

# COLLECTIVE BARGAINING AGREEMENT

between the

Filer School District Board of Trustees



and the

Filer Education Association



for the 2025-2026 school year

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## **Article I - AGREEMENT**

This Agreement between the Filer Education Association and the Filer Board of Trustees shall be in effect from July 1, 2025 through June 30, 2026 in accordance with Idaho Code 33-1275.

If both parties agree, a Policy/Article will be put on the school board agenda for review and possible revision during the duration of the Agreement. If a change is made, then the change will be made to both the individual policy in the School Board Policy Manual and to the individual article in the Agreement

Any policies which contain or incorporate Agreement terms may be put on the school board agenda in March, April, May, or June 2026 for possible revision to go into effect after the expiration of the term of the Agreement on June 30, 2026.

## **Article II - EFFECT OF AGREEMENT**

- A. The Board shall carry out the commitments contained in any negotiated agreement and give them full force and effect.
- B. During its term a negotiated agreement may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in written and signed amendment to said agreement.
- C. Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of any negotiated agreement in force at the time the contract of employment is executed. If an individual contract contains any language inconsistent with the applicable negotiated agreement, the applicable negotiated agreement during its duration shall be controlling unless contrary to Idaho law.
- D. If any provisions of the negotiated agreement or any application of the negotiated agreement to any employee or group of employees is contrary to Idaho law, then such provision or application shall be void or invalid, but all other provisions or applications shall continue in full force and effect.
- E. A copy of the negotiated agreement will be posted to the website and the Association has the privilege of duplicating (at District expense) one copy per certificated employee.

- F. An updated copy of the Board Policy Manual will be posted to the website.

### **Article III - RECOGNITION**

- A. The Board hereby recognizes the Filer Education Association (“Association”) as the sole exclusive representative for all “professional employees” (as that term is defined by I.C. § 33-1272(1)) whether under contract, on leave, employed or to be employed by the Board. Such representation shall cover all personnel assigned to newly created professional positions unless the board determines in advance that such positions are principally supervisory and administrative. Such representation shall exclude the superintendent and principals.
- B. The term "teacher" when used hereinafter in the Contract shall refer to all professional employees represented by the Association in the bargaining or negotiating unit as above defined.
- C. The Board agrees not to negotiate with or recognize any teachers' organization other than the Association so long as the Association is the duly authorized, exclusive bargaining agent of the teachers of this district and is able to provide proof that it has been duly chosen by a majority of the professional employees of the District as their representative organization within ten (10) days of the date a requests for negotiations is initiated by either the Association or the Board or the Board’s designee. Such proof may be:
  - a. A list of certificated professional employees, who would be subject to the agreement, who are members of the local education organization as of the date that the request for negotiations is initiated; or
  - b. Other evidence that the professional employees have chosen and selected the local education organization as their representative organization as of the date that the request for negotiations is initiated.
- D. If the Association or an entity seeking to be declared the local education organization cannot provide evidence that the majority of the professional employees have chosen and selected it as the representative organization, the District shall have no obligation or authority to enter into negotiations.
- E. Should there be no entity that qualifies as a local education organization by May 10<sup>th</sup> of a school year, the Board no has no obligation or authority to negotiate as required by I.C. § 33-1271 et seq., and may establish compensation for professional employees for the

ensuing school year as it deems appropriate.

#### **Article IV - ASSOCIATION RIGHTS**

- A. The Board agrees that the individual teacher shall have full freedom of association, self-organization, and the designation of representatives of his/her own choosing, and that he/she shall be free from interference, restraint or coercion by the Board, or its agents, in the designation of such representatives or in self-organization or in other concerted activities for the purpose of other mutual aid or protection.
- B. The Board agrees to furnish the Association, upon request, all available information concerning the financial resources of the district, including but not limited to; Annual financial reports, requirements and allocations, agendas and minutes of all Board meetings, treasurer's reports, school census information and names of all teachers to assist the Association in developing constructive proposals and programs on behalf of the teachers and their students, also, any information which may be necessary for the Association to process any grievance or complaint.
- C. The Association may be allowed to make recommendations in plans to expand, eliminate, or change any curriculum or program that will affect the budget.
- D. The Association, as well as other groups, may be given an opportunity to present reports and announcements at faculty meetings.
- E. The Association may be given sufficient time on the agenda of the orientation program for new teachers to explain Association activities.
- F. The superintendent may place on the agenda of each regular Board meeting any matters brought to its consideration by the Association.

#### **Article V - TEACHER RIGHTS**

- A. The District recognizes the teachers' full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination provided the activity is not disruptive to school procedures or morale and does not otherwise violate District policy, Code of Ethics for Idaho Professional Educators or Idaho law.

- B. Teachers will not be required to perform any duty or act which threatens anyone's physical safety or well-being.
- C. Teachers shall be protected against intimidation, harassment, or interference by any group or individual on the school premises.
- D. Teachers shall be indemnified and protected, by the District in accordance with Idaho law, against the costs of defense by reasons of any reasonable and prudent acts committed within the scope of employment.
- E. No teacher shall be required to appear before the Board concerning any matter which could adversely affect the continuation of that teacher in his/her office, position, employment or the salary or any increments pertaining thereto, unless he has been given prior written notice of the reason for such a meeting or interview and shall be entitled to have a representative, which may be the Association or legal counsel, present to advise him/her and represent him/her during such interview.
- F. All rules and regulations governing employee activities and conduct shall be interpreted and applied uniformly throughout the district.

#### **Article VI - GRIEVANCE PROCEDURE (Reference Board Policy 5250)**

It is the Board's desire that procedures for settling certificated staff grievances be an orderly process within which solutions may be pursued. Further, that the procedures provide prompt and equitable resolution at the lowest possible administrative level. Additionally, it is the Board's desire that each certificated employee be assured an opportunity for orderly presentation and review of grievances without fear of reprisal.

##### Grievance Definition

A grievance pursuant to this policy shall be a written allegation of a violation of Board approved District policies or a written allegation of a violation of the Master Agreement between the District and the teachers' association.

##### Grievance Procedure

The District will first review the collective bargaining agreement for any applicable grievance procedures. If such a provision exists, such procedures shall govern the resolution of certificated staff grievances.

A staff member with a grievance is encouraged to first discuss it with their immediate supervisor, with the objective of resolving the matter promptly and informally. An exception is that complaints of sexual harassment should be addressed according to Policy 3085 and Procedure 3085P, and violation of any other protected status should be discussed with the first line administrator that is not involved in the alleged grievance. This attempt at informal resolution is not a required component of the grievance policy but is suggested in an effort to attempt to resolve disputes informally.

If the grievance is not resolved informally, and the grievant wishes to continue to seek to address the grievance, the grievant shall file the written grievance with their immediate building principal. The written grievance shall state:

1. The policy or provision of the Master Agreement the employee believes was violated;
2. The alleged date of violation;
3. The actor involved in the alleged violation; and
4. The remedy requested by the employee.

The written grievance must be filed with the immediate building principal within ten working days of the date of the initial event allegedly giving rise to the grievance.

The immediate building principal or designee of the building principal shall meet with the grievant and shall, at the discretion of the principal or designee, conduct whatever additional meetings or investigative activities the principal or designee believes are necessary to address the grievance.

Subsequent to these activities and within a period of ten working days, the principal shall provide the grievant with a written response to the grievance of the certificated employee.

If the grievant is not satisfied with the decision of the principal or designee, the individual shall have a period of ten working days to advance the grievance to the Superintendent by submitting a written objection to the decision with the Superintendent.

If the principal or designee does not provide a written response to the grievance at the conclusion of ten working days and no extension of this time period has been agreed to between the grievant

and principal or designee, the grievance shall be advanced to the Superintendent without written response of the principal or designee.

Upon receipt by the Superintendent, the Superintendent or his or her designee shall schedule a meeting between the parties and the principal. The parties shall be afforded the opportunity to either dispute or concur with the principal's report. The Superintendent or designee shall, within a period of 15 working days, decide the matter notifying all the parties in writing of the decision. The decision of the Superintendent or designee shall be controlling, regardless of whether it is in agreement or in disagreement with the decision of the principal.

If either party is not satisfied with the decision of the Superintendent, the Board is the next avenue for appeal. A written appeal must be submitted to the Board within ten days of receiving the Superintendent's decision. The Board is the policy-making body of the District, however, and appeals to that level must be based solely on whether or not policy has been followed. Any individual appealing a decision of the Superintendent to the Board bears the burden of proving a failure to follow Board policy.

Upon receipt of a written appeal of the decision of the Superintendent, and assuming the individual alleges a failure to follow Board policy, the matter shall be placed on the agenda of the Board for consideration not later than their next regularly scheduled meeting. A decision shall be made and reported in writing with reasons to all parties within 30 days of that meeting. The decision of the Board will be final.

Grievances will be processed according to the step-by-step process outlined in the Uniform Grievance Procedure 4120, however, in the case where a person designated to hear a grievance is the subject of the grievance, the grievance process will begin at the next highest step and the process shall be modified as needed to meet the objectives of the Grievance Procedure. If a grievance is directly based on official Board action, the grievance shall be directed to the Clerk of the Board. The grievance may be heard by the Board at the sole discretion of the Board.

Cross Reference: 3085 Sexual Harassment, Discrimination and Retaliation Policy  
3085P Title IX Sexual Harassment Grievance Procedure, Requirements and Definitions

Policy History:

Adopted on: 05/10/2022

Revised on:

Reviewed on:

## **Article VII - 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 & fifth days of leave, the cost of the lower substitute teacher rate 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 lower substitute teacher rate. Building administrators may deny leave based on availability of substitute or safety issues due to supervision of students.

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. Certificated employees who work half time or more per week shall be granted sick leave and other leaves in accordance with State law. Each such employee shall be granted sick leave with full pay of one day as projected for the employment year for each month of service in which he or she works a majority portion of that month. Sick leave for certificated employees shall be calculated by the day, or percentage thereof, as defined in his or her individual employment contract. Employees may accrue unused sick

leave. Upon retirement, an employee's accumulated unused sick leave must be reported by the District to the public employee retirement system.

- F. Bereavement Leave. An employee who has a death in the family shall be eligible for bereavement leave. The Principal shall have the authority to give bereavement leave for up to three days for spouses, children, parents, siblings, grandparents, and grandchildren. Bereavement leave of greater than three days must be approved by the Superintendent. Such leave shall not exceed five days.
- G. Extended Leave. Upon written request and/or interview with the Board, professional employees may be granted leaves of absence without pay for up to one (1) year for pregnancy, illness or pursuit of a higher degree. The teacher returning from leave will be placed on the career ladder according to the Idaho State Department of Education based on funding year placement provided by the State. Sick leave accumulated prior to the leave of absence will be credited to the teacher upon resumption of services in the district.
- H. Reduction in Force Related Leave of Absence.  
Certification: To ensure that the certificated staff members retained are qualified to implement the educational programs determined by the Board, all certified staff members must possess a valid Idaho State Certificate as may be required for the positions available.  
Employment Categories: The following categories and specialties are established to ensure the qualifications of personnel assigned to retained positions:
- Elementary staff members will be considered for retention in one category (K-5).
  - Secondary staff members (6-12) will be considered for retention in subject matter areas.
- Each subject matter area is a category defined by, but not limited to one of the following: science, math, social studies, language arts, music, art, physical education and health, and individual language (e.g., French, Spanish, and German). A staff member with elementary certification must have a minimum of 20-credit hours in a content area to be considered in the (6-12) pool in that content area. c. Other non-supervisory certified staff members will be considered for retention according to their specialties which may include, but are not limited to, the following:
- Special Education personnel (by field of specialty including Pre-K)
  - Psychologists
  - Elementary Counselors
  - Secondary Counselors

- Librarians
- Elementary Music
- Elementary Physical Education
- Communication Disorder Specialist
- Audiologist 13 3.

Retention by Employment Category: a. Each certificated staff member will, in accordance with the criteria set forth in Section 2 and 3 hereof, be considered for retention in the category or specialty to which he/she is assigned. b. A staff member's name will appear on every seniority list for which he/she is qualified as provided for in this procedure. c. Staff members will be considered for additional categories and/or specializations for which they are certified only if they are not retained in the category or specialty appropriate to the position held at the time of implementation of these procedures. d. Staff members will be considered for retention at the same FTE status held at the time of RIF enactment (e.g., part-time employees will be considered to be retained in part-time positions, full-time employees will be considered to be retained in full-time positions).

4. Selection Within Employment Categories: Certified staff members will be considered for retention in available positions within the categories or specialties for which they qualify under Section 2, and 3, and 4 hereof. In the event that there are more qualified staff members than available positions in a given category or specialty, the following criteria will be used to determine which staff members will be retained. a. Within each employment category retention will be based upon seniority (on a district wide basis) within areas of certification. Seniority lists will be established in writing based on certificate endorsements/qualifications as provided for in this procedure. i. The employees with the greatest number of continuous in-district experience immediately preceding a reduction in force shall have the greatest seniority. ii. Should factor a.i. be equal, total years of certificated experience shall determine seniority. iii. Should factors a.i. and a.ii. be equal, the number of undergraduate or graduate credits as accepted by the district towards placement and advancement on the salary schedule will determine seniority. Should factors a.i., a.ii., and a.iii. be equal, and a tie exists, the person(s) to be retained will be determined by drawing lots among the tied staff members. b. Employees who have been granted a leave of absence prior to a reduction in force will retain seniority earned. A leave of absence will not count towards a year of seniority. c. Staff members on part-time contracts will earn seniority equivalent to the sum of their fractional contracts. 14 d. When the need for a reduced educational program within an employment category becomes apparent, each certified employee shall be notified in writing that he/she will have ten (10) working days to update his/her personnel file. e. Seniority lists within employment categories will be established and distributed to each staff member as soon as possible after the identification of the need for a reduced educational program. Any staff member who wishes to challenge his/her placement on the seniority lists must file a written notice with the Human

Resources Department within five (5) working days immediately following the distribution of said seniority lists. Any such notice shall identify the basis of the challenges. The Human Resources Department will review all written challenges and will make such changes as may be supported by information contained in the staff member's personnel file. Notification, to staff members filing such challenges and to all staff members affected by any changes made, shall be given in writing by the Human Resources Department on or before fifteen (15) working days immediately following the initial distribution of the seniority lists. Any staff member adversely affected by any changes made in the seniority lists shall have five (5) working days following notification of changes in the lists to file a written challenge which shall be made in the same manner as specified for original challenges. Any staff member failing to challenge his/her placement on the seniority lists within the time limitations as specified shall be deemed to have waived any right to thereafter challenge such placement.

5. Recall:

- a. All certified staff members who are not retained in accordance with these procedures will be placed in a recall pool for possible re-employment during the first school year immediately following his/her placement in the recall pool. Upon reinstatement of RIFed position(s), individuals in the recall pool will be given the opportunity to fill open positions within the categories or specialties from which they were displaced in reverse order of layoff.
- b. Any individual wishing to remain in the recall pool for a second year must notify the superintendent or his/her designee in writing between March 15th and April 15th of the individual's first year in the recall pool. If such notification is not received, the name of any such individual shall be dropped from the recall pool. The district will notify individuals remaining in the recall pool of this obligation at the addresses in their personnel files.
- c. When reinstatement of position occurs from which a qualified individual has been displaced, notification from the school district to such individual will be by certified mail. Such individual will have five (5) working days from the receipt of the letter to accept the position. If an individual fails to accept a position offered, he/she will be dropped from the recall pool.
- d. The district may have the opportunity to offer a displaced employee a position which would allow the individual to work within his/her area of skill/certification and be retained at a similar wage/FTE status. Should an offer of this nature be extended and declined by the individual, the individual will forfeit recall rights and be dropped from the recall list.
- e. Recall rights apply to the FTE status the individual held at the time of the RIF. Displaced full time employees have the right to be recalled to full-time positions. Displaced part-time employees have the right to be recalled into part-time positions equivalent to the FTE status the employee held upon RIF enactment.

## **Article VIII - THE SICK LEAVE BANK (Reference Board Policy 5407)**

The purpose of the sick leave banks shall be to provide qualifying employees with additional sick leave days as needed to recover from personal illness or injury which causes absence from work and loss of all accumulated personal sick leave. The banks shall not be used as a reserve for time lost due to short-term illness that would normally be covered by the employee's accumulated sick leave, nor for time due to illness in the family, bereavement, or for a purpose other than personal illness.

### Administration

There shall be two separate sick leave banks: one for certificated employees and one for classified employees.

Each bank shall be administered by a sick leave council as described in this policy. The certificated council shall be composed of:

1. One certificated employee per school elected by members of the bank;
2. Two classified employees providing representation from:
  - a. Instructional staff (e.g. paraeducator, librarian, etc.)
  - b. Non-instructional staff (e.g. custodian, kitchen staff, etc.)
3. Human Resources;
4. Superintendent.

In the event of a tie vote by a council, the Superintendent shall cast the deciding vote.

The council members shall be appointed for a term of one year and may be reappointed for successive terms. The council members must be members of the sick leave bank.

### Membership

Membership in the certificated bank shall be available to any certificated employee of the District; and membership in the classified bank shall be available to any classified employee of the District.

Employees who donate two days of sick leave to their bank within 30 days of hire or within the designated open enrollment period shall be members of the bank and eligible for its services throughout the school year.

## Donations

If a sick leave bank is below minimum capacity, bank members must donate one day to retain membership in the sick leave bank.

The minimum number of days in the certificated bank is 60 days.

The minimum number of hours in the classified bank is 480 hours (equivalent to 20 8-hour days).

When a day of sick leave has been donated to one of the banks it cannot be returned to the employee, even if that employee renounces their membership in the bank.

## Maximum Withdrawal

The maximum number of days that shall be available for withdrawal for employees' use in any one year shall not exceed the bank's capacity. The maximum number of days available for any one individual employee per school year shall not exceed 20 days. Under extenuating circumstances, the member may reapply for more days as needed.

## Employee Use of a Sick Leave Bank

To be eligible to use time from a sick leave bank, an employee must have been a member during the previous 12 months.

In the event a member is physically or mentally unable to apply for days from their bank, a family member or agent may file the request. In such cases, any requirement that documents or applications be signed by the employee shall be waived.

The member, or the family member or agent of an incapacitated member, shall secure written evidence from the District's business office that they have used all of their accumulated leave (including sick leave, personal leave, and vacation days), that they have missed at least one day of work without pay, and that they are a current member of the bank.

The member, or the family member or agent of an incapacitated member, shall secure written proof of illness or injury adequate to protect the District against malingering and false claims of illness as provided by Policy 5405 and in Idaho Code 33-1216 and 33-1218.

The member, or the family member or agent of an incapacitated member, shall secure written notification of the member's return to work date. If return to work is on a half day basis, the doctor must specify on the back to work notification. If prolonged illness requires subsequent related periodic visits to the doctor or medical facility during school time, the doctor must specify. Such specified days shall be covered up to the maximum allowed in the Maximum Withdrawal section.

These documents shall be forwarded to the Human Resources Department within three days of receipt.

The council for the applicable bank shall give full consideration to the documents and accompanying statements and shall make final approval or disapproval of the request in full or in part in writing to the member within five working days of receipt of all required documents.

In the event the Superintendent must cast a tie-breaking vote, they shall decide and notify the member of their decision within five working days.

If the member's request is approved, immediate transfer of the approved number of days from the bank to the member shall be made.

The first time an employee is granted additional sick leave days from the sick leave bank, they will not be required to pay them back. Any additional grants may include stipulations such as a rate of paying back sick leave days, paying substitute wages, etc.

Bank grants to individual employees will not be carried over from one school year to another and all such grants will end at the termination of the current school year. If an employee does not use all of the days granted by the bank, the unused sick leave days will be returned to the bank.

### Specific Conditions

Leave for a maternity-related disability will be treated as any other disability.

From time to time, persons require elective surgery or medical treatment that is necessary, but does not endanger the health and safety of the affected person if the medical treatment is postponed until school is not in session. Therefore, it will be the policy of the District to carefully review such requests. If questions arise concerning the urgency of such requests, proof of the immediate need will be required by the applicable sick leave council.

Confidentiality and Fairness

Information regarding requests for leave from the banks shall be kept confidential. Employees who share this information outside of their council may be subject to discipline.

Each council shall endeavor to consider applications for leave in a consistent and impartial manner.

Individual Sick Leave Donations to Another Employee

Any district employee may donate up to two days of their personal accumulated sick leave days or personal leave days per year to any other employee who has exhausted their accumulated days. This leave will be for serious personal illness or accident. An employee may donate to as many individual(s) as they wish and that the recipient otherwise meets the qualifications set forth in the foregoing provisions.

All donations will be voluntary and no employee will be required to make a donation under this provision. The donating employee shall designate who will be the recipient of the donation.

- |                   |                                |  |
|-------------------|--------------------------------|--|
| Cross References: | 5405                           | Proof of Illness for Sick Leave              |
| Legal References: | I.C. § 33-1216, <i>et seq.</i> | Teachers - Sick and Other Leave              |
|                   | I.C. § 33-1228                 | Teachers – Severance Allowance at Retirement |

Policy History:

Adopted on: 03/19/2025

Revised on:

Reviewed on:

**Article IX - SCHOOL CALENDAR**

- A. The Board of Trustees shall notify the Association and/or its representatives at least thirty (30) days prior to meeting for the purpose of establishing the next year's school calendar.
- B. Association representatives shall report to the Board the desires of the teachers regarding the school calendar with recommendations for implementation.
- C. The Board shall give consideration to the teacher input in establishing a school calendar.

## **Article X - PROFESSIONAL WORKING CONDITIONS**

- D. The Work Day. The normal working day for certified personnel shall consist of eight consecutive hours according to the needs of the building and may be arranged differently with permission of the building principal.
- E. After Hours. The District and the Association recognize that teaching is a profession which involves certain professional obligations. Occasionally teachers may be asked to participate in activities beyond the normal workday including parent-teacher conferences, back-to-school nights of an educational nature, inservice and faculty meetings. Faculty and staff meetings shall normally be held during the work day. The building principal shall consult with teachers prior to determining the content and the schedule of inservice meetings.
- F. 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 twice a month allowance.
- G. The Filer School District and the FEA agree that certificated staff at both the elementary and secondary levels shall receive compensation for protected preparation time sub coverage during shortages at a rate of twenty-five dollars (\$25) per hour. This rate shall be applied to all instances of a teacher subbing for a class during their protected prep time or duty-free lunch period as mutually agreed upon by the individual teacher and the administration.
- H. If a substitute teacher is not available and no other coverage is found, the principal needs permission from the superintendent to divide up the class. Compensation for the covering classroom teachers will be divided among those teachers at the lower daily substitute teacher rate.

## **Article XI - COMPENSATION**

### Professional Compensation

- A. 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 AP1-G, AP5-G, and AP5-G2 career ladder cohorts. See attachment for Filer School District 2025-2026

salary schedule. Movement will be granted after verification from the State Department of Education, based on funding year placement provided by the State.

- B. The certificated staff will be placed on the appropriate rung based on their placement in 2024-2025, 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 and have reached the Professional 1 career ladder rung. This additional payment will be based on FTE and will be paid equally over 12 months and will be INCLUDED in their normal paycheck.
  - An additional \$3500 will be provided for certificated staff including the pupil personnel staff that have a master's degree as of September 1 and have reached the Professional 1 career ladder rung. 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.

## Insurance

- A. Health Insurance: The Filer School District agrees to pay \$987.85 /employee/month towards the cost of the insurance premium for Blue Cross, PPO 2000 plan with a \$2000 deductible/\$250 RX deductible and HSA Plan 3300 \$3000 deductible. The district will contribute the difference (\$106.95) between the premium amount of the PPO Plan 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.
- B. Employee Assistance Program: The Filer School District agrees to pay the cost of the EAP program for all employees 20+ hours per week.
- C. 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 employee will cover the cost of PPO Dental and/or VSP Vision plan. The employee will pay for one or all of these policies for their families as they choose.

- D. Life Insurance: The Filer School District agrees to pay for the life insurance policy through United Heritage Insurance for the current school year for all employees 20+ hours per week.

#### Fringe Benefits

- A. Preventative Health Checkup Incentive: The Filer School District will grant one (1) preventative health day per employee per year for those who have their annual preventive health checkup. The form must be completed, signed and returned to the district office before their preventative health day is available for use. This day must be used in the current school year and will not carry over.
- B. 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 current school year at 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. This 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, twice a month, giving professional development days as priority when scheduling meetings.
  - 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 2025-2026 school year.
- C. 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 accordance with Idaho Code Section 33-1001 decided by October 1st of each school year.

- D. 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 3.
- E. 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 (prorated for any certificated staff less than 1.0 FTE).

### **Article XII - Extracurricular Compensation**

Extracurricular Activities Stipend Schedule: 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 the extracurricular contract for the number of days worked.

**Filer School District #413**  
**Certified Salary Schedule 2025-2026**

2025-2026	2025-2026
Career Ladder Placement	Salary Apportionment
R1	\$50,252
R2	\$51,302
R3	\$52,352
P1	\$53,402
P2	\$55,239
P3	\$57,077
P4	\$58,914
P5	\$60,752
AP1	\$64,427
AP2	\$66,527
AP3	\$68,627
AP4	\$70,727
AP5	\$72,827
GP10	\$63,450
AP1-G	\$67,125
AP1-G2	\$67,625
AP2-G	\$69,225
AP2-G2	\$69,725
AP3-G	\$71,325
AP3-G2	\$71,825
AP4-G	\$73,425
AP4-G2	\$73,925
AP5-G	\$75,525
AP5-G2	\$76,025

**FILER SCHOOL DISTRICT #413**

**Extracurricular Stipend Schedule for School Year 2025-2026**

YEAR	A	B	C	D	E	F	G	H	I
1	\$873	\$1,164	\$1,745	\$2,036	\$2,327	\$2,909	\$3,200	\$3,491	\$3,782
2	\$906	\$1,208	\$1,812	\$2,114	\$2,416	\$3,020	\$3,322	\$3,624	\$3,926
3	\$939	\$1,253	\$1,879	\$2,192	\$2,505	\$3,131	\$3,444	\$3,758	\$4,071
4	\$957	\$1,276	\$1,915	\$2,234	\$2,553	\$3,191	\$3,510	\$3,829	\$4,148
5	\$975	\$1,301	\$1,951	\$2,276	\$2,601	\$3,251	\$3,577	\$3,902	\$4,227
6	\$994	\$1,325	\$1,988	\$2,319	\$2,651	\$3,313	\$3,644	\$3,976	\$4,307
7	\$1,013	\$1,351	\$2,026	\$2,363	\$2,701	\$3,376	\$3,714	\$4,052	\$4,389
8	\$1,032	\$1,376	\$2,064	\$2,408	\$2,752	\$3,440	\$3,784	\$4,128	\$4,472
9	\$1,052	\$1,402	\$2,103	\$2,454	\$2,805	\$3,506	\$3,856	\$4,207	\$4,557
10	\$1,072	\$1,429	\$2,143	\$2,501	\$2,858	\$3,572	\$3,930	\$4,287	\$4,644
	BPA Advisor	FCCLA Advisor	Drama Advisor	MS Basketball Coach	HS Baseball JV Coach		HS Cross Country Coach	FFA Advisor	HS Baseball Head Coach
	Decathlon Team Advisor	MS Basketball BTeam Coach	Speech Advisor	MS Cheer Coach	HS Basketball JV/C Coach		HS Golf Coach	Pep Band Advisor	HS Basketball Head Coach
	Speech Asst Advisor	MS Football Asst Coach	Yearbook Advisor	MS Cross Country Coach	HS Cheer Asst Coach		HS Track Head Coach		HS Cheer Head Coach
		MS Track Asst Coach		MS Football Head Coach	HS Football Asst Coach				HS Football Head Coach
		MS Volleyball BTeam Coach		MS Soccer Coach	HS Soccer Asst Coach				HS Soccer Head Coach
		Student Council Advisor		MS Volleyball Coach	HS Softball JV Coach				HS Softball Head Coach
		HS Bowling Coach		MS Wrestling Coach	HS Track Asst Coach				HS Volleyball Head Coach
				MS Track Coach	HS Volleyball JV/C Coach				HS Wrestling Head Coach
					HS Wrestling Asst Coach				MS Athletic Director