lodging and food shall be reimbursed according to posted General Services Administration (GSA) allowances. Mileage shall be reimbursed at the current rate allowed by the Internal Revenue Service (IRS). Airfare may be approved by the administrative team on a case by case basis. In order for the certificated employee to be reimbursed, the employee must complete the necessary expense reimbursement forms with receipts. The intent of the reimbursement is to provide compensation and to support eligible employees for their investment and effort to improve instructional practices and/or earn a postgraduate university degree. These monies will not roll over from year to year. For professional development

opportunities that exceed the allotted \$1,000, certificated staff may apply to the curriculum director for additional funds. Applications shall align to school initiatives and the District strategic plan.

2. Any certificated employee wishing to receive credit for additional education shall notify Human Resources (HR) of previous credits earned on or before July 15th with official transcripts. For summer coursework, employees must notify HR of the expected credits by August 15 and submit official transcripts by September 1. The District shall make an exception if the issuing university has sent an official letter to verify that the employee has completed the credits.
3. Each certificated employee and his/her immediate family (spouse and/or school-aged child/children) shall receive free admittance into all school sporting events, plays, and other District sponsored activities where an entrance fee is charged.
4. Classroom teachers shall be provided by the District with essential materials and supplies needed for their classrooms. Each certificated teacher is eligible to receive up to \$600 for the purchase of additional enrichment materials. Receipts for these materials must be submitted to the building administrator no later than May 31, 2025.

Article 7 shall be in effect from July 1, 2025 - June 30, 2026.

Article 8: SALARIES

- A. The salary for certificated employees shall be based upon the placement of each respective certificated employee upon the District Salary Grid, Appendix A.
- B. Certificated employees shall be paid in twelve (12) monthly installments as identified in the Standard Teacher's Contract.
- C. The District Salary Grid shall be based upon 1,425 hours of contracted service.
- D. Certificated employees shall be placed on the Appendix A Salary Schedule as follows: row placement shall be based on the certificated employee's placement on the state's Career Ladder. Column placement shall be determined by the number of eligible credits earned and reported by the certificated employee in a timely manner as defined in Article 7 of this Agreement. Each certificated employee shall receive at a minimum a 1% increase from the 2024-2025 base salary (salary and education allocation). A certificated employee whose current base salary is higher than their salary placement shall receive no reduction in base

salary, but shall receive no increase in base salary until the employee has met the conditions necessary to move to a higher-paying cell on the District Salary Schedule.

- E. To advance on the Teton School District 401 Certified Salary Schedule as per Idaho code 33-1201A for the Professional Compensation Rungs, a certificated employee must receive an overall evaluation rating of *proficient or higher* with no components rated *unsatisfactory*, and demonstrate that a majority of their students (50% +1) have met measurable achievement or success indicator targets. Movement shall not be based solely upon years worked.
- F. To advance on the Teton School District 401 Certified Salary Schedule as per Idaho code 33-1201A for the Advanced Professional Compensation Rungs, a certificated employee must receive an overall rating of *proficient or higher*, with no components rated *unsatisfactory or basic*, and must be rated *distinguished* in either Domain II: Classroom Environment or Domain III: Instruction and Use of Assessment (or the equivalent for pupil service staff). Additionally, at least 75% of the employee's students must meet their achievement or success indicator targets. Movement shall not be based solely upon years worked.
- G. For the 2025–2026 contract year, and in compliance with state law, all full-time certificated employees shall receive an annual salary of no less than \$50,252. Those placed on the Career Ladder, Professional 1 shall earn a minimum of \$53,402. Certificated employees on the Career Ladder, Advanced Professional 1 shall receive no less than \$64,427 annually.
- H. Certificated employees may be given up to four (4) days of compensated time dependent upon required additional duties performed outside of contract hours as agreed upon with their building administrator. Certificated employees shall be responsible for tracking their time in a manner determined by the building administrator.
- I. Certificated employees who hold a valid Speech-Language Pathology (SLP) endorsement shall remain on a supplemental contract that provides an average increase of seven percent (7%) over the total 2024–2025 base salary (salary and education allocation).
- J. A one-time amount of \$18,000 shall be spent for a pilot onboarding and professional support program during the 2025–2026 school year. This program will provide onboarding for new teacher hires, teachers transferring buildings, and teachers new to the District. The District shall work with the Association to develop such a program. Such amount shall be used to compensate time for mentors and mentees and TEA participants. The program shall include, among other topics, training on Advanced Professional Endorsement (APE) and training regarding the Master Contract. If funds allow, second year mentors and mentees may be included in this program. Such funds shall be separate from the current mentor/mentee program covered in Article 3. Such an onboarding program shall have the

goal of improving the teacher retention rate for new teachers in the District. If successful, the District will be responsible for funding such a program in future years. A full accounting of expenditures shall be provided to TEA at the end of the school year. If there are leftover funds, the Association shall direct the District as to how to disperse the leftover funds. These funds shall be dispersed no later than the June 2026 payroll.

Article 8 shall be in effect from July 1, 2025 - June 30, 2026.

Article 9: ACCEPTANCE

All items in this Agreement are presumed to be legal and valid. If any specific item of this Agreement is ruled invalid by any court of law, legislative enactment or by a governmental agency, the District and the Association will enter into negotiations within 15 work days to agree upon a successor clause for the invalidated provision only. The balance of this Agreement will not be affected by such a ruling and shall remain in full force.

There are no other agreements or understandings that are not contained in this Agreement and all communications, understandings or “agreements”, express or implied, not embodied herein shall be and are null and void and of no legal or enforceable effect.

Any certificated professional employee's Standard Teacher Contract between the Board and the individual teacher shall be subject to and consistent with the terms and conditions of this Agreement.

Consistent with the applicable provisions of the Idaho Code and the Agreement of the Parties, the provisions of this Agreement are effective only for the 2025 - 2026 school year from July 1, 2025 through June 30, 2026 unless otherwise specified herein.

This Agreement is signed on _____ and is binding upon the parties hereto as of the effective date stated herein.

Elizabeth Smith, President
Teton Education Association

Ray Hinchcliff, Board Chair
Teton School District #401

Date: _____

Date: _____

Article 9 shall be in effect from July 1, 2025 - June 30, 2026.

2025-2026 Teton School District 401 Certified Salary Schedule

FY 26	Apprentice		B		B+24		***B+60		M		M 30		Ed.S/Ed.D/Ph.D	
R1	\$50,252	\$35.26	\$51,252	\$35.97	\$53,252	\$37.37	\$54,252	\$38.07	\$54,752	\$38.42	\$56,752	\$39.83	\$58,252	\$40.88
R2	\$50,755	\$35.62	\$52,790	\$37.05	\$54,850	\$38.49	\$55,880	\$39.21	\$56,395	\$39.58	\$58,455	\$41.02	\$60,000	\$42.10
R3	\$51,262	\$35.97	\$54,373	\$38.16	\$56,495	\$39.65	\$57,556	\$40.39	\$58,086	\$40.76	\$60,208	\$42.25	\$61,800	\$43.37

To advance to and within the P-rungs, teachers must meet the Professional Rung criteria as stated in Idaho Code 33-1201-A.

P1			\$56,004	\$39.30	\$58,190	\$40.84	\$59,283	\$41.60	\$59,829	\$41.99	\$62,014	\$43.52	\$63,654	\$44.67
P2			\$57,685	\$40.48	\$59,936	\$42.06	\$61,061	\$42.85	\$61,624	\$43.24	\$63,875	\$44.82	\$65,563	\$46.01
P3			\$59,415	\$41.69	\$61,734	\$43.32	\$62,893	\$44.14	\$63,473	\$44.54	\$65,791	\$46.17	\$67,530	\$47.39
P4			\$61,198	\$42.95	\$63,586	\$44.62	\$64,780	\$45.46	\$65,377	\$45.88	\$67,765	\$47.55	\$69,556	\$48.81
P5			\$63,033	\$44.23	\$65,493	\$45.96	\$66,723	\$46.82	\$67,338	\$47.25	\$69,798	\$48.98	\$71,643	\$50.28

To advance to and within the AP-rungs, teachers must meet the Advanced Professional Run criteria as stated in Idaho Code 33-1201-A.

AP1			\$64,925	\$45.56	\$67,458	\$47.34	\$68,725	\$48.23	\$69,358	\$48.67	\$71,892	\$50.45	\$73,792	\$51.78
AP2					\$69,482	\$48.76	\$70,787	\$49.67	\$71,439	\$50.13	\$74,048	\$51.96	\$76,006	\$53.34
AP3					\$71,566	\$50.22	\$72,910	\$51.17	\$73,582	\$51.64	\$76,270	\$53.52	\$78,286	\$54.94
AP4					\$73,713	\$51.73	\$75,097	\$52.70	\$75,790	\$53.19	\$78,558	\$55.13	\$80,634	\$56.59
AP5					\$75,925	\$53.28	\$77,350	\$54.28	\$78,063	\$54.78	\$80,915	\$56.78	\$83,053	\$58.28

Idaho Code 33-1201-A

***B+60 only applies to certified personnel who were in B+60 rung as of 2025-26 and hired prior to the 2024-25 school year.

Professional Compensation Rung Performance Criteria:

- An overall rating of proficient or higher, with no components rated as unsatisfactory on the state framework for teaching evaluation; and
- Majority of applicant's students (50% +1) have met measurable student achievement targets or student success indicator targets.

Advanced Professional Compensation Rung Performance Criteria:

- An overall rating of proficient or higher, no components rated as unsatisfactory or basic, and rated as distinguished in Domain II - Classroom Environment or Domain III - Instruction and Use of Assessment on the state framework for teaching evaluation or equivalent for pupil service staff; and
- Seventy-five percent (75%) or more of applicant's students have met their measurable student achievement targets or student success indicator targets.

Enhancements

	Level 1	Level 2	Level 3	
Apprentice Tuition Assistance	\$ 2,000			
Leadership	\$ 250	\$ 500	\$ 650	
Mentor	\$250 yr 1	\$750 yr1 / \$375 yr2	\$1000 yr1 / \$500 yr2	

Leadership:

- Level 1: 15-20 hours
- Level 2: 20+ hours
- Level 3: 25+ hours

Mentor:

- Level 1: New hire, P1 or above
- Level 2: New hire, holding traditional degree including student teaching practicum experience, R1 and R2
- Level 3: New hire, holding non-traditional cert that did not include student teaching practicum experience, R1 and R2

Staff hired under an alternative authorization or Emergency credential will be placed at the apprenticeship level equivalent to the state identified placement on the state career ladder, until they receive a 5 year renewable certificate in the area of responsibility