

## Collective Bargaining Agreement for the 2017-2018 School Year,

### Between the Filer Education Association and the Filer School District Board of Trustees

#### **Master Contract:**

The Filer School District will renew the Master Contract used in the 2016-2017 school year adding the following language.

“An updated Master Contract will be placed online under ‘Board Policy’ on the Filer School District website for the duration of that calendar year, beginning July 1, 2017.”

#### Board Policy G.30.C Personal Leave.

- Remove the words “~~fifty-eight dollars (\$58)~~” and insert, “sixty-five dollars (\$65)” for each day of district paid personal leave not used

#### Board Policy G.30.E Sick Leave.

- Remove the words “~~dependent family member~~”, and insert, “immediate family (parents, spouse, children, grandparents, and brother or sister) for mental or physical illness, or physical disability of the teacher.”

**Health Insurance:** The Filer School District agrees to pay the cost of the insurance premium for Blue Cross at the 80/20 coinsurance rate which is \$541.95 per employee, per month. The Filer School District also agrees to offer a second HSA plan, with the district paying \$97.35, the difference between the HSA premium of \$444.60 and \$541.95 per employee, per month, to their established HSA account for those employees that choose this plan. All employees who work 30+ hours a week will be entitled to this full benefit. Employees less than 30 hours per week will not be eligible for insurance through our vendor. Dependent children and spouses may be covered under these plans at the employee’s expense.

**Employee Assistance Program:** The Filer School District agrees to pay the cost of the EAP program for all employees 20+ hours per week.

**Blue Cross Dental/Willamette Dental & Blue Cross Vision Program:** The Filer Education Association would like to recommend that we remain with Blue Cross Dental/Willamette Dental and switch our vision to Blue Cross Vision VSP program, as it saves our employees a considerable amount without making any major changes to our vision coverage. The employee will pay for one or all of these policies as they choose.

**Life Insurance:** The Filer School District agrees to pay for the life insurance policy through Life Map for the 2017-2018 school year for all employees 20+ hours per week.

**Professional Compensation:** The Filer School District agrees to pay certificated staff including the pupil personnel staff according to the Career Ladder Cohort established in Idaho Code for Resident Professional 1 through Professional 6 Career Ladder Cohort Rungs. The Filer School District agrees to pay certified staff on Professional 7 through Professional 10 the following for the 2017-2018 school year: \$46,798 Professional 7, \$48,565 Professional 8, \$49,939 Professional 9, \$51,500 Professional 10, and \$52,000 Grandfathered Professional 10-2. The certificated staff will be placed on the appropriate rung based on their placement in 2014-2015 and any eligible movement per Idaho Code in 2017-2018.

- An additional \$1200 will be provided for certificated staff including the pupil personnel staff that have a Bachelor’s degree plus 24 credits as of September 1, 2017, and have taught for at least 3 years. This additional funding will be based on FTE and will be paid equally over 12 months and will be INCLUDED in their normal paychecks.

- An additional \$2100 will be provided for certificated staff including the pupil personnel staff that have a Masters degree as of September 1, 2017, and have taught for at least 3 years. This additional funding will be based on FTE and will be paid equally over 12 months and will be INCLUDED in their normal paycheck.

**Compensation for Extra Duty:**

- The Filer School District will grant one (1) personal day for every eighteen (18) days a classroom teacher holds detention duty in his/her classroom for the 2017-2018 school year at Hollister Elementary, Filer Elementary and Filer Intermediate Schools. This includes grades 1 – 6. This allows up to two (2) personal days, but no more than two (2), per teacher per grade per year.
- The Filer Education Association is asking for one (1) personal day for every eighteen (18) days a Filer Middle School Classroom teacher holds detention duty in their classroom or has outside duty during their lunch period. This allows up to two (2) personal days, but no more than two (2), per teacher per grade per year.
- The Filer School District will grant two (2) personal days to each kindergarten teacher for loss of prep time to cover their own recess.
- The Filer School District will grant all staff K-12 classroom teachers professional leave credit for covered classes as stated in the 2014-2015 Filer High School staff handbooks.
- The Filer School District will grant any other certified employee that are currently working under an extended contract the same days and monies, at their daily rate, in the 2017-2018 school year.

**Elementary/Intermediate Duty Aides:** The Filer School District will provide four (4) duty aides to be shared between the Filer Elementary and Intermediate schools and one (1) duty aide for Hollister Elementary for the 2017-2018 school year.

**Classroom Supplies:** The Filer School District will provide each certificated teacher, with a qualified ISEE (Idaho System for Education Excellence) code and based upon their FTE (full-time equivalent), \$100.00 for classroom supplies (pro-rated for any certificated staff less than 1.0 FTE). The money will be provided on a pre-paid debit card with the expectation of receipts being returned for purchases by January 31, 2018.

**Extracurricular Activities Stipend Schedule:** We, the Filer School District, will continue to pay the extracurricular activity stipends and the associated salary schedule, with the changes hi-lighted on the original proposal.

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Head FEA Negotiator

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Board Trustee

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FEA Negotiator

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