

**Tentative Negotiation Agreement for the 2011-2012 School Year, Between the Filer Education Association and the Filer School District Board of Trustees**

**(As Revised June 2, 2011)**

**1. Health Insurance**

Both parties agree that Filer School District will pay \$389.10 per month, per full-time employee for health insurance the 2011-2012 school year.

Both parties agree that **Page 11, Article VII – Benefits** of the Filer School District Teachers' Master Contract (a copy of which is attached hereto and made a part of this agreement) will be added to Filer School District Board Policy G.10 Article VIII Professional Personnel Compensation Guide Article VIII Professional Compensation.

**2. Life Insurance**

Both parties agree that the Filer School District will continue the life insurance policy that is currently in place for the 2010- 2011 school year.

**3. Benefits**

Both parties agree to keep **Pages 9 – 10, Article VI – Leave of Absence, A – G** of the Filer School District Teachers' Master Contract (a copy of which is attached hereto and made a part of this agreement) as the Filer School District Board Policy G.30 Professional Personnel Leaves and Absences Article VI Leave of Absence. Both parties agree that the number of leave days granted for the 2011-2012 school year will be the same as the 2010-2011 school year.

**4. Professional Compensation**

Both parties agree that the salary schedule remain the same as the 2010 – 2011 school year with two exceptions: (1) The base pay will be changed to \$23,843; however, this will not reduce salaries from those paid in the 2010 – 2011 school year and (2) The minimum salary will be \$30,000 according to Idaho Code 33-1004E. Also, both parties agree that steps and lanes will be provided to all certified staff in accordance with Idaho Code 33-1004E.

Both parties agree to keep **Page 11, Article VIII – Professional Compensation, Paragraphs A- H** of the Filer School District Teachers' Master Contract (a copy of which is attached hereto and made a part of this agreement) as Filer School District Board Policy G.10 Professional Personnel Compensation Guide Article VIII Professional Compensation.

**5. Compensation for Extra Duty**

Both parties agree that Filer School District will continue granting one (1) personal day for each month that a Filer/Hollister Elementary teacher or Filer Intermediate School teacher holds detention duty in his/her classroom for the 2011 – 2012 school year for a maximum of three (3) personal days per teacher.

Both parties agree that the Filer School District will maintain the one (1) personal day for five (5) comp periods at Filer High School.

Both parties agree that those certified employees currently working under an extended day contract, excluding those Filer High School teachers paid for such extended day contracts from Professional-Technical funds, would be granted the same days and money as received in the 2010-2011 school year and that the .50 FTE certified technician (Information Technology department) would be given an additional five days and related pay and benefits prior to the day that teachers return to work.

**6. Holidays Reinstated**

Both parties agree that two paid holidays would be reinstated to compensate for the reduction of two (2) student contact days in the 2011 – 2012 school year.

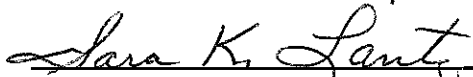
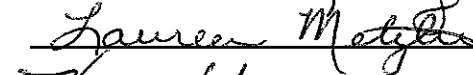

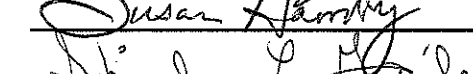
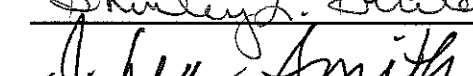

Both parties agree that, if approved by the State Department of Education and subject to availability of funds, use of Title I-A ARRA funds and Title VI-B ARRA funds to provide four (4) buy-back days will be contemplated; however, both parties acknowledge that there is no guarantee that such buy-back days will be provided. Both parties further agree that if such buy-back days do occur, those teachers in the false corner of the salary schedule (grid) will be exempt from receiving those buy-back days since they will be receiving an increase in pay due to the state mandated \$30,000 minimum salary.

**7. Any Additional Monies**

Both parties agree that any additional money the Filer School District receives from the State of Idaho and/or federal funds before the end of the 2011 - 2012 school year, the current Filer Education Association negotiation committee along with the Filer School District Board of Trustees will discuss use of the funds.

**8. Extracurricular Activities Stipend Schedule**

Both parties agree to change the base on the extracurricular stipend schedule to \$23,843 thereby reducing the related salaries by an estimated 5.5%. Any certified employee who is compensated on the Extracurricular Activities Stipend Schedule will be granted the appropriate step increase.

	Head FEA Negotiator
	FEA Negotiator
	FEA Negotiator
	FEA Negotiator
	Head School Board Negotiator
	School Board Member

1 Article VII

2 BENEFITS

3 The district will provide funding that is greater or equal to the  
4 cost of the plan received the immediately preceding year to pay  
5 health insurance premiums for all eligible employees. The district  
6 shall provide for employees hospital, surgical, major medical  
7 insurance. Benefits for part-time employees are prorated on amount  
8 of work day. Should the employee choose benefits in addition to  
9 health insurance, payroll deductions will be approved in compliance  
10 with board policy. No individual changes in allocation of benefits  
11 or deduction may be made after October 1. Health insurance premium  
12 shall begin on the effective date of the employment contract and be  
13 continuous 12-month coverage, unless the employee terminates early.  
14 Carriers and plans for the insurance shall be mutually determined  
15 by the District and the Association on an annual basis.

Article VI

LEAVE OF ABSENCE

A. Jury Duty. A teacher called for jury duty shall be granted paid leave from the District.

B. Association Leaves. Release time, without loss of pay, equal to one (1) day per month shall be granted the Association president or his/her designated representative for conducting president business during working hours.

C. Personal Leave. At the beginning of every school year each teacher shall be credited with five (5) days to be used for the teacher's personal reasons. For the first three (3) days of leave, the district will pay for the substitute, while for the fourth and fifth days of leave, the cost of the substitute will be deducted from the employee's salary. A personal leave day may be used for any purpose at the discretion of the teacher. A teacher planning to use a personal leave day (or days) shall notify the principal as early as possible, but in any event at least twenty-four (24) hours in advance, except in cases of extenuating circumstances. A maximum of three unused district-paid personal leave days may be held over from one year to the next, with a maximum of six for any given school year. If leave days are carried over, they must be used or paid out the next year. Unused leave days will be paid out at the current substitute teacher rate. At the end of each school year, a bonus will be paid to the teacher in the amount of fifty-five <sup>eight</sup> (55) dollars for each day of district paid personal leave not used.

D. Professional Leave. Professional leave may be granted upon written request of principal/superintendent. When such leave has been granted, the district will pay the full cost of the substitute.

E. Sick Leave. At the beginning of each school year each certificated employee shall be credited with nine (9) days sick leave allowance to be used for absences caused by

1 illness, injury, poor health, quarantine, for dependent family  
2 member illness, or physical disability of the teacher.  
3 Exceptions can be made by the superintendent and/or Board of  
4 Trustees. The unused portion of such allowance shall  
5 accumulate from year to year. The Board may furnish to each  
6 employee a written statement at the beginning of each school  
7 year setting forth the total sick leave credit.

8 F. Bereavement Leave. Professional employees may be granted up  
9 to three (3) days bereavement leave during the school year for  
10 a death in the immediate family (parent, spouse, children,  
11 grandparents, and brother or sister). Bereavement leave may  
12 be granted at the discretion of the principal. Such leave  
13 will be granted with full pay and will not be deducted from  
14 either sick leave or personal leave.

15 G. Extended Leave. Upon written request and/or interview with  
16 the Board, professional employees may be granted leaves of  
17 absence without pay for up to one (1) year for pregnancy,  
18 illness or pursuit of a higher degree. All rights of tenure,  
19 retirement, accrued sick leave, salary increments and other  
20 benefits provided herein shall be preserved and available to  
21 the professional employee upon his/her return to the district.  
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1 Article VIII

2 Professional Compensation

- 3 A. The basic salaries of teachers covered by this Agreement are  
4 set forth in Appendix B which is attached to and incorporated  
5 in this agreement. Such salary schedule shall remain in  
6 effect during the designated periods.
- 7 B. A new teacher entering the district shall be granted all years  
8 of previous full time equivalent experience and shall be  
9 placed in the appropriate preparation column.
- 10 C. A teacher will move down one step on the salary schedule for  
11 each year of experience within the District.
- 12 D. Upon completion of the necessary credits from an NCATE  
13 approved institution, a person will move one or more  
14 preparation columns to the right on the salary schedule,  
15 provided he/she has given notice to the Board or  
16 superintendent of his/her intention to obtain more credits.  
17 In addition, such person must arrange for a transcript to be  
18 sent to the superintendent prior to October 1 of the ensuing  
19 school year, showing satisfactory completion of such credits.
- 20 E. The basic stipends of teachers covered by this agreement for  
21 long-term extra-curricular assignments, are set forth in  
22 Appendix C, which is attached to and incorporated in this  
23 agreement. Such extra-curricular schedule shall remain in  
24 effect during the designated periods.
- 25 F. Those teachers who are assigned an extra-curricular activity  
26 which pays a stipend will be issued a contract for this  
27 activity. This contract will be separate from the teacher's  
28 individual teaching contract. (See Appendix D)
- 29 G. The extra-curricular stipend shall be paid in addition to the  
30 teacher's contracted salary.
- 31 H. The District will reimburse teachers for any loss, damage, or  
32 destruction of personal property that the teacher uses for  
33 classroom instructional purposes, provided such property is  
34 used with the prior written approval of the administration  
35 (principal and/or superintendent).