

**Collective Bargaining Agreement for the 2024-2025 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 2023-2024 school year.

Health Insurance: The Filer School District agrees to pay \$825.80/employee/month towards the cost of the insurance premium for Select Health Renewal, PPO 1 plan with a \$1000 deductible/\$250 RX deductible (w/employee paying the difference of \$69.40/month), PPO Plan 2 with a \$2000 Deductible/\$250 RX deductible and HSA Plan 3 \$3000 deductible. The district will contribute the difference (\$53.10) between the premium amount of the PPO Plan 2 and the HSA plan to the employee's HSA account. 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 School District would like to recommend that we remain with Blue Cross Dental/Willamette Dental and Blue Cross Vision VSP program. The district will cover the cost of PPO Dental and VSP Vision for the employee. The employee will pay the difference between the PPO Dental plan and Willamette Dental (\$21.14/month) if they choose the Willamette Dental plan. If an employee chooses to forgo the dental and/or vision plans, the monies set aside for those (\$34.80/dental & \$10.95/vision) can be deposited into the employee's HSA account, for those on the HSA option. The employee must communicate with HR if that is their desire. The employee will pay for one or all of these policies for their families as they choose.

Life Insurance: The Filer School District agrees to pay for the life insurance policy through United Heritage Insurance for the 2024-2025 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 R1 through AP5, with an additional amount for those already grandfathered in on the GP-10, AP4-G, and AP4-G2 career ladder cohorts. See attachment for Filer School District 2024-2025 salary schedule, along with the 2023-2024 salary schedule for those who did not earn movement. Movement for 2024-2025 will be granted after verification from the State Department of Education, based on funding year placement provided by the State.

The certificated staff will be placed on the appropriate rung based on their placement in 2023-2024, per Idaho code, with qualified movement, certified by the State. New certificated employees to the District will be placed directly on the state reimbursable career ladder cohort, coinciding with their experience history per the Idaho Department of Education records.

- An additional \$2000 will be provided for certificated staff including the pupil personnel staff that have a bachelor's degree plus 24 credits as of September 1, 2024, and have taught for at least 3 years. An additional \$3500 will be provided for certificated staff including the pupil personnel staff that have a master's degree as of September 1, 2024, and have taught for at least 3 years. This additional payment will be based on FTE and will be paid equally over 12 months and will be INCLUDED in their normal paycheck.
- Counselors will continue to receive the additional \$1600. This amount is to be included in their supplemental/additional duties contract, and payable once the counselor has a master's degree in social work/counseling.

Preventative Health Checkup Incentive:

- The Filer School District will grant one (1) personal free day per employee per year for those who have their annual preventative health checkup. The form must be completed, signed and returned to the district office before their personal day is available for use. This day must be used in the 2024-2025 school year and will not carry over.

Compensation for Extra Duty:

- The Filer School District will grant one (1) personal day (detention day) for every eighteen (18) days a classroom teacher holds detention duty in his/her classroom for the 2024-2025 school year at Hollister Elementary, Filer Elementary and Filer Intermediate Schools. This includes grades K – 6. This allows up to two (2) days, but no more than two (2), per teacher per grade per year.
- The Filer School District will grant one (1) personal day (detention day) for every eighteen (18) days a Filer Middle School Classroom teacher holds detention duty in their classroom or during their lunch period. This allows up to two (2) days, but no more than two (2), per teacher per grade per year.
- The Filer School District will grant one (1) personal day (detention day) for every eighteen (18) days a certified non-classroom teacher holds detention or equivalent duty in their classroom or has outside duty during their lunch period. The allows up to two (2) days, but no more than two (2), per teacher per grade per year.
- The Filer School District agrees that if certified personnel are asked by an administrator to participate in required activities/ trainings, causing the loss of block period preparation time Monday through Thursday, this time will be made up (given back) during the early release collaboration time. This is only allowed to occur, at most, once a month.
- The Filer School District agrees that during the normal working day, preparation time for K-12 will be a minimum of 40 minutes, Monday through Thursday, and 25 minutes on Friday. In the event that a meeting is called by an administrator during a preparation time, and is longer than 30 minutes, the teacher will be compensated \$25, to be paid out quarterly. This is over and above the allowed once a month allowance.
- The Filer School District will grant any other certified employee that is currently working under an extended contract the same days and monies, at their daily rate, in the 2024-2025 school year.

Teacher Evaluation: Certified staff will have the choice and professional discretion in choosing their student achievement growth for evaluation purposes; at least one measure of student achievement in according with Idaho Code Section 33-1001 decided by October 1st of each school year.

Personal Free Day: The Filer School District will grant one additional personal free day (4 per year), to those individuals who have worked 8+ consecutive years for the district. The maximum number of personal days’ time that can be carried over to the following year is either 3 or 4 days depending on years of service.

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), \$200.00 for classroom supplies (pro-rated for any certificated staff less than 1.0 FTE). The money will be provided through ClassWallet and will need to be spent by April 30, 2025.

Extracurricular Activities Stipend Schedule: We, the Filer School District, will continue to pay the extracurricular activity stipends and the associated salary schedule. Should the IHSSA cancel any season for any reason, the stipend will be prorated according to extracurricular contract for the number of days worked.

Head FEA Negotiator

Board Trustee

FEA Negotiator

Board Trustee