

**NEGOTIATED AGREEMENT**

**BETWEEN**

**THE SNAKE RIVER EDUCATION ASSOCIATION**

**AND**

**THE SNAKE RIVER SCHOOL DISTRICT 52  
BOARD OF TRUSTEES**

**103 SOUTH 900 WEST  
BLACKFOOT, IDAHO 83221-6065**

**2012-2013**

## TABLE OF CONTENTS

ARTICLE		PAGE
I.	RECOGNITION AND SCOPE OF NEGOTIATIONS.....	3
II.	LEAVES .....	3
III.	INSURANCE .....	8
IV.	ADVANCEMENT TO INTERIM STEPS ON SALARY SCHEDULE.....	10
V.	SALARY SCHEDULE.....	11
VI.	EXTRACURRICULAR ACTIVITIES SALARY SCHEDULE.....	12
VII.	SAVINGS CLAUSE .....	15
VIII.	DURATION .....	16
IX.	ACCEPTANCE .....	16

**ARTICLE I  
RECOGNITION and SCOPE OF NEGOTIATIONS**

The Board recognizes the Association has proved itself for the 2012-2013 contract to be the exclusive representative of all professional certificated employees of School District 52, except as follows: Superintendent, Principals and Director of Federal Programs.

**ARTICLE II  
LEAVES**

**A. SICK LEAVE**

1. Sick leave shall be granted at the rate of eleven (11) days per year for personnel under a 157 working day contract. Unused sick leave may be accumulated to an unlimited amount.

2. Basis for Sick Leave

2.1 Illness of the teacher.

2.2 Illness of members of the teacher's family. (Family shall consist of husband, wife, child, mother, father, sister, brother, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandmother, grandfather, grand-child, uncle, aunt, niece, nephew, first cousin, or any resident living in the same household).

3. Basis for Bereavement Leave

3.1 Up to two (2) days bereavement leave per incident shall be available to certificated employees for the purpose of attending funerals of members of the employee's immediate family, i.e., spouse, parents, spouse's parents, children, step-children, brother or sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grand-parents, spouse's grandparents, or grandchildren. Additional bereavement leave chargeable to sick leave may be taken.

3.2 Time for attending the funeral of a close friend, associate or relative may be allowed at the discretion of the Superintendent or his designee. Days used for this purpose shall be deducted from the employee's sick leave entitlement.

4. SICK LEAVE BANK

4.1 The Sick Leave Bank is established for the purpose of alleviating the hardship caused by absence from work necessitated by extended or recurring illness extending beyond the employee's current and accumulated sick and personal leave. The Sick Leave Bank shall operate under the following rules:

4.1.1 SREA shall maintain a Sick Leave Bank Committee, whose membership shall consist of two (2) members of the sick leave bank appointed by the SREA and one (1) person representing the Snake River School District. Committee members shall serve on a rotating three-year term. The Chairperson of the Sick Leave Bank Committee will be selected by the committee annually and notification will be given to the Snake River Education Association president and the district superintendent. The Sick Leave Bank Committee shall develop

#### 4. SICK LEAVE BANK (cont.)

- 4.1.1 and distribute rules and procedures for the orderly administration of the bank not inconsistent with the terms of this agreement. The committee's decisions will be made by a majority vote. The committee shall be responsible for reporting to the District's accounting office the names of contributors and the number of days contributed. It shall report all days granted by the bank and all other information necessary for the employee's records. The Sick Leave Bank chairperson may call monthly meetings when deemed necessary.
- 4.1.2 To be a member of the bank, an employee must contribute at least one (1) full day of his/her personal sick leave to the bank on or before October 10 of each year until the member is vested. Sick leave days thus contributed shall be deducted from the individual's sick leave entitlement. Days that are given to the sick leave bank cannot be taken back. The contributed sick leave days shall form a fund of sick leave days that will be available to all eligible participating employees upon recommendation of the Sick Leave Bank Committee. Additional assessments may be made of members should the Sick Leave Bank reserve drop below 200 days. Members who will not be employed by the district the following year may contribute additional days to the bank by notifying the district superintendent and the chairperson of the Sick Leave Bank Committee.
- 4.1.3 The Snake River Sick Leave Bank Committee shall create a membership category called Vested Member. Vested Members of the Snake River Sick Leave Bank shall be members who have contributed six days to the Sick Leave Bank. A Vested Member of the Snake River Sick Leave Bank shall not have to contribute additional days to the Sick Leave Bank unless there is a general assessment of all members to maintain an adequate number of days in the bank.
- 4.1.4 Applications for use of the Sick Leave Bank shall be made to the chairperson of the Sick Leave Bank Committee. (See attached application.)
- 4.1.5 In order for an employee to be eligible to apply for sick leave benefits from the Sick Leave Bank, the employee must first: (1) be a contributor to the bank; (2) have been absent from work due to extended or recurring illness, an accident, or the major illness or major injury of an immediate family member (family member is defined as: spouse, child, mother, father, mother-in-law, father-in-law, or member of the employee's household); (3) used all his/her accumulated sick leave and personal leave days; and, (4) must have had reduction in salary in the amount of 2 days of substitute teacher pay, due to the current illness, per request.
- 4.1.6 The Sick Leave Bank Committee shall make grants by committee action.
- 4.1.7 The Sick Leave Bank Committee may, at its discretion, (1) require a statement from the grantee's physician; and, (2) obtain any additional information from any other individual on prior use of personal sick leave days.
- 4.1.8 The maximum number of days that can be granted to any individual in any contract year by the Sick Leave Bank Committee will be left up to the discretion of the Sick Leave Bank Committee. In no case will the granting of leave cause an employee to receive more than his/her annual salary for that year. If an employee does not use all of the days granted by the bank, the unused sick leave days shall be returned to the bank.

4. SICK LEAVE BANK (cont.)

- 4.1.9 The number of sick leave days granted shall not exceed the number of days absent from work due to illness or accident. Whenever an employee has been absent for a continuous illness lasting ten (10) working days beyond his/her accumulated sick leave, the committee may allow retroactive coverage for the two (2) days when the employee's salary was reduced by the cost of the substitute.
- 4.1.10 An employee using the Sick Leave Bank shall apply for any appropriate disability benefits he/she may be entitled to. (After 30 consecutive days, teachers are eligible to apply for the disability insurance of the district.)
- 4.2 If, at the end of the regular school year, a physician certifies that the employee will be unable to return to work the following fall, the employee may request and be granted a year's extended leave of absence. An extension of a one-year leave of absence will be granted if requested by the teacher and a physician certifying the teacher will be unable to return to work the next year. A teacher must make the decision for a one-year extension by the time stated in the law for the return of signed contracts.
- 4.3 At this point the Board may replace the teacher with a temporary employee or may have the option to issue a new contract if the one-year leave of absence is not requested.
- 4.4 The guidelines for extended leaves of absence (Section D) shall apply to this leave.

# **SNAKE RIVER EMPLOYEES SICK LEAVE BANK REQUEST FORM**

**Date**

**Requested by**

**Date Sick Leave expires and personal days are used**

**Reason for request:**

**List days and reasons for current year's absences.**

**Physician's Name:** \_\_\_\_\_ **Phone #:**

**Address:**

**Attach any information that your doctor has supplied or any other information you feel is pertinent to this request.**

## **B. PERSONAL LEAVE**

1. This leave shall be granted, upon request, in no less than one-half day increments to conduct personal business that cannot be taken care of during normal off duty time.
2. It shall be granted at the rate of three (3) days per school year with a five (5) day maximum accumulation and five (5) day maximum use in any one year. Up to one (1) additional day may be taken with the employee paying the daily substitute rate for that additional day taken.
3. A teacher shall be able to advance two of the five (5) unused accumulated personal leave days to the following year. As an incentive not to use this leave, the teacher shall be paid for the unused portion up to three days at the normal cost of providing a substitute teacher.

## **C. EMERGENCY LEAVE**

Emergency leave requested in writing may be granted with the approval of the superintendent or his designee. A person receiving approved emergency leave will be charged the cost of a substitute through the regular payroll deduction procedures of the district.

## **D. EXTENDED LEAVES OF ABSENCE**

1. Guidelines for extended leaves of absence. Leaves of absence listed shall be granted. They shall also:
  - 1.1 Be applied for in writing
  - 1.2 Be granted in writing
  - 1.3 Provide for no loss in accumulated benefits
  - 1.4 Upon return from a leave of absence, allow the teacher to be assigned to the same position, if available, or if not available, to at least an equivalent position.
  - 1.5 Allow a teacher to participate in group insurance while on leave with the teacher paying the premiums.
2. **MILITARY LEAVE**

Military leave will be granted, without pay, to any teacher who is inducted or enlists in active military services in time of war or other emergency declared by the proper authority of the State or of the United States. Upon return from such leave, a teacher will be placed on the salary schedule at the level which he/she would have achieved if he/she had not taken such leave. Military leave is for one (1) year at a time and the teacher must renew his/her leave each year thereafter for the duration of the period of such war or other emergency. A military leave of up to ten (10) school days in any calendar year without loss of fringe benefits will be granted to any teacher who is a member of the National Guard or any component of the military forces of the State or Reserve forces of the United States and who is engaged with such organization or components in training or active services ordered or authorized by proper authority pursuant to law.

**3. CHILD REARING**

Teachers shall be granted a leave for child rearing purposes of up to one (1) year without pay or increment. This includes both adoption and birth. Upon written request, such leave may be extended up to one (1) year without pay or increment.

**4. CARING FOR SICK MEMBER OF FAMILY**

A leave of absence of up to one (1) year, without pay or increment, will be granted for the purpose of caring for a sick member of the employee's immediate family and such leave may be extended for one (1) year.

**5. CANDIDATE FOR PUBLIC OFFICE**

A teacher has the right to become a candidate for public office and to serve in such elective office unless there is a specific legal prohibition. Regular appointed teachers who have completed at least four (4) continuous years of service in the Snake River School District will be granted a leave of absence without pay in order to run for, or serve in, public office.

**6. PROFESSIONAL STUDY**

Regular appointed teachers who have completed at least four (4) continuous years of service in the Snake River School District shall be granted upon request, leave for professional study of up to one (1) year without pay or increment.

**ARTICLE - III  
INSURANCE**

- 1. Health Insurance:** The Board agrees to purchase, pursuant to the terms set out below, the Blue Cross Renewal Statewide Schools PPO plan which includes the following medical benefits:
  - 1.1** Major medical deductible of \$1,500; \$3,000 combined family deductible;
  - 1.2** In-network co-payment rate of \$30 per visit for office visits;
  - 1.3** 80% Blue Cross of Idaho payment for most other in-network covered services;
  - 1.4** Drug Benefits:
    - 1.4.1** Retail: 100% after \$10 (generic)/\$30 (brand-name) co-pay per 30 day supply
    - 1.4.2** Mail Order: 100% after \$10 (generic)/\$20 (brand-name) co-pay per 90 day supply or 100 units, whichever is less.
  - 1.5** Employee Vision Insurance
  
- 2. Other Insurance:** The district also agrees to provide to each teacher the following:
  - 2.1** \$50,000 Group Life Insurance
  - 2.2** \$2,500 dependent Life insurance



2. **Other Insurance (cont.)**
  - 2.3 **Employee Dental Coverage (Delta Dental PPO or Willamette Dental)**
  - 2.4 **Employee Disability Coverage (Standard Insurance of Portland)**
3. **District Contributions: The district shall contribute towards the insurance premiums in 1 and 2 above as follows:**
  - 3.1 **The district shall contribute \$480.00 per month toward the health premiums for full-time employees. Individual employees shall pay any excess of health premiums through payroll deductions. The contribution shall be prorated for part-time employees working 20 hours or more per week.**
  - 3.2 **If the Willamette Dental option is chosen, the District will contribute the amount equal to the Delta Dental individual premium.**
4. **Employee Contributions: An employee wishing to include family under the purchased insurance program may do so under the district cafeteria plan. Additional life insurance or disability benefits for the employee or employee's family may be purchased through the district's provider or through other approved providers.**
5. **Duration of coverage: Insurance coverage for employees will start on September 1 of each year or on the first day of the month immediately following commencement of employment in the case of employees hired after September 1. The plan contract year is September 1 to August 31. If an employee resigns or is terminated during the school year, his or her insurance coverage will cease at the end of the month in which their employment ceased. If the school year is completed, insurance coverage will terminate August 31 of the new school year.**
6. **Participation in Section 125 Plan: Certificated employees may participate in the District Section 125 Flexible Benefit Plan.**
7. **No individual changes in allocation of benefits or deduction to such plan may be made after September 30 of any year, with the exception of marital or family status changes.**
8. **Joint Committee: The joint insurance committee shall review and make recommendations to the negotiations team for the insurance program for the succeeding school year. The recommendations shall be made within 90 days of the first meeting of the committee unless an extension of time is mutually agreed upon. Any recommendation by the committee must represent a consensus of the committee.**

## ARTICLE IV.

### ADVANCEMENT TO INTERIM STEPS ON SALARY SCHEDULE

All certificated employees of School District 52 will be advanced to the appropriate interim step on the salary schedule upon satisfactory completion of requirements as outlined below:

#### Advancement Beyond the B.A. Degree:

1. The credit hours claimed beyond the degree must have been earned after the degree was granted and after initial certification.
2. All credit hours must be verified by an official transcript from an institution of higher education accredited by the state board of education or a regional accrediting association.
3. The credits earned beyond the degree may be either undergraduate hours or graduate hours.
4. There will be no change in training status for salary purposes after contracts are issued unless the teacher certifies at that time (in writing) that he/she plans to have sufficient college credit to advance in training.
5. Credits must be earned before September 1. Transcripts must be received before the first Friday of November.
6. Any extension of the one hundred and fifty-seven (157) day contract shall provide that teachers so assigned shall have their salaries augmented for each day by adding 1/157 to their salary, with the exception of special workshops where per diem allowance is granted.
7. All years of service shall be determined in accordance with Idaho Code 33-1004. In determining the experience factor, the actual years of teaching or administrative service in a public school, in an accredited private or parochial school, or in an accredited college or university shall be credited, minus two (2); provided however, that the experience factor cannot be less than zero (0).
8. Certificated personnel who earned credits and advanced a lane on the salary schedule will be paid a one-time stipend of \$500 to help defray the cost of earning those credits, based on availability of qualifying federal program funds.
9. Final approval must be granted by the Superintendent.
10. For the 2012-2013 contract year, there will be a minimum increase of \$445 per individual.

**This Page  
Extra**

**Last Year's "2011-2012"  
Salary Schedule  
(Shown on next page)  
is for Comparison Purposes Only**

**(Last Year's Salary Schedule For Comparison Purposes Only)**

SNAKE RIVER SCHOOL DISTRICT  
ARTICLE V.  
TEACHERS SALARY SCHEDULE  
**"2011-2012"**

1. The salary schedule for the 2011-2012 school year shall be as follows:

Years	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	27,060	28,008	28,955	29,902	31,052	32,338	33,622
1	27,060	28,008	28,955	29,902	31,052	32,338	33,622
2	27,897	28,836	29,786	30,737	32,181	33,480	34,749
3	28,759	29,688	30,641	31,594	33,352	34,663	35,914
4	29,647	30,566	31,520	32,475	34,565	35,887	37,119
5	30,563	31,469	32,425	33,381	35,823	37,155	38,363
6	31,507	32,400	33,356	34,313	37,126	38,467	39,649
7	32,480	33,357	34,313	35,270	38,476	39,826	40,978
8	33,484	34,343	35,298	36,254	39,876	41,232	42,352
9	34,519	35,358	36,311	37,265	41,326	42,689	43,772
10	35,585	36,403	37,354	38,305	42,830	44,197	45,239
11		37,479	38,426	39,373	44,388	45,758	46,756
12					46,003	47,374	48,323
13						49,047	49,943
13+							51,618

SNAKE RIVER SCHOOL DISTRICT  
ARTICLE V.  
TEACHERS SALARY SCHEDULE  
2012-2013

Years	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	28,188	29,175	30,161	31,148	32,345	33,685	35,023
1	29,059	30,037	31,027	32,017	33,522	34,875	36,197
2	29,957	30,925	31,918	32,910	34,742	36,107	37,411
3	30,882	31,839	32,834	33,828	36,005	37,382	38,665
4	31,836	32,780	33,776	34,772	37,315	38,703	39,961
5	32,820	33,749	34,746	35,742	38,673	40,070	41,301
6	33,834	34,747	35,743	36,739	40,079	41,485	42,686
7	34,879	35,774	36,769	37,764	41,538	42,950	44,117
8	35,957	36,831	37,824	38,818	43,048	44,467	45,595
9	37,068	37,920	38,910	39,901	44,615	46,038	47,124
10		39,041	40,027	41,014	46,238	47,664	48,704
11					47,920	49,348	50,337
12						51,091	52,024
13+							53,768

ARTICLE VI.

EXTRACURRICULAR ACTIVITIES AND SPECIAL ASSIGNMENT CONTRACTS  
SALARY SCHEDULE

Extracurricular stipends will be paid at the following rates:

<u>High School</u>	<u>\$ Amount</u>
Athletic Director (Funded by another source)	\$3,936
<u>Head Coaches</u>	
Boys' Basketball	\$3,456
Girls' Basketball	\$3,456
Wrestling	\$3,456
Football	\$3,456
Volleyball	\$2,976
Track	\$2,976
Baseball	\$2,976
Softball	\$2,976
Golf	\$2,976
Cross Country	\$2,976
Soccer	\$2,976
<u>Assistant Coaches &amp; 9<sup>th</sup> Grade Coaches</u>	
Boys' Basketball	\$2,496
Girls' Basketball	\$2,496
Wrestling	\$2,496
Football	\$2,496
Volleyball	\$2,496
Track	\$2,208
Baseball	\$2,208
Softball	\$2,208
Cross Country	\$2,208
<u>Junior High School</u>	
<u>8<sup>th</sup> Grade Coaches</u>	
*Boys' Basketball	\$1,248
*Girls' Basketball	\$1,248
*Wrestling	\$1,248
*Volleyball	\$1,248
*Track	\$1,248
<u>7<sup>th</sup> Grade Coaches</u>	
*Volleyball	\$1,248
*Boys' Basketball	\$1,248
*Girls' Basketball	\$1,248
*Wrestling	\$1,248
*Assistant Track	\$1,248

	<u>\$ Amount</u>
<b><u>Head Teacher</u></b>	
*Jr. High	
Middle School ( <u>If principal is less than 1 FTE</u> )	\$ 864
*Moreland	\$ 864
*Rockford	\$ 864
*Riverside	\$ 864
Grade Level Leader - Elementary	\$ 864
Team Leader Jr. High Language Arts	\$ 864
<b><u>Secondary Core Subject Team Leaders:</u></b>	
Math	\$ 864
Science	\$ 864
Language Arts	\$ 864
Social Studies	\$ 864
*Intramurals - Middle School	\$1,344
Student Government - High School	\$2,016
*Student Government - Jr. High	\$1,248
Pep Band - High School	\$1,248
Band Concerts - High School	\$1,248
Marching Band	\$1,248
*Concerts – High School	\$ 480
Concerts – Jr. High	\$ 480
Choral Music High School	\$2,016
All School Musical - High School	\$2,016
All School Musical - Assistant High School	\$ 480
Computer Coordinator - High School #1	\$ 768
*Computer Coordinator – High School #2	\$ 768
*Computer Coordinator K-8	\$ 768
*Speech Coach - High School	\$2,016
*Debate Coach - High School	\$2,016
Drama Coach - High School	\$1,536
Cheerleader Coach - High School	\$2,496

	<u>\$ Amount</u>
<b>*Cheerleader Coach - Junior High</b>	<b>\$1248</b>
<b>Annual - High School</b>	<b>\$2,016</b>
<b>*Annual - Junior High School</b>	<b>\$1,248</b>
<b>School Newspaper Advisor - High School</b>	<b>\$1,248</b>
<b>Jr. High Activities Coordinator</b>	<b>\$1,248</b>
<b>Honor Society</b>	<b>\$1,248</b>
<b>FFA</b>	<b>\$3,456</b>
<b>After-School Revenue Producing Activities</b>	<b>\$9.60 hr.</b>
<b>Detention</b>	<b>\$9.60 hr.</b>
<b>*Lunch Duty</b>	<b>\$9.60 hr.</b>
	<b>(Or in exchange for early release)</b>
<b>*Recess Duty</b>	<b>\$9.60 hr.</b>
	<b>(Or in exchange for early release)</b>

When assigned by a principal or immediate supervisor to perform supervisory duties, compensation will be made in accordance with the hourly rate established in the extra-curricular salary schedule. Staff may be expected to perform additional supervisory duties which are one-time in nature or of a short-term duration, such as field trips, club-sponsored activities, or events. Such duties shall not be included in the extra-curricular salary schedule, and the employee will not be compensated for any additional time required to attend these events.

Any changes in the extra-curricular schedule, including the decision not to fill a position, must be a joint decision between the SREA and Superintendent.

\*These positions are not currently funded. It is the desire of both parties to fund these positions as funding becomes available.



## ARTICLE VII.

### SAVINGS CLAUSE

All items in this agreement are presumed to be legal and valid. In the event that any provision of this agreement is or shall at any time be held contrary to the law by a court of competent jurisdiction, the Board and Association shall enter into negotiations within fifteen (15) days to agree on a successor clause for the invalidated article. The balance of this Agreement shall not be affected by any such ruling and shall remain in full force and effect.

This agreement shall not be modified in whole or in part except by an amendment in writing duly agreed to and executed by both parties.

ARTICLE VIII.

DURATION

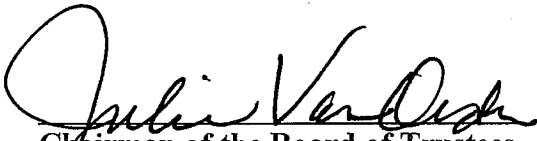
This agreement shall be effective July 1, 2012 through June 30, 2013.


Any individual contract between the Board and an individual employee in the bargaining unit, heretofore and hereafter executed, shall be subject to and consistent with the terms and conditions of this agreement. If an individual contract contains language or terms inconsistent with this agreement, then this agreement shall be controlling.

ARTICLE IX.

ACCEPTANCE

This Agreement is signed on this 24th day of May, 2012, for implementation on August 15, 2012. This agreement shall be binding on the parties hereto.

  
Chairman of the Board of Trustees  
Snake River School District 52

  
President of the  
Snake River Education Association