



Article 2: B. Commencement of Negotiations

Negotiations for the Master Contract shall commence within 30 days of a written request by either party, but not before March 1st of each year.

Article 3 I. D. 4.



4. Unless otherwise specifically enumerated in this Agreement or specifically authorized by the District's Superintendent, the Association, its agents, representatives and affiliates shall honor the contract day and shall not engage in Association business while contractually obligated to District service, excluding non-student contact hours.

Article 4



C. Level 3: Panel Review.

If the grievant is not satisfied with the disposition of his/her grievance at Level 2 or if no decision has been rendered at level 2, the grievant may, within 3 days of the date the level 2 decision was made or should have been made, request a review of the grievance by a hearing panel consisting of three (3) persons. The request for panel review shall include a statement of the issue(s) requested to be reviewed and the designation of one (1) person to serve on the panel. Within 5 days of the request for panel review being received by the Board, the Board shall designate one (1) person to serve on the panel. Within ten (10) days of the Boards designation the two designated panel members shall choose a third member to serve on the panel. The third person selected shall act as chair of the panel review. The panel shall convene within twenty (20) days of the date all three members have been designated. The panel has the discretion to determine the manner in which the matter will be reviewed. Within 15 days of the date the matter is fully submitted to the panel, the panel shall submit a written decision setting out the issues determined, the facts relied upon and the rational for the decision. The panel's decision shall be the final resolution of the grievance unless the Board of Trustees rejects the panel's decision within thirty (30) days of the date of the panel's decision. In the event that the panel's decision is rejected by the Board, the Board shall issue a written decision setting out the Boards resolution of the grievance.

The cost for the services of the hearing panel shall be born equally by the Board and the Association.

ARTICLE 7. BENEFITS

A. Insurance: The District will provide the following:

1. The District shall provide access to complete health care protection, including the District's contribution to a Fringe Benefit Pool of \$421.00 per month for each full-time certificated non-administrative employee, to be utilized to offset the costs of the District's Group Health Insurance premiums.
2. The District shall provide Term Life Insurance in the amount of \$²⁰~~50~~,000 for each certificated non-administrative employee working twenty (20) hours or more, per week.
3. In the event Blue Cross sends the District a return of paid insurance premium, this sum will be put into a pool to be equitably distributed to the District's employees who participated in the Blue Cross benefit during the prior school year. Such will be distributed in a manner considering the employee's contributions, minus the District cost for Fringe Benefits: PERSI, PERSI Sick Leave, FICA and Workman's Compensation.
4. Absent Court order, the company elimination of the Insurance offering from the Insurance Company or mutual consent of the parties, the District shall not make any changes to the program or carrier during the one year term of this Agreement.

B. Other Benefits:

1. During the term of this agreement the District will reimburse certificated non-administrative employees up to \$300 annually for professional development upon approval from the employees building principal or the superintendent. It is agreed that in the event ninety (90%) percent of the eligible employees utilization the available \$300 during the 2015-16 contract year that the available amount for the 2016-17 contract year shall be increased to \$500. The intent of the reimbursement is to provide compensation for differentiated professional development and support eligible employees for their investment and effort to improve instructional practices.

If an employee does not use the entire \$300 in one school year, that money shall be rolled over to the next year only.

Article 7: Benefits



B: Other Benefits:

4. The District shall budget for the 2015-16 contract year the amount of \$300 per year for each classroom teacher to be used for the purchase of classroom supplies.

TEA PROPOSAL JULY 14, 2015

Appendix A – Salary Schedule

	Residency		Professional	
		BA	BA+24	MA
1	\$32,700	\$32,861	\$35,372	\$38,076
2	\$33,133	\$34,094	\$38,076	\$39,506
3	\$33,826	\$35,372	\$39,506	\$40,988
4	\$35,225	\$36,699	\$40,988	\$42,526
5	\$37,340	\$38,076	\$42,526	\$44,120
6		\$39,506	\$44,120	\$45,772
7		\$40,988	\$45,772	\$47,488
8		\$42,526	\$47,488	\$49,269
9		\$44,120	\$49,269	\$51,116
10		\$45,772	\$51,116	\$53,031
11		\$47,488	\$53,031	\$55,020
12		\$49,269	\$55,020	\$57,083
13		\$51,116	\$57,083	\$59,223
14		\$53,031	\$59,522	\$61,468

RATIONALE FOR TEA PROPOSAL JULY 14, 2015

Raise facts from each proposal in percent:

Percent	Board Proposal	TEA Proposal
0%	46 employees	0 employees
1%	2 employees	0 employees
2%	0 employees	0 employees
3%	17 employees	11 employees
4%	5 employees	22 employees
5%	0 employees	22 employees
6%	8 employees	25 employees
7%	4 employees	22 employees
8%	0 employees	0 employees
9%	2 employees	0 employees
10%	7 employees	0 employees
11%	0 employees	0 employees
12%	0 employees	0 employees
13%	7 employees	0 employees

Average RAISE for TEA=5.24%

Average RAISE for Board=3.39%

ACCEPTANCE

All items in this Agreement are presumed to be legal and valid. If any specific item of this Agreement is ruled invalid by any court of law, legislative enactment or by a governmental agency, the District and the Association will enter into negotiations to agree upon a successor clause for the invalidated provision only. The balance of this Agreement will not be affected by such ruling and shall remain in full force.

There are no other agreements or understandings that are not contained in this Agreement and all communications, understandings or "agreements", express or implied, not embodied herein shall be and are null and void and of no legal or enforceable effect.

Any certificated professional employee's Standard Teacher Contract between the Board and the individual teacher shall be subject to and consistent with the terms and conditions of this Agreement.

Consistent with the applicable provisions of the Idaho Code and the Agreement of the Parties, the provisions of this Agreement are effective only for the 2015-2016 school year from July 1, 2015 through June 30, 2016, unless otherwise specified herein.

This Agreement is signed on the ____ day of _____, 2015 and is binding upon the parties hereto as of the effective date stated herein.

Chairman, Board of Trustees

President, TEA

Date: _____

Date: _____