

**Collective Bargaining Agreement for the 2014 – 2015 School Year,
between the Filer Education Association and the Filer School District Board of Trustees**

Master Contract

Filer School District agrees to keep the master contract used in the 2013-2014 school year for the 2014-2015 school year. This will include all sections and wording.

Health Insurance

Filer School District agrees to offer Regence Health Insurance: Option 1 (Innova Plan), Option 2 (Engage Plan), and Option 3 (HSA Plan) to all qualifying Filer School District employees. Filer School District will increase the monthly premium contribution on each full-time employee of \$48.00 to absorb this year's rate increase for the 2014-2015 school year and the pro-rata share for any part-time employee. The new premium amount will be \$452.00 per FTE per month. Filer School District agrees that the min/max account will continue to pay \$5/mo. per employee, and they will fund the EAP program like the current year.

Delta Dental/ Ameritas Vision Insurance: Since there is minimal rate increase in the dental insurance program and a minimal increase in the vision program, we choose to remain with the existing coverage and deductibles.

Life Insurance

Filer School District will provide for the 2014 – 2015 school year the same life insurance that is currently in place.

Professional Compensation

Filer School District will grant all district certified employees steps and lanes on the salary schedule.

Filer School District will provide two (2) additional Professional Development days from the 2013-2014 calendar (180 days) for all certified staff and reflect that change in the base salary, changing the teachers calendar and contract to 182 days.

Filer School District will increase the salary schedule by an additional 1% to cover cost of living increases.

The 2 additional days and the 1% increase would result in a base salary of \$24,348.

$(\$23,843 \text{ current base}/180 \text{ days} = \$132.46/\text{day}; \$132.46/\text{day} @ 182 \text{ days} = \$24,107; \$24,107 @ 1\% = \$24,348)$

$(\$23,843 \text{ current base} - \$24,348 \text{ proposed base} = \$505.00/\$23,843 = 2.12\% \text{ total salary schedule increase})$

Elementary/ Intermediate Duty Aides

Filer School District agrees to maintain three (3) duty aides for the Filer Elementary and Filer Intermediate schools and one (1) duty aide for Hollister Elementary for the 2014 – 2015 school year.

Compensation for Extra Duty

Filer School District agrees to continue granting one (1) personal day for each month that a Filer/Hollister Elementary and Intermediate School teacher holds detention duty in his/her classroom for the 2014 – 2015 school year for a maximum of three (3) personal days per teacher. This includes grades 1-6.

Filer School District agrees to the professional leave credit for covered classes at the Filer High School as stated in the Staff Handbook.

Filer School District agrees to grant any other certified employee that is currently working under an extended contract the same days and monies as received in the 2013-2014 school year.

Computer Technician

Filer School District agrees that the Elementary/Intermediate part-time computer technician continues to be granted extended contract time of two (2) weeks before the beginning of the 2014 – 2015 school year to have all technology devices ready for the staff and students at the beginning of the new school year.

Technology Equipment

Filer School District agrees to ensure that Smart Boards or other devices with document cameras are in all classrooms where teaching is occurring to continue providing educational opportunities for students and staff throughout the school district.

Classroom Supplies

Filer School District agrees that each certified teacher, with a qualified ISEE (Idaho System for Education Excellence) code and based upon the FTE (full time equivalent), will be provided his/her pro-rata share of \$100.00 for classroom supplies. Each individual teacher is the only person who can spend this money throughout the 2014 – 2015 school year. The teacher needs to spend this money by April 1, 2015, so secretarial staff can complete all purchase orders before they leave on break.

Extracurricular Activities Stipend Schedule

Filer School District agrees to keep the extracurricular activity stipends and associated salary schedules the same as in the 2013-2014 school year, but will recognize and award the negotiated certified base salary for the 2014-2015 school year and will add an Assistant Speech Advisor at 3% of the certified base salary.

_____ Head FEA Negotiator

_____ School Board Member

_____ FEA Negotiator

_____ School Board Member

_____ FEA Negotiator

_____ FEA Negotiator

_____ FEA Negotiator