



# **NEGOTIATED AGREEMENT**

**BETWEEN THE WILDER EDUCATION  
ASSOCIATION AND THE BOARD OF TRUSTEES  
OF THE WILDER SCHOOL DISTRICT**

**2025-2026 SCHOOL YEAR**

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## **I. BENEFITS**

### **A. INSURANCE BENEFITS**

A. For the 2025-2026 school year the Board shall contribute \$903.90 per month per Certificated Teacher to pay for health insurance premiums. The employee will be responsible to pay the difference between the District's contribution and the actual premium cost.

a. Dependent (child, children, spouse) coverage for health insurance shall be at the Certificated Teacher's expense or through utilization of the funds in section G.

b. The above-stated insurance premium contribution, for the 2025-2026 school year includes the Board's purchase of an Employee Assistance Program allowing a Certificated Teacher and immediate family up to three (3) visits covered by the program.

B. For the 2025-2026 school year each Certificated Teacher shall receive dental insurance, Delta Dental Incentive Plan, paid by the District in the amount of up to \$42.88 per month.

a. Dependent (child, children, spouse) coverage for dental insurance shall be at the Certificated Teacher's expense or through utilization of the funds in section G.

C. For the 2025-2026 school year each Certificated Teacher shall receive vision insurance, paid by the District in the amount of \$9.51 per month.

a. Dependent (child, children, spouse) coverage for dental insurance shall be at the Certificated Teacher's expense or through utilization of the funds in section G.

D. Each Certificated Teacher may participate in the District's Section 125 Plan, at their own expense, and select optional benefits, pre-taxed, up to the maximum allowed by law. The optional benefits offered shall include:

American Fidelity:

- Accident Insurance
- Cancer Insurance
- Medical Flex Plan
- Child Care Flex Plan
- Group Critical Illness Insurance
- Long Term Disability Insurance
- Life Insurance
- 403(b)
- Roth IRA
- Traditional IRA

Colonial Life:

- Life Insurance
- Accident Insurance
- Cancer Insurance
- Long Term Disability Insurance
- Short Term Disability Insurance

E. As stipulated by applicable insurance providers, no individual changes in allocation of benefits or deduction may be made during the year except during periods as allowed by said insurance provider, except for:

- New Certificated Teachers
- Family status changes

F. Coverages for insurance benefits shall be continuous 12-month coverage.

G. Each certificated professional employee who qualifies for insurance coverage shall receive \$400 per month to be applied to health, dental, and/or vision insurance benefits for the certificated professional employees' dependent(s) (child, children, spouse).

## **B. LEAVES**

### **1. PERSONAL LEAVE**

Certificated Teachers shall be entitled to three (3) days of Personal Leave each year, which may be accumulated to a maximum of five (5) days of accumulated Personal Leave by allowing a Certificated Teacher to roll over a maximum of two (2) unused Personal Leave days.

Certificated Teachers working less than a 1.0 FTE shall be entitled to a proportional amount of Personal Leave and proportional amount of accumulated Personal Leave by proportional rollover, in relation to their percentage of FTE status.

Such days shall be subject to the following conditions:

1. Personal Leave shall not be taken during the first or last week of a semester.
2. Personal Leave shall not be used to extend a school holiday or vacation (i.e., Spring Break, Christmas Break, Thanksgiving Break or any other such day identified on the school calendar as a school holiday or vacation).
3. Certificated Teachers shall make all best efforts to notify their Building Principal at least twenty-four (24) hours in advance and shall be subject to the availability of qualified substitutes.
4. No more than ten percent (10%) of the Certificated Teachers of each school shall be on Personal Leave at any one time.
5. Personal Leave may be taken on a one-half (1/2) or whole day basis.

If a Certificated Teacher desires to roll-over unused Personal Leave days consistent with the provisions of this Article, they shall notify the District Office, in writing, no later than the last work day for teachers. If notification is not received by the date identified herein, the unused Personal Leave will be reimbursed as per this provision.

Unused Personal Leave will be reimbursed at the rate of \$100.00 per day.

## **2. EXTENDED LEAVES**

Upon application, a Certificated Teacher who has been employed for four (4) or more years shall be granted leave for one (1) full year without pay or benefits. One year Extended Leave may be taken at the beginning of the school year or of the second semester. Applications must be submitted to the Superintendent at least nine (9) weeks prior to the beginning of the semester in which the leave is to be initiated.

Extended Leaves may be taken at other times of the year in emergency cases or because of other circumstances not under the Certificated Teacher's control providing a qualified replacement can be secured.

A Certificated Teacher returning from an Extended Leave shall be assigned to a position in the same school and in the same teaching field as that which she/he held before assuming the leave, providing such a position still exists. By mutual agreement between the Certificated Teacher and approval of the Building Principal concerned, she/he may be given a different assignment.

All rights existing for the Certificated Teacher at the time of leave, retirement, accrued Sick Leave, salary increments and other benefits shall be preserved and available to the Certificated Teacher upon their return to the District. Certificated Teachers may continue in the District group health plans by paying the premiums.

Certificated Teachers on Extended Leave must notify the District by June 1 of their intent to return to the District.

Extended Leaves may not be granted to a Certificated Teacher to accept employment in another K-12 school.

Additional Extended Leaves may be taken no sooner than 4 years from the date of the conclusion of the last Extended Leave taken.

## **3. BEREAVEMENT LEAVE**

The Board agrees to grant to each Employee up to three (3) days bereavement leave for each death in the immediate family (grandfather, grandmother, father, mother, brother,

sister, husband, wife, resident of the Employee's immediate household, child, grandchild, niece, nephew, foster child, stepchild, expectant child, aunt, uncle, cousin, or same individuals related through marriage) for the purpose of attending services, travel, and/or emotional support of family.

Bereavement days may be taken continuously or intermittently, as needed. This is to include the ability to use bereavement leave when a qualified family member is at the end of life, prior to the actual death.

#### **4. SICK LEAVE**

Each Certificated Teacher of the District shall be entitled to Sick Leave with full pay of one (1) day for each year for each month of service or major portion thereof (10 days). Any unused Sick Leave shall accumulate from year-to-year.

A Certificated Teacher shall be allowed to use Sick Leave when such absence is due to illness or death in the individual's immediate family living within the home, son, daughter or spouse. Sick Leave may also be used for the serious illness of the individual's family: father, mother, brother, sister or foster/step parent. Sick Leave may be taken on a one-half (1/2) or whole day basis.

In the situation where a Certificated Employee has exceeded their allotted three (3) days of Personal Leave, a Certificated Employee may take an emergency personal day from their accumulated Sick Leave.

For absences due to other causes as well as absence beyond the period of accumulated Sick Leave, the Certificated Teacher shall forfeit a corresponding sum equal to the Certificated Employee's current contractual daily rate of pay of their annual salary for each such day of absence.

Part-time Certificated Teachers shall accrue Sick Leave proportionately to their contract status.

#### **5. SICK LEAVE BANK**

Each Certified Teacher of the District may participate in the Sick Leave Bank. To participate, a Certificated Teacher shall contribute days earned from their own Sick Leave

days. Sick Leave days thus contributed shall be deducted from the Certificated Teacher's Sick Leave entitlement. At the close of the contract year, unused Sick Leave days will remain in the Bank.

When a Certificated Teacher leaves the District, the donated days shall remain in the Bank. The days donated to the Sick Leave Bank will be from the current school year. Any Certificated Teachers leaving the District may have the option of donating their sick days to the Bank to raise the number of days in the Bank.

The contributed Sick Leave days shall form a fund of Sick Leave days that will be available to all eligible participating Certificated Teachers, for the purpose of alleviating the hardship caused by the absence from work, necessitated by the following:

1. Illness (doctor verified)
2. Major illness of an immediate family member (as spouse and children with possible addition of mother or father as decided by Sick Leave Bank Committee).
3. Accidents for teacher and immediate family members (as spouse and children with possible addition of mother or father as decided by Sick Leave Bank Committee).

In order for a Certificated Teacher to be eligible to apply for Sick Leave benefits from the Sick Leave Bank, the Certificated Teacher must first:

1. Be a contributor to the Bank at the beginning of the school year.
2. Have been absent from work due to illness or accident for all their accumulated Sick Leave days.
3. Relinquish one full day of income before drawing from the Bank.
4. Be in the second full year of employment with the District.

Each year of the Bank's operation the Sick Leave Bank Committee shall determine the number of Sick Leave days each participant Certificated Teacher must contribute in order to keep the Bank solvent.

The Sick Leave Bank Committee shall consist of three (3) members appointed by the Wilder Education Association. The Committee shall develop and distribute rules and procedures for the orderly administration of the Bank consistent with the terms of this Agreement and approval of the Board. All bookkeeping will be done by the Sick Leave Bank Committee. The accounting office and/or Clerk will audit the books. It shall report

all days granted by the Bank and all other information necessary for the Certificated Teacher's records to the District's Business Manager.

The maximum number of days that can be granted in any one fiscal year will be the remaining number of days a Certificated Teacher is scheduled to work under their current contract. In no case will the granting of leave cause a Certificated Teacher to receive more than their annual salary for that year.

Bank grants to individual Certificated Teachers will not be carried over from one fiscal year to another and all such grants will end at the termination of the fiscal year. If a Certificated Teacher does not use all of the days granted by the Bank, the unused Leave days will be returned to the Bank.

The Wilder Education Association is ultimately responsible and liable for the determinations of the Sick Leave Bank. Decisions of the Sick Leave Bank are not left to the District's discretion and the District bears no responsibility or liability for such decisions.

### **C. EMPLOYEE SCHOLARSHIP PROGRAM.**

Effective for courses with grades posted after July 1, 2025, full-time Certificated Professional Employees under contract with the District for the 2025-2026 school year, who have obtained pre-approval from the Superintendent, shall be entitled to seek funds from the District's two scholarship programs.

1) **For the Recertification Scholarship Program:**

Each employee may seek up to One Hundred Dollars (\$100.00) per credit for tuition reimbursement for any graduate courses taken and approved for recertification. Such coursework must be taken from an accredited institution of higher education in order to qualify for tuition reimbursement.

2) **Post-Graduate Scholarship Program:**

Each employee may seek tuition reimbursement for post-graduate courses, by an employee seeking their next advanced degree in the field of education, a new endorsement or for post-graduate coursework after completion of Education Specialist, EdD or PhD in the field of education. Such coursework must be taken from an accredited institution of higher education in order to qualify for tuition reimbursement.

With regard to both components of the Employee Scholarship Program, courses must meet the requirements noted below:

1. Scholarship reimbursement is provided for the cost of the credits only, not for books or any related fees.
2. A maximum of One Thousand Dollars (\$1,000.00), per year, will be available under the entirety of the Scholarship Programs for any individual Full-Time Certificated Professional Employee.
3. Claims for reimbursement should be submitted to the District Office as soon as the final grades for the course are posted. Payments will first be issued with the commencement of the school year in August 2025.
4. Funds will be distributed on a first come first serve basis with a District maximum obligation under the program to be \$10,000. When the District's budget for scholarships under this program is exhausted, no additional funds will be paid for the remainder of the fiscal year.
5. To receive reimbursement payment the Employee must obtain pre-approval from the District Superintendent prior to enrollment and, upon completion of the course, provide copies of the class description, proof of successful completion and receipts showing the expenses incurred. Throughout the year, requests for reimbursement must be submitted within ninety (90) days from the date of course completion. Courses completed in May of 2026 must have reimbursement requests submitted on or before June 15, 2026.

If an Employee uses the Scholarship Program after July 1, 2025, during the summer term, and does not return to the District for the 2025-2026 school year, he/she must refund the District the amount of scholarship that the Employee received from the District during the Summer of 2025.

## **II. COMPENSATION**

### **A. SALARY SCHEDULE**

#### **1. SALARY SCHEDULE**

This Salary Schedule is based upon a Standard Teacher Contract of 190 days.

\*\* Current District Mandated Minimum \$ shall be the same as the State's Mandated Minimum as determined annually (25/26 \$50,252 for R-1, \$53,402 for P-1 and \$64,427 for AP1)

#### CAREER LADDER

For Certificated Teachers not placed on the Legacy Schedule, the following Career Ladder Schedule shall apply for compensation for the 2025-2026 school year. Certificated Teachers shall be placed consistent with their Career Ladder reimbursement placement by the state.

|      | Career Ladder |
|------|---------------|
| R-1  | \$50,252.00   |
| R-2  | \$50,503.26   |
| R-3  | \$51,508.30   |
|      |               |
| P-1  | \$53,402.00   |
| P-2  | \$53,669.01   |
| P-3  | \$55,558.11   |
| P-4  | \$57,508.11   |
| P-5  | \$58,646.82   |
|      |               |
| P-5A | \$60,419.47   |
| P-5B | \$62,836.24   |
|      |               |
| AP1  | \$64,427.00   |
| AP2  | \$65,716.54   |
| AP3  | \$67,689.62   |
| AP4  | \$69,787.96   |

#### LEGACY SCHEDULE

For Certificated Teachers placed on the Wilder School District Legacy Schedule during the 2018-2019 school year such teachers shall remain on the Legacy and the following Legacy Schedule shall apply for compensation for the 2025-2026 school year.

|  |             |                  |                    |
|--|-------------|------------------|--------------------|
|  | Salary Base | BA +24           | MA                 |
|  | \$71,676.76 | \$2,000+4%(\$80) | \$3,500+4% (\$140) |

## 2. Loyalty Stipend – Applicable to both Career Ladder Schedule and Legacy Schedule

To honor those Certificated Professional Employees who have remained dedicated to the Wilder School District, for the 2025-2026 school year, a **one-time** Loyalty Stipend, in the amounts as detailed in the schedule below, shall be paid to qualifying Full-Time Certificated, Non-Administrative Personnel:

|                                                                                                                                                      |            |
|------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| An employee commencing their 6 <sup>th</sup> year of employment with the District through an employee in their 10 <sup>th</sup> year of employment.  | \$2,000.00 |
| An employee commencing their 11 <sup>th</sup> year of employment with the District through an employee in their 15 <sup>th</sup> year of employment. | \$4,000.00 |
| An employee commencing their 16 <sup>th</sup> year of employment with the District through an employee in their 20 <sup>th</sup> year of employment. | \$6,000.00 |
| An employee commencing their 21 <sup>st</sup> year of employment with the District through an employee in their 25 <sup>th</sup> year of employment. | \$8,000.00 |

This Loyalty Stipend is a **one-time** stipend applicable solely to the year in question and is not intended nor shall it become part of the Certificated Teachers base salary or base contract. There is no property right or right to continued entitlement to this sum or any other sum associated with this one-time stipend during any subsequent contract or school year.

This one-time stipend shall be paid in twelve (12) monthly payments and will be included in the Certificated Teachers regular monthly payroll check and will not be paid in a lump sum payment.

## **B. ADVANCEMENT RULES**

Consistent with Career Ladder advancement protocols, for the 2025-2026 school year, qualifying Certificated Teachers will move steps and lanes within the respective Salary Schedule structures.

No Certificated Employee can move between the Career Ladder Structure and the Legacy Employee Structure.

## **C. SUPERVISORY COMPENSATION**

A Certificated Teacher may request additional compensation for Supervisory activities consistent with the provisions of this term.

Compensation may be received as follows:

- \$50.00 if the Certificated Teacher covers an entire class period for which they are not assigned.

Examples of such situations include, but may not necessarily be limited to the following:

- A Certificated Teacher whose assigned preparation period is used to cover their own class or the class of another due to the absence or unavailability of the Individual assigned to teach that period (i.e. When an elementary teacher has to keep their class due to the “specials” teacher being absent or unavailable; a high school teacher covering the assigned class of a coach who has to leave school early for the day for an athletic event.).
- A Certificated Teacher who takes into their existing class the entire class of another Certificated Teacher during a regular teaching period due to the absence of another Certificated Teacher. In such a situation, the Certificated Teacher is not losing their preparation period but rather is “doubling” their assignment for the class period in question. (i.e. When a certified teacher has a class assigned the last period of the day and takes in all students from another certified teacher due to the need of the other certified teacher to be in attendance at an athletic event.).

- \$30.00 if the Certificated Teacher covers an entire lunch period for which they are not assigned duty.

In order to qualify for such compensation, the following must apply:

- A District Administrator, designee or the school's office requests or grants permission for a Certificated Teacher to cover a class and or lunch for which they are not assigned. Private arrangements between employees are not encompassed under this provision.
- Supervisory Coverage Forms shall be created by the District's Office that will document the authorized individual situations of Supervisory Assignment.
- Time Cards shall be generated by the Office from the Supervisory Coverage Forms.
- Time Cards shall be submitted on or before the 16<sup>h</sup> of each month so that payroll may be properly addressed.
- Funds will be distributed on a first come-first served basis with a District maximum obligation of \$15,000.
- When the District's budgeted \$15,000 for Supervisory Compensation is exhausted, no additional funds will be paid to any employee for the remainder of the fiscal year for any Supervisory Coverage addressed in this Agreement or otherwise.

Should a Certificated Teacher not wish to be compensated for Supervisory Compensation as outlined in this Agreement, the Certificated Teacher shall notify the school's office of such fact at the time of the requested assignment and it will be documented in the Supervisory Coverage Forms maintained by the school's office.

## **DURATION OF AGREEMENT**

- A. Consistent with provisions of the Idaho Code, the provisions of this Agreement are effective only for a maximum of a single year, from July 1, 2025, through June 30, 2026

## **ACCEPTANCE**

This Agreement is signed on the 11th day of June, 2025. This Agreement shall be binding on the Parties.

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Chairman, Board of Trustees

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On Behalf of Wilder Education Association

# NEGOTIATIONS AGREEMENT

## I. Exclusive Representative:

For the 2025-2026 school year, the Board of Trustees of the Wilder School District recognizes the Wilder Education Association as the exclusive bargaining agent for all Certificated Teachers of the District.

The Wilder Education Association has demonstrated, as required by statute that it was duly chosen and selected by a majority of the Certificated Teachers prior to the commencement of negotiations, as their representative organization for negotiations under this act for the 2025-2026 school year.

## II. Scope of Negotiations:

The Wilder Board and Wilder Association agree to negotiate compensation and benefits, and such negotiations process and procedures will comply with the provisions identified in the Idaho Code and the Idaho Administrative Procedures Act.

## ACCEPTANCE

This Agreement is signed on the 11th day of June, 2025. This Agreement shall be binding on the Parties.

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Chairman - Board of Trustees

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On Behalf Of Wilder Education Association