

Negotiated Agreement
between the
Board of Trustees
of Joint School District No. 2
(West Ada School District)



and the
West Ada Education Association



West Ada Education Association
Student driven, Association led

School Year 2018-2019

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DEFINITIONS

For purposes of the Negotiated Agreement, the following definitions are used throughout:

- A. Negotiated Agreement (“Agreement”)
- B. Board of Trustees of Joint School District #2 (“Board”)
- C. Joint School District #2 (“District”)
- D. West Ada Education Association (“Association”)
- E. Certificated Professional Employee, covered by this Negotiated Agreement (“Employee”)

ARTICLE I: SALARY SCHEDULE

For the 2018-19 school year only, the following provisions shall be in effect. The standard base contract, and the corresponding Salary Schedule, shall be based on 185 days.

**See Paragraph E of this article for information regarding the Occupational Specialist Certificate enhancement.*

2018-2019 Salary Schedule				
		BA	BA+24	MA
Residency	1	\$35,800		
	2	\$36,803		
	3	\$37,833	\$39,433	\$40,633
Professional	1	\$40,353	\$41,953	\$43,153
	2	\$41,442	\$43,042	\$44,242
	3	\$42,561	\$44,161	\$45,361
	4	\$43,710	\$45,310	\$46,510
	5	\$44,891	\$46,491	\$47,691
	6	\$46,102	\$47,702	\$48,902
	7	\$47,347	\$48,947	\$50,147
	8	\$48,626	\$50,226	\$51,426
	9	\$49,939	\$51,539	\$52,739
	10	\$51,287	\$52,887	\$54,087
Legacy	1	\$53,359	\$54,959	\$56,159
	2	\$55,388	\$56,988	\$58,188
	3	\$57,492	\$59,092	\$60,292
	4	\$59,677	\$61,277	\$62,477
	5	\$61,944	\$63,544	\$64,744
	6	\$63,140	\$64,740	\$65,940

Loyalty Enhancement*	
In order to be eligible for Loyalty Enhancement, employees must have a professional endorsement and either a BA +24 or master's degree.	
Years of District Service	Amount of Enhancement
18-19	\$500
20-24	\$1,000
25-29	\$1,500
30-34	\$2,000
35+	\$3,000

**Employees who have been continuously employed by the District and who received Career Enhancement during the 2014-2015 school year at a higher rate than they would be entitled to receive per the table above will be grandfathered in. They will continue to receive Career Enhancement at the same rate as received in 2014-2015 until such time the amount to which they are entitled per the above table is greater than the amount they receive through Career Enhancement.*

- A. All eligible Employees in Residency 1 through Professional 10 during the 2017-2018 School Year will advance one rung for the 2018-2019 School Year. Employees in Legacy 1 through Legacy 6 will remain in the same rung for the 2018-2019 School Year (eligible employees must have worked one semester as a 1.0 FTE Employee under contract or one contract year of .50 FTE or greater employment in order to advance a rung and meet the applicable performance criteria for movement on the Salary Schedule). See Idaho Statutes 33-1001 and 33-1004B. Employees on probation will not advance on the Salary Schedule.
- B. Placement on the 2018-2019 Salary Schedule for experienced new hires for 2018-2019 is as follows: The Employee will be placed on the 2014-15 Salary Schedule based upon their degree and credits after initial State teacher certification and years of experience as of September 30, 2014. They will then be moved to their salary schedule cohort based upon the "crosswalk" as depicted in Appendix A. If, during the 2015-2016 school year and/or the 2016-2017 school year and or the 2017-2018 school year, they were employed as a Certificated employee at least half time, they will move forward one, two or three rung(s) for 2018-2019. However, if initial placement or placement based upon movement for the 2016-17 or the 2017-18 would be on the Legacy Rungs, The new hire will be treated the same as existing West Ada employees and will not move on the Legacy Rungs for the 2016-17 or the 2017-18 school years (refer to subsection A above). If they were not employed as a Certificated employee at least half time during either the 2015-2016 school year, 2016-2017 school year or the 2017-2018 school year, they will remain in the initial rung placement based upon the above described "crosswalk".
- C. Employees must request and review full and official transcripts from all universities prior to submitting the transcript(s) to the District. Only those official transcripts submitted to the District by the last Friday in September will be eligible for Salary Schedule placement purposes and for the BA +24 or master's allocation.

- D. To receive the BA +24 or master's allocation, credits must be submitted to the District on or before the last Friday of September. In order to qualify for this allocation, the Employee must possess a professional endorsement as defined in Idaho Code 33-1201A. For the 2018-2019 school year the BA +24 allocation of \$1,600 and the master's allocation of \$2,800 will flow through to applicable Employees throughout the 12-month period.
- E. In order to receive the Professional with Occupational Specialist Certificate (OSC) allocation, the certificated employee must be holding an occupational specialist certificate in the area for which they are teaching as a part of the career technical education instructional staff. For the 2018-2019 school year the OSC allocation of \$3,000 will flow through to applicable employees throughout the 12-month period. Employees eligible for either the BA +24 or master's allocation in addition to the OSC allocation will receive these monies in the same manner stated above (section D).
- F. Employees employed as School Psychologists will receive an enhancement that is equal to 11.5% of Legacy Rung 6 multiplied by their FTE as a School Psychologist. Requirements to qualify for the School Psychologist Enhancement are as follows: a 60 credit hour master's degree; 30 graduate credits subsequent to the Master's degree; a minimum of a 1,000-hour internship completed including clinical practicum; and certification as a School Psychologist.
- G. Individual adjustment in the Salary Schedule shall not be made except as provided for in the Supplemental Salary Schedule or as otherwise addressed in this Agreement.
- H. Requirements for School Nurses are as follows: A state-certified "R.N." will be considered equivalent to a BA. Initial placement on the Salary Schedule will be on Professional Rung 1. Continuing education units (CEU) will be accepted at a ratio of fifteen (15) CEUs for one (1) college credit.
- I. A professional development stipend of \$358 annually (1% of the minimum certified salary amount) will be provided to all Employees for the 2018-2019 school year. This amount will be prorated based upon the Employee's full-time equivalency (FTE). This stipend will be paid out one twelfth (1/12) per month and separately identified as a professional development stipend on the Employee's pay stub.
- J. Corrections to an Employee's contracted salary amount from the 2017-2018 school year must be made on or before December 1, 2018.
- K. Employees retained to replace an Employee on official leave will be issued a contract for the length of the leave of the Employee they are replacing. Accordingly, the contract may be for a duration of less than 185 days.
- L. The Board agrees to provide two (2) additional release periods for the Middle School Activities Directors.
- M. All full time equivalent Employees shall have an eight (8) hour work day, during which time they are expected to be present upon the school's property, unless otherwise arranged through the Employee's Building Administrator (refer to Policy 401.6 Work Day).
- N. The District will work collaboratively with the Association should a revision to Policy 401.6 Work Day be necessary. This collaboration will occur prior to any revisions being presented to the Board of Trustees.

- O. Any Employee who travels between schools for their assignment, and whose travel between schools occurs during their preparation period or duty-free lunch shall communicate such concern to their Building Administrator for review and possible accommodations where appropriate. If a Building Administrator finds that an Employee has an assignment that cannot be accommodated through discussion at the Building-level, the District shall be contacted to address possible solutions for the accommodations. In addition, Employees who travel between schools shall be given notice of expected locations, times, and critical development meetings for no-contact days.
- P. If administration requests an Employee cover a class other than their own, or supervise students other than those regularly assigned to the Employee, the Employee will be compensated at \$13.75 per hour.
- Q. Terms and conditions in this Agreement supersede all previous Contracts.

ARTICLE II: SUPPLEMENTAL SALARY SCHEDULE

A. The percentage pay structure for supplemental salaries has changed for the 2018-19 school year; some activities have increased in the salary amount, and some activities have decreased in the salary amount. All new Employee's will be paid using the Supplemental Salary Schedule below. Any existing Employee who was paid a higher amount based upon the 2017-18 Supplemental Salary Schedule, will continue to receive that amount until the 2018-19 Supplemental Salary Schedule produces a higher salary amount.

B. Schedules

West Ada School District Supplemental Salary Schedule for High School Activities 2018-2019							
		Base =	\$29,070		(Base salary for Supplemental Salary Schedule is the base salary of the previous year.)		
Activity	Position	Position Percentage	Experience Levels				
			I (0-3 years)	II (4-6years)	III (7-9years)	IV (10-12years)	V (13(+ years)
Cross Country	Varsity Head	12.00%	\$3,488.40	\$3,662.82	\$3,837.24	\$4,011.66	\$4,186.08
	Varsity Assistant	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
	Varsity Assistant	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
Boys Soccer	Varsity Head	12.00%	\$3,488.40	\$3,662.82	\$3,837.24	\$4,011.66	\$4,186.08
	Junior Varsity	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
Girls Soccer	Varsity Head	12.00%	\$3,488.40	\$3,662.82	\$3,837.24	\$4,011.66	\$4,186.08
	Junior Varsity	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
	Frosh / Sophomore	6.00%	\$1,744.20	\$1,831.41	\$1,918.62	\$2,005.83	\$2,093.04
Swimming	Varsity Head	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
Volleyball	Varsity Head	12.00%	\$3,488.40	\$3,662.82	\$3,837.24	\$4,011.66	\$4,186.08
	Junior Varsity	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
	Frosh / Sophomore	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
	Freshman Head	6.00%	\$1,744.20	\$1,831.41	\$1,918.62	\$2,005.83	\$2,093.04
Football	Varsity Head	20.00%	\$5,814.00	\$6,104.70	\$6,395.40	\$6,686.10	\$6,976.80
	Varsity Assistant	11.00%	\$3,197.70	\$3,357.59	\$3,517.47	\$3,677.36	\$3,837.24
	Varsity Assistant	11.00%	\$3,197.70	\$3,357.59	\$3,517.47	\$3,677.36	\$3,837.24
	Varsity Assistant	11.00%	\$3,197.70	\$3,357.59	\$3,517.47	\$3,677.36	\$3,837.24
	Varsity Assistant	11.00%	\$3,197.70	\$3,357.59	\$3,517.47	\$3,677.36	\$3,837.24
	Junior Varsity Head	11.00%	\$3,197.70	\$3,357.59	\$3,517.47	\$3,677.36	\$3,837.24
	Junior Varsity Assistant	8.00%	\$2,325.60	\$2,441.88	\$2,558.16	\$2,674.44	\$2,790.72
	Junior Varsity Assistant	8.00%	\$2,325.60	\$2,441.88	\$2,558.16	\$2,674.44	\$2,790.72
	Freshman Head	8.00%	\$2,325.60	\$2,441.88	\$2,558.16	\$2,674.44	\$2,790.72
Girls Basketball	Varsity Head	16.00%	\$4,651.20	\$4,883.76	\$5,116.32	\$5,348.88	\$5,581.44
	Junior Varsity	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
	Frosh / Sophomore	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
	Freshman Head	6.00%	\$1,744.20	\$1,831.41	\$1,918.62	\$2,005.83	\$2,093.04
Boys Basketball	Varsity Head	16.00%	\$4,651.20	\$4,883.76	\$5,116.32	\$5,348.88	\$5,581.44
	Junior Varsity	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
	Frosh / Sophomore	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40

Wrestling	Varsity Head	16.00%	\$4,651.20	\$4,883.76	\$5,116.32	\$5,348.88	\$5,581.44
	Varsity Assistant	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
	Varsity Assistant	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
	Varsity Assistant	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
Girls Lacrosse	Varsity Head	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
	Varsity Assistant	8.00%	\$2,325.60	\$2,441.88	\$2,558.16	\$2,674.44	\$2,790.72
	Junior Varsity Head	8.00%	\$2,325.60	\$2,441.88	\$2,558.16	\$2,674.44	\$2,790.72
Girls Rugby	Varsity Head	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
	Varsity Assistant	8.00%	\$2,325.60	\$2,441.88	\$2,558.16	\$2,674.44	\$2,790.72
Baseball	Varsity Head	16.00%	\$4,651.20	\$4,883.76	\$5,116.32	\$5,348.88	\$5,581.44
	Varsity Assistant	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
	Junior Varsity Head	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
	Junior Varsity Assistant	8.00%	\$2,325.60	\$2,441.88	\$2,558.16	\$2,674.44	\$2,790.72
Softball	Varsity Head	16.00%	\$4,651.20	\$4,883.76	\$5,116.32	\$5,348.88	\$5,581.44
	Varsity Assistant	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
	Junior Varsity Head	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
	Junior Varsity Assistant	8.00%	\$2,325.60	\$2,441.88	\$2,558.16	\$2,674.44	\$2,790.72
	Freshman Head	8.00%	\$2,325.60	\$2,441.88	\$2,558.16	\$2,674.44	\$2,790.72
	Freshman Assistant	6.00%	\$1,744.20	\$1,831.41	\$1,918.62	\$2,005.83	\$2,093.04
Track (Girls and Boys)	Varsity Head	12.00%	\$3,488.40	\$3,662.82	\$3,837.24	\$4,011.66	\$4,186.08
	Varsity Assistant	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
	Varsity Assistant	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
	Varsity Assistant	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
	Varsity Assistant	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
	Varsity Assistant	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
	Varsity Assistant	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
Golf	Varsity Head	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
	Varsity Assistant	8.00%	\$2,325.60	\$2,441.88	\$2,558.16	\$2,674.44	\$2,790.72
Tennis	Varsity Head	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
	Varsity Assistant	8.00%	\$2,325.60	\$2,441.88	\$2,558.16	\$2,674.44	\$2,790.72
Cheerleading	Varsity Head	20.00%	\$5,814.00	\$6,104.70	\$6,395.40	\$6,686.10	\$6,976.80
	Junior Varsity	11.00%	\$3,197.70	\$3,357.59	\$3,517.47	\$3,677.36	\$3,837.24
Dance Team	Advisor	16.00%	\$4,651.20	\$4,883.76	\$5,116.32	\$5,348.88	\$5,581.44

New coaches to the District will enter at Experience Level 1 (Excluding Head Varsity Coaches)

***High School* programs will be eligible for an additional stipend if the participation number is**

Swimming	40 Athletes
Football	150 Athletes
Cross Country	75 Athletes
Track and Field	160 Athletes
Lacrosse	45 Athletes
Wrestling	60 Athletes

*6% Stipend will be issued for all additional coaching positions

***Middle School* programs will be eligible for an additional stipend if an additional team is necessary or participant numbers reach the following numbers**

Volleyball	1 per team
Cross Country	60 Athletes
Football	60 Athletes
Wrestling	30 Athletes
Basketball	1 per team
Track	174 Athletes
Tennis	60 Athletes

*Stipend issued will be equivalent to similar assistant

West Ada School District
 Supplemental Salary Schedule for High School Activities
 2018-2019

Base = \$29,070 (Base salary for Supplemental Salary Schedule is the base salary of the previous year.)

Activity	Position	Position Percentage	Experience Levels				
			I	II	III	IV	V
			(0-3 years)	(4-6years)	(7-9years)	(10-12years)	(13(+ years)
Band	Varsity Head	27.60%	\$8,023.32	\$8,424.49	\$8,825.65	\$9,226.82	\$9,627.98
	Varsity Assistant	11.00%	\$3,197.70	\$3,357.59	\$3,517.47	\$3,677.36	\$3,837.24
Choir	Director	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
Drama	Advisor	14.00%	\$4,069.80	\$4,273.29	\$4,476.78	\$4,680.27	\$4,883.76
	Assistant/Stagecraft	8.00%	\$2,325.60	\$2,441.88	\$2,558.16	\$2,674.44	\$2,790.72
Debate	Advisor	14.00%	\$4,069.80	\$4,273.29	\$4,476.78	\$4,680.27	\$4,883.76
Speech	Advisor	5.00%	\$1,453.50	\$1,526.18	\$1,598.85	\$1,671.53	\$1,744.20
Academic Decathlon	Advisor	8.00%	\$2,325.60	\$2,441.88	\$2,558.16	\$2,674.44	\$2,790.72
New spaper	Advisor	5.00%	\$1,453.50	\$1,526.18	\$1,598.85	\$1,671.53	\$1,744.20
Yearbook	Advisor	5.00%	\$1,453.50	\$1,526.18	\$1,598.85	\$1,671.53	\$1,744.20
Orchestra	Director	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
Renaissance High School							
Band / Orchestra	Advisor	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
Choir	Advisor	8.00%	\$2,325.60	\$2,441.88	\$2,558.16	\$2,674.44	\$2,790.72
Yearbook / New spaper	Advisor	5.00%	\$1,453.50	\$1,526.18	\$1,598.85	\$1,671.53	\$1,744.20

Total coaching experience is calculated by combining previous coaching/advising experience with the current year.

Professional Technical Student Organizations

Magnet Program		Stipend
FFA , TSA	Lead Advisor	\$1,875.00
	Advisor	\$1,100.00

Non-Magnet Program

BPA	Advisor	\$1,100.00	1-9 Students = .5 Stipend 10-50 Students = 1 Stipend 51 and above = 2 Stipends
DECA	Advisor	\$1,100.00	
FCCLA	Advisor	\$1,100.00	
HOSA	Advisor	\$1,100.00	
Skills USA	Advisor	\$1,100.00	

* All recipients of a stipend must meet criteria set forth by the Professional Technical Administrator

OTHER:

Noon Duty	\$13.75 per hour
Saturday Detention	\$16.00 per hour
Tobacco Cessation/Parent Drug Ed Class	\$23.50 per hour
Homebound Tutors (must be certified)	\$23.50 per hour
Special Ed Summer School Teacher	\$90.00 per day
Speech Therapist, Summer School	\$90.00 per day
Psychologist, Summer School	\$100.00 per day

EXTENDED CONTRACTS:

- High School Guidance Counselors: Current Teacher Contract + 20 days
- Middle School Guidance Counselors: Current Teacher Contract + 15 days
- Middle School Media Specialist: Current Teacher Contract + 3 days
- High School Media Specialist: Current Teacher Contract + 5 days
- Athletic Trainers: The five large High Schools will have the following extended day availability:
 - 100 total Extended Days per High School
 - No Athletic Trainer will be allotted more than 75 extended days
 - Head Athletic Trainer with an extra prep period must be allotted a minimum of 50 Extended Days
 - Head Athletic Trainer must be a teacher in the building and teach the higher level athletic training classes
 - One additional prep period per semester per school
 - Athletic Trainers with 50 extended days or more can split the prep period by semester
 - Athletic Trainer with the additional prep period is expected to be on school property during contract hours
 - 25 Extended Days = 3 days in a 2 week cycle
 - 50 Extended Days = 6 days in a 2 week cycle
 - 75 Extended Days = 9 days in a 2 week cycle
 - Sporting events must be distributed according to the split on extended days
 - Any Athletic Trainer that is not a certified staff member will be paid at the hourly rate of \$25
 - Each of the five large high schools will also have available \$2,500 for additional support paid at the rate of \$25 per hour. These employees may work at multiple schools

No changes or additions to supplemental salaries may be paid without being approved by the Association and the Board.

All persons assigned to the positions listed above shall be required to perform the duties associated with the positions listed and shall be paid according to this schedule. Assignment of positions requires prior Board approval and issuance of supplemental contracts. Activity and

Advisor salary amounts will be reflected on a Supplemental Extra Duty Contract. Extended Contract salary amounts will be reflected on a Supplemental Extra Day Contract.

If increments or percentages are to be split or shared with two or more people, the following condition must first be met:

Individuals receiving less than a full increment as listed for the position in the negotiated agreement must agree in writing.

If leadership money is no longer funded through the legislature, the following supplemental positions will be discussed in negotiations:

- District Curriculum Development
- Teacher Orientation and Training
- 4th Grade Rendezvous Coordinator
- High School/Middle School Department Chairs
- High School Student Council

West Ada School District Supplemental Salary Schedule for Middle School Activities 2018-2019							
		Base =	\$29,070 (Base salary for Supplemental Salary Schedule is the base salary of the previous year.)				
Activity	Position	Position Percentage	Experience Levels				
			I (0-3 years)	II (4-6years)	III (7-9years)	IV (10-12years)	V (13(+ years)
Boys Basketball	8th Head "A" Coach	5.80%	\$1,686.06	\$1,770.36	\$1,854.67	\$1,938.97	\$2,023.27
	8th "B" Coach	4.50%	\$1,308.15	\$1,373.56	\$1,438.97	\$1,504.37	\$1,569.78
	8th "C" Coach	4.50%	\$1,308.15	\$1,373.56	\$1,438.97	\$1,504.37	\$1,569.78
	7th "A" Coach	4.00%	\$1,162.80	\$1,220.94	\$1,279.08	\$1,337.22	\$1,395.36
	7th "B" Coach	4.00%	\$1,162.80	\$1,220.94	\$1,279.08	\$1,337.22	\$1,395.36
Girls Basketball	8th Head "A" Coach	5.80%	\$1,686.06	\$1,770.36	\$1,854.67	\$1,938.97	\$2,023.27
	8th "B" Coach	4.50%	\$1,308.15	\$1,373.56	\$1,438.97	\$1,504.37	\$1,569.78
	8th "C" Coach	4.50%	\$1,308.15	\$1,373.56	\$1,438.97	\$1,504.37	\$1,569.78
	7th "A" Coach	4.00%	\$1,162.80	\$1,220.94	\$1,279.08	\$1,337.22	\$1,395.36
	7th "B" Coach	4.00%	\$1,162.80	\$1,220.94	\$1,279.08	\$1,337.22	\$1,395.36
Cross Country	Head Coach	4.80%	\$1,395.36	\$1,465.13	\$1,534.90	\$1,604.66	\$1,674.43
	Assistant Coach	4.50%	\$1,308.15	\$1,373.56	\$1,438.97	\$1,504.37	\$1,569.78
	Assistant Coach	4.50%	\$1,308.15	\$1,373.56	\$1,438.97	\$1,504.37	\$1,569.78
Football	Head Coach	7.40%	\$2,151.18	\$2,258.74	\$2,366.30	\$2,473.86	\$2,581.42
	Assistant Coach	5.80%	\$1,686.06	\$1,770.36	\$1,854.67	\$1,938.97	\$2,023.27
	Assistant Coach	5.80%	\$1,686.06	\$1,770.36	\$1,854.67	\$1,938.97	\$2,023.27
	Assistant Coach	5.80%	\$1,686.06	\$1,770.36	\$1,854.67	\$1,938.97	\$2,023.27
Tennis	Head Coach	4.80%	\$1,395.36	\$1,465.13	\$1,534.90	\$1,604.66	\$1,674.43
	Assistant Coach	4.00%	\$1,162.80	\$1,220.94	\$1,279.08	\$1,337.22	\$1,395.36
Track (Girls and Boys)	Head Coach	5.80%	\$1,686.06	\$1,770.36	\$1,854.67	\$1,938.97	\$2,023.27
	Assistant Coach	4.50%	\$1,308.15	\$1,373.56	\$1,438.97	\$1,504.37	\$1,569.78
	Assistant Coach	4.50%	\$1,308.15	\$1,373.56	\$1,438.97	\$1,504.37	\$1,569.78
	Assistant Coach	4.50%	\$1,308.15	\$1,373.56	\$1,438.97	\$1,504.37	\$1,569.78
	Assistant Coach	4.50%	\$1,308.15	\$1,373.56	\$1,438.97	\$1,504.37	\$1,569.78
Volleyball	7th/8th Head "A" Coach	5.80%	\$1,686.06	\$1,770.36	\$1,854.67	\$1,938.97	\$2,023.27
	7th/8th "B" Coach	4.50%	\$1,308.15	\$1,373.56	\$1,438.97	\$1,504.37	\$1,569.78
	7th/8th "C" Coach	4.50%	\$1,308.15	\$1,373.56	\$1,438.97	\$1,504.37	\$1,569.78
Wrestling	Head Coach	5.80%	\$1,686.06	\$1,770.36	\$1,854.67	\$1,938.97	\$2,023.27
	Assistant Coach	4.50%	\$1,308.15	\$1,373.56	\$1,438.97	\$1,504.37	\$1,569.78
	Assistant Coach	4.50%	\$1,308.15	\$1,373.56	\$1,438.97	\$1,504.37	\$1,569.78
Activities Coordinator	Director	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
Cheerleading	Advisor	5.80%	\$1,686.06	\$1,770.36	\$1,854.67	\$1,938.97	\$2,023.27
	Assistant Coach	4.50%	\$1,308.15	\$1,373.56	\$1,438.97	\$1,504.37	\$1,569.78
Yearbook	Advisor	4.00%	\$1,162.80	\$1,220.94	\$1,279.08	\$1,337.22	\$1,395.36
Band	Advisor		\$125 per concert with a maximum of six per year				
Orchestra	Advisor		\$125 per concert with a maximum of six per year				
Choir	Advisor		\$125 per concert with a maximum of six per year				

Galileo

Band	Advisor		\$125 per concert with a maximum of six per year				
Choir	Advisor		\$125 per concert with a maximum of six per year				
Orchestra	Advisor		\$125 per concert with a maximum of six per year				

Total coaching experience is calculated by combining previous coaching/advising experience with the current year.

New coaches to the District will enter at Experience Level 1 (Excluding Head Varsity Coaches)

ARTICLE III: INSURANCE

- A. For each Employee working as a 1.0 FTE, the Board agrees to provide employer-paid fringe benefits (these benefits are listed below) through December 31, 2018. The Board agrees to pay employee-only group medical premiums each month through December 31, 2018 less the \$25 monthly employee contribution. The District agrees to pay employee-only group medical premiums each month for the 2019 plan year (January 2019-December 2019) less the \$25 monthly employee contribution.
- B. For each Employee working equal to or greater than thirty (30) hours per week, the Board agrees to provide prorated employer-paid medical insurance and life insurance.

Employees working equal to or greater than twenty (20) hours, but less than thirty (30) hours (Full-time employee) per week are eligible for employer-paid life insurance.

Employees working less than twenty (20) hours (Part-time employee) per week are not eligible for employer-paid medical insurance or life insurance.

Monthly premium payments shall be applied as follows:

1. Employee \$50,000 Term Life Insurance with accidental death and dismemberment
2. Group Medical Insurance
3. Employee Assistance Program

Carriers and plans shall be determined by the District Insurance Committee.

- C. Subject to the limitations identified in Item B. above, each full-time Employee may allocate funds for the purchase of benefits for themselves and/or for their dependents. Available pre-tax options include:
1. Group Medical Insurance
 2. Cancer Insurance
 3. Dental Insurance
 4. Vision Insurance
 5. Group Term Life Insurance
 6. Dependent Care Reimbursement Plan
 7. Medical Expense Reimbursement Plan

Each eligible Employee may elect to purchase after tax disability insurance. The Board agrees to pay up to \$12 per month to help cover the cost of Short Term Disability Insurance. Long Term Disability Insurance will be a cost to the Employee.

- D. The individual changes in allocation of benefits or payroll deductions may be made only during the Open Enrollment Period. The Open Enrollment Period for this contract will be from November 1, 2018 through December 5, 2018, except for qualifying events.

Employees may elect to defer a portion of their salary into a flexible spending medical reimbursement account or a dependent care reimbursement account. The enrollment period for the 2019 calendar year will be from November 1, 2018 through December 31, 2018. Employees first hired for the 2018-2019 school year will have an option to defer salary for the remainder of calendar year 2018 upon their hire.

- E. Employees electing early contract payoffs will be dropped from District-paid benefits at the time their last paycheck is issued.

ARTICLE IV: SICK LEAVE

- A. At the beginning of each school year, each Employee shall be credited with ten (10) days (80 hours) or more of sick leave allowance as referred to in this Article or as allowed by Idaho Code 33-1216. Sick leave days shall be accumulated to 280 sick leave days (2240 hours).
1. Full-time Employees shall be credited with a pro-rata computation of sick leave allowance based upon their FTE.
- B. Portability of Sick Leave: For new hires for the 2018-2019 school year, the District shall accept an Employee's accumulated sick leave from another district in Idaho, up to the maximum accumulated amount described in paragraph A of this Article.
1. Employees who transferred more than ninety (90) days (720 hours) of accumulated sick leave, accepted and credited to the Employee by the District prior to the 2013-14 school year, shall retain the right to such transferred days. However, these excess days are not eligible for PERSI sick leave benefits upon retirement.
- C. Sick leave is to be used for absences caused by illness or physical disability, including childbearing of the Employee or the Employee's spouse, as well as the illness or physical disability of a resident of the Employee's immediate household, such as a dependent, minor children, or parents.
1. If family illness outside the immediate family should arise, sick leave may be used with the approval of the Building Administrator.
 2. For a natural birth, six calendar weeks is the maximum time that sick leave can be used; for a Caesarean delivery, eight calendar weeks is the maximum time that sick leave can be used. Leave beyond this period requires the Employee provide a doctor's note stating the Employee is not fit for duty.
 - a. The use of additional days requires doctor certification and approval by Human Resources.
- D. Written notice shall be given to the Building Administrator when it is known in advance that the Employee will be unable to perform their duties satisfactorily due to an event defined as sick leave. The notice shall indicate the approximate dates of expected absence.
- E. If absence from work exceeds a period of five (5) consecutive working days, the Employee shall, upon request, furnish to Human Resources a doctor's certification that medical complications are such that the Employee is unable to perform their duties satisfactorily, and said certification shall also set forth the anticipated time when the Employee can return to work.
- F. Upon receipt of a doctor's certification as outlined above, Human Resources shall grant the Employee the amount of sick leave days prescribed by the medical certification, or until accumulated sick leave days are exhausted by the Employee.
- G. Upon request, return to work verification shall be submitted to Human Resources prior to returning for duty following any medical procedure that may require any work accommodations upon the Employee's return.

ARTICLE V: PERSONAL LEAVE

Personal leave shall be granted for any reason deemed necessary by the Employee.

For employees employed under a Category 1, Category 2 or Category 3 Certified Personnel Contract with the District, Employees shall earn personal leave at the rate of two (2) days (16 hours) per school year.

For employees employed under a Renewable Certified Personnel Contract or employed under a Working Retiree Certified Personnel Contract, Employees shall earn personal leave at the rate of four (4) days (32 hours) of personal leave per school year.

Employees that work between 20 hours per week and less than 40 hours per week shall be credited with an adjusted computation of personal leave allowance based upon their FTE.

- A. Employee may carry forward six (6) days (48 hours) personal leave from the 2017-2018 school year to the 2018-2019 school year, in addition to the personal leave days granted to each respective Employee at the commencement of the 2018-2019 school year.
- B. Employees may use no more than six (6) personal days (48 hours) per year.
- C. Employees will be compensated for each unused personal leave day beyond six (6) (48 hours), at the rate of 1.5 times the established rate for short-term substitutes.
 - 1. The established rate of compensation for unused personal leave days beyond six (6) (48 hours) is the rate substitutes are paid as of October 1st of each year.
 - 2. The payment for unused personal leave days will be calculated and paid in June.
- D. Upon retirement, all remaining personal leave days will be compensated at the rate of 1.5 times the established rate for short-term substitutes.
- E. Personal leave may not be taken the last two weeks of school without permission of the Building Administrator.
- F. No more than 10% of the Employees in any building may be gone on personal leave at one time.

ARTICLE VI: PARENTAL LEAVE

- A. An Employee may request up to one (1) year leave of absence, without pay, for the purpose of raising a child during the first year after birth or first year after adoption placement. This leave shall be referred to as "Parental Leave of Absence".
- B. Requests for parental leave of absence shall be submitted in writing, indicating the approximate beginning and ending date of the parental leave of absence.
- C. Parental leave of absence may be given at any time, but must start consistent with one of the following:
 - a. School year break
 - b. Semester break
- D. Parental leave of absence must end, and the Employee return to work at the beginning of one of the following:
 - a. School year break
 - b. Semester break
- E. The District may, at its discretion, choose to waive the provisions of section C and D of this Article in an emergency situation.
- F. With the exception of a Category 1 contracted Employee, a qualifying Employee may return to the District in a position for which they are qualified, but is not guaranteed the same position nor assignment they left.
- G. Employees qualify for parental leave once every thirty-six (36) months. If the Employee qualifies for Family Medical Leave Act (FMLA), the FMLA runs concurrently with parental leave.

ARTICLE VII: BEREAVEMENT LEAVE

- A. The Board agrees to grant to each Employee up to five (5) days bereavement leave for each death in the immediate family (grandfather, grandmother, father, mother, brother, sister, husband, wife, resident of the Employee's immediate household, child, grandchild, foster or step child, father-in-law or mother-in-law, step-parent, step-sibling, aunt, uncle, cousin) for the purpose of attending services, travel, and/or emotional support of family.
- B. Bereavement days may be taken continuously or intermittently, as needed.
- C. Additional time may be granted under unusual circumstances. Requests for additional time should be directed through the Building Administrator to Human Resources.

ARTICLE VIII: PROFESSIONAL LEAVE

A. Paid Professional Leave may be granted to each Employee upon their request with approval of their Building Administrator.

1. Professional leave shall be requested no less than twenty-four (24) hours in advance.

B. General Paid Professional Leave will be distributed at one (1) day per Certificated FTE (less Certificated Administrative FTE) and administered by a Certified Leave Committee (CLC) established at each school. The CLC will be comprised of three (3) to five (5) Employees. The selection of this committee will be determined by Employees at the building level.

The CLC may establish a Paid Professional Leave bank from which Employees may request Paid Professional leave. Criteria for granting Paid Professional leave will be determined by the CLC.

Final ratification of Paid Professional Leave recommended by the CLC for all Employees will be the responsibility of the Building Administrator. Any Employee who is on probation or on a District intensified growth plan will not be granted Paid Professional Leave without District approval.

C. Employees requesting Paid Professional leave must write an application which must include:

1. An outline of objectives and expected outcome
2. A description of the professional activities
3. If appropriate, a willingness to conduct a workshop for other District employees

ARTICLE IX: OTHER LEAVES

Leaves of Absence without Pay - Policy 401.4 (Health and Contract Leave)

Family and Medical Leave Act - Policy 403.1

Leave of Absence with Pay - Policy 403.11 (Court Duty & Adoption Leave)

Leave of Absence without Pay - Policy 403.12 (Legislative Leave & Military Leave)

ARTICLE X: ACADEMIC FREEDOM AND RESPONSIBILITY

The Board and the Association agree that Employees should have academic freedom in their assigned area in order to teach without undue interference. With the freedom to meet their obligations to teach the meaningful skills and content knowledge of their subject(s) of their lesson comes the responsibility to meet the requirements of the District education program. Accordingly, both parties agree as follows:

A. Basic Responsibilities – There are certain, basic responsibilities that all Employees must adhere to in all classroom situations. They are as follows:

1. Employees will follow the Code of Ethics for Idaho Professional Educators, including but not limited to reporting requirements of suspected child abuse and suicidal tendencies to the Idaho Department of Health and Welfare and Law Enforcement (SRO).

(If an Employee makes an abuse or suicidal tendency report, the Employee shall likewise notify the Building Administrator, the Student Resource Officer or police department in their jurisdiction, and Building Counselor at the earliest time practical.)

2. Employees will not use profanity in the presence of students.
3. Employees will present all sides of controversial issues without bias or prejudice and without advocating personal views.
4. Employees will follow approved curriculum guidelines.
5. Employees will follow District policy, state and federal laws, rules and regulations.
6. Employees will respect the individual's sex, race, color, national origin, age, religious beliefs, ethnic background, or disability of their students and community.

B. Controversial Material – Employees shall be allowed freedom in classroom presentations and discussions to introduce political, religious, or otherwise controversial material without bias or prejudice and without advocating personal views, provided that said material is directly relevant to the current classroom study as well as course content, and aligns with the District curriculum.

(Should an Employee have knowledge that they are going to be raising a controversial issue during an upcoming class, it is advisable that the Employee confer with Building Administration and discuss any concerns they may have about the classroom activity.)

C. Student Grades – Employees have initial and primary responsibility for assigning student grades. The Employee, in collaboration with the Multidisciplinary Team (MDT), shall be responsible for determining and assigning grades for inclusion students. Students/parents may appeal a teacher's assigned grades through communication to the Building Administrator; however, any suggested alterations to a final course grade cannot be made without a conversation that includes the Employee, the Building Administrator and the Region Director.

- D. Resolving Issues/Complaints - When there are issues/problems between a parent and/or student and an Employee, every effort will be made to resolve the problem(s) at the lowest level. The lowest level is the parent and/or student and the Employee working together to solve the problem. However, it is understood and agreed that the District cannot force meetings(s) between a parent/student and an Employee to resolve a problem, and thus the lowest level in any given situation may be at an administrative level.

ARTICLE XI: ASSOCIATION RIGHTS

- A. The Association and its representatives will be permitted to transact official Association business on school property at any time provided this does not disrupt school operations.
- B. The Association and its representatives shall have the right to use the building for meetings provided this does not interfere with school or other scheduled operations.
- C. The Association and its representatives shall have the right to post notices of activities and matters of Association concern on designated teacher bulletin boards.
- D. The Association team may use members' mailboxes or email for communication to members.
- E. The Association shall have the authority to designate representatives for attendance on committees/groups including, but not limited to, the following: Ambassadors, Budgeting, Calendar, and Insurance. The District will make every effort to schedule meetings before or after contract hours, or with respect to substitute allocation procedures (four-hour block).
 - 1. Initial committee/group meeting times will be set and communicated with at least ten (10) business days' notice.
 - 2. Representatives on the Insurance committee will meet to assist District in making decisions directly regarding benefits plans as well as discuss their monetary impact.
 - 3. All three levels (elementary, middle, and high school) may have Association representation on the Calendar committee.
 - 4. Notes from committee/group meetings will be reported out to District employees at all levels if appropriate.
- F. The District will offer employment as a classroom teacher to the Association President for the FTE increment negotiated annually between the District and the Association.
- G. The Association and its representatives shall have the right to provide a welcome event for new teachers to the District at the New Teacher Orientation.
- H. The Association President may have up to 10 days' additional release time to attend to the duties and responsibilities of his/her office as the need arises; this includes Delegate Assembly. The Association shall reimburse the District for the cost of any substitutes.
- I. Duly elected delegates may have release time to attend the convention of the Idaho State Association. The Association shall reimburse the District for the cost of any substitutes.
- J. The Association and the District will share the cost of the facilitator of negotiations sessions if needed.
- K. Costs for substitutes during bargaining sessions shall be negotiated as needed.

**ARTICLE XII: CERTIFICATED PERSONNEL
PROBLEM SOLVING MECHANISM (POLICY 401.16)**

Please refer to the Policy Manual posted on the District's website to locate the full text of Policy 401.16. The administration will work collaboratively with the association should a revision to this policy be necessary. This collaboration will occur prior to any revisions being presented to the school board.

ARTICLE XIII: AGREEMENT

Agreed to this th day of June, 2018.

For the District: Philip Neuhoff, Chairman, Board of Trustees

For the Association: Eric Thies

This Contract is signed this 19th day of June, 2018 and shall be binding upon the parties.



Eric Thies
President, West Ada Education Association



Chairperson, Board of Trustees
Joint School District No. 2

APPENDIX A

2014-15 Salary Schedule

Level	Step	BA +0	BA +12	BA +24	MA BA +36	MA + 12 BA +48	MA +24 BA +60	MA + 36 BA +72
1	1	31,750	31,750	31,750	31,926	33,124	34,366	35,654
	2	31,750	31,750	31,926	33,124	34,366	35,654	36,991
	3	31,750	31,926	33,124	34,366	35,654	36,991	38,379
2	1	-	33,124	34,366	35,654	36,991	38,379	39,818
	2	-	34,366	35,654	36,991	38,379	39,818	41,311
	3	34,366	35,654	36,991	38,379	39,818	41,311	42,860
3	1	-	-	38,379	39,818	41,311	42,860	44,467
	2	-	-	39,818	41,311	42,860	44,467	46,135
	3	-	-	41,311	42,860	44,467	46,135	47,865
	4	-	-	-	44,467	46,135	47,865	49,660
	5	-	-	-	46,135	47,865	49,660	51,522
	6	-	-	-	-	49,660	51,522	53,454
	7	-	-	-	-	-	53,454	55,459
	8	-	-	-	-	-	55,459	57,677

2015-16 Career Ladder

Career Ladder Rungs

Residency
Professional

	1	2	3	4	5	6	7	8	9	10
Residency	32,700	33,200	33,822							
Professional	35,498	36,885	38,311	39,775	41,282	42,089	43,668	45,305	47,004	47,603

Legacy Rungs

Professional Legacy Rungs

	1	2	3	4	5	6
Professional Legacy Rungs	49,300	51,149	53,067	55,057	57,122	59,407

Please see Article I, Paragraph B for instructions on initial placement on the 2018-19 Salary Schedule for experienced new hires

New hires' placement on the Salary Schedule will be according to the number of years of full time teaching and credits* earned after their initial certification as of September 30, 2014. New hires with one to three years experience will be placed in Level 1. Placement in Level 2 or 3 will be as follows:

4 Years	BA +12 credits on Level 2, Step 1	11 Years	BA +36 credits or MA on Level 3, Step 5
5 Years	BA +12 credits on Level 2, Step 2	12 - 13 Years	BA +48 credits or MA +12 credits on Level 3, Step 6
6 Years	BA +12 credits on Level 2, Step 3	14 - 15 Years	BA +60 credits or MA +24 credits on Level 3, Step 7
7 Years	BA +24 credits on Level 3, Step 1	16 - 17 Years	BA +72 credits or MA +36 credits on Level 3, Step 7
8 Years	BA +24 credits on Level 3, Step 2	18+ Years	BA +60 credits or MA +24 credits on Level 3, Step 8
9 Years	BA +24 credits on Level 3, Step 3	18+ Years	BA +72 credits or MA +36 credits on Level 3, Step 8
10 Years	BA +36 credits or MA on Level 3, Step 4		

*Credits must be semester/quarter credits through an accredited college or university posted on official transcripts.

APPENDIX B

Policies referenced in this Agreement:

401.16 – Certificated Personnel Problem Solving Mechanism

401.4 – Leaves of absence without pay

401.6 – Work Day

403.1 – Family Medical Leave Act

403.11 – Leave of absence with pay

403.12 – Leave of absence without pay

The Association President shall be informed via email of any revision, addition, or alteration to the policies referenced in this Agreement when a first reading is scheduled on the agenda in accordance with the timeline specified in Idaho Code 74-204 (Idaho Open Meeting Law).

During the 2018-19 school year, the Association and Administration will form several committees to review the following items for proposed recommendations to the Board of Trustees or the negotiating team:

- Certified Hourly Pay Rates for additional duties
- Solutions for secondary class sizes that are larger than the recommended class sizes identified in Policy 601.30
- Review of the Work Day Policy – 401.6