

MASTER CONTRACT

**BETWEEN THE MERIDIAN EDUCATION ASSOCIATION
AND THE BOARD OF TRUSTEES
OF JOINT SCHOOL DISTRICT NO. 2**

**2014-2015
SCHOOL YEAR**

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>SUBJECT</u>	<u>PAGE #</u>
I.	Salary Schedule.....	3-5
II.	Supplemental Salary Schedule.....	6-9
III.	Section 125 Cafeteria Flexible Benefits Plan.....	10
IV.	Sick Leave.....	11
V.	Personal Leave.....	12
VI.	Parental Leave.....	12-13
VII.	Bereavement Leave.....	13
VIII.	Professional Leave.....	13-14
IX.	Other Leaves.....	14
X.	Academic Freedom and Responsibility.....	14-15
XI.	Certificated Personnel Problem Solving Mechanism.....	15
XII.	Agreement.....	16

ARTICLE I
SALARY SCHEDULE

For the 2014-2015 school year only, the following provisions shall be in effect:

- A. Experience Steps
 - 1. One experience step(s) shall be granted from the placement of 2013-2014

- B. Educational Lanes
 - 1. Educational lane changes are granted
 - 2. For salary placement, credits earned must be subsequent to initial certification and reported to the District as per applicable policy

- C. Contract length
 - 1. The standard base contract, and the corresponding salary schedule, shall be based off of a 185 day Standard Contract /Schedule

- D. Minimum Salary/Base and Ratio Factor
 - 1. The False Base and Minimum salary for the purposes of the Schedule shall be \$31,750.00 for existing employees
 - 2. The True Base as used for calculation on the Schedule shall be \$28,588
 - 3. All salaries as stated on the Schedule (with the exception of the False Base) are based on the True Base compounded using the Ratio Factor of 3.75%, with the exception of the last cell under MA 36/BA 72 which is compounded using a factor of 4.25%. Minor rounding adjustments have been made so the whole numbers are not reduced in relation to a prior year's Schedule.

**2014-15
Salary Schedule**

		BA +0	BA +12	BA +24	MA BA +36	MA +12 BA +48	MA +24 BA +60	MA +36 BA +72
Level 1	1	31,750.00	31,750.00	31,750.00	31,926.00	33,124.00	34,366.00	35,654.00
	2	31,750.00	31,750.00	31,926.00	33,124.00	34,366.00	35,654.00	36,991.00
	3	31,750.00	31,926.00	33,124.00	34,366.00	35,654.00	36,991.00	38,379.00
Level 2	1		33,124.00	34,366.00	35,654.00	36,991.00	38,379.00	39,818.00
	2		34,366.00	35,654.00	36,991.00	38,379.00	39,818.00	41,311.00
	3	**34,366.00	35,654.00	36,991.00	38,379.00	39,818.00	41,311.00	42,860.00
Level 3	1			38,379.00	39,818.00	41,311.00	42,860.00	44,467.00
	2			39,818.00	41,311.00	42,860.00	44,467.00	46,135.00
	3			41,311.00	42,860.00	44,467.00	46,135.00	47,865.00
	4				44,467.00	46,135.00	47,865.00	49,660.00
	5				46,135.00	47,865.00	49,660.00	51,522.00
	6					49,660.00	51,522.00	53,454.00
	7						53,454.00	55,459.00

**for initial placement of school nurses only

*CAREER ENHANCEMENT CHART

LAST CELL IN COLUMN	YEARS OF TEACHING	AMOUNT OF ENHANCEMENT
Step 6 MA + 12 or BA + 48	20+	\$500
Step 7 MA + 24 or BA + 60	20-24	\$500
Step 8 MA + 24 or BA + 60	25+	\$1000
Step 7 MA + 36 or BA+72		
Step 8 MA + 36 or BA +72	17-19	\$360
	20-24	\$860
	25-29	\$1720
	30-34	\$2580
	35-39	\$3300
	40+	\$3660

* Eligibility for Career Enhancement is determined by total years teaching in a state accredited school and only applies to the last step in columns MA + 12/BA + 48, MA + 24/BA+60 or the last two steps MA + 36/BA + 72.

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. New hires with one or two years' experience will be placed in level 1. Placement in level 2 or 3 will be as follows:

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

To move from level 1 to level 2, you must: 1) have earned a BA+12 and, 2) have a successful evaluation (not on a growth plan or probation). To move from level 2 to level 3, you must have a BA + 24 credits and a successful evaluation (not on a growth plan or probation).

SALARY SCHEDULE

- A. Advancement from Level 1 to Level 2 on the salary schedule will require a Certified Professional Employee to complete twelve (12) credits, as shown on the Salary Schedule. No retroactive advancement from Level 1 to Level 2 will be granted prior to the 2008-09 contract year.

All Certified Professional Employees new to the District are strongly encouraged to complete the Meridian School District Curriculum course for the classroom teachers.

- B. Certificated Professional Employees on probation will not advance vertically. Any Certificated Professional Employee who successfully completes probation will be placed the following school year at the contracted salary amount that they would have earned had they not been on probation. Vertical advancement is limited to one step per year; however, such advancement is not automatic, but occurs only through action of the Board of Trustees.
- C. In the event a bargaining unit position cannot be filled due to a shortage of (1) qualified personnel within the District and (2) qualified applicants from outside the District, critical need may be declared by the Superintendent. When Critical Need has been declared, a qualified applicant may be hired and placed on the Salary Schedule with a maximum placement as high as his or her experience warrants. Critical Need will be used sparingly and will only be implemented by Board action. Critical Need cannot apply retroactively. The District will notify the Association of declarations of Critical Need and supply the Association with the written job descriptions for the positions being filled. The names, positions and salary schedule placement of those hired under the Critical Need declaration will promptly be submitted to the MEA president.

- D. To qualify for the supplemental amount for School Psychologist requires: a 60 credit hour Master's degree; 30 graduate credits subsequent to the Master's degree; at least a 1,000 clock hour internship including clinical practicum; and certification as a School Psychologist.
- E. One semester of full-time employment under contract or one contract year of half-time employment will be treated as one year of experience for all Certificated Professional Employees covered by this contract.
- F. For the purpose of salary placement regarding current employees and new hires, credits earned must be subsequent to initial state teacher certification. For placement on the Salary Schedule at the Masters plus level, credits earned must be subsequent to a Master's degree received after initial state certification.
- G. Employees must request full and official transcripts from any and all universities to be sent to them for review prior to submitting the transcript to the District by October 1st for salary credit purposes. Transcripts displaying single classes only will not be accepted.
- H. Terms and conditions of salary in this contract supersede all previous contracts.
- I. Individual adjustment in the negotiated Salary Schedule shall not be made except as provided for in the Supplemental Salary Schedule or as otherwise addressed in this Agreement.
- J. For School Nurses: A State-certified "R.N." will be considered equivalent to a "BA." Initial placement on the Salary Schedule will be on Level 2, Step 3. Continuing education units (CEU) will be accepted at a ratio of fifteen (15) CEUs for one (1) college credit.
- K. Corrections made to a Certificated Professional Employees contracted salary amount from the previous year must be on or before December 1st of each year.
- L. Certificated Professional Employees retained to replace a Certificated Professional Employee on official leave will be issued a contract for the length of the leave of the Certificated Professional Employee they are replacing. Accordingly, the contract may be for a duration of less than 185 days.
- M. The Board agrees to provide one (1) additional release period for the Middle School Activities Director.
- N. All full time equivalent Certificated Professional 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 Certificated Professional Employee's Building Administrator.
- O. Any Certificated Professional Employee who travels between schools for their assignment, who believes that their transit between schools occurs during their preparation period or duty free lunch, shall communicate such concern to their Building Principal for review and possible accommodations, where appropriate. If a Building Principal discovers that a Certificated Professional Employee has an assignment that cannot be accommodated through discussion at the Building level, the District Office shall be contacted to address additional possible accommodation solutions.

ARTICLE II
SUPPLEMENTAL SALARY SCHEDULE

Meridian School District Supplemental Salary Schedule for High School Activities 2014-2015							
			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	11.60%	\$3,372.12	\$3,540.73	\$3,709.33	\$3,877.94	\$4,046.54
	Varsity Assistant	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
Boys Soccer	Varsity Head	11.60%	\$3,372.12	\$3,540.73	\$3,709.33	\$3,877.94	\$4,046.54
	Junior Varsity	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
Girls Soccer	Varsity Head	11.60%	\$3,372.12	\$3,540.73	\$3,709.33	\$3,877.94	\$4,046.54
	Junior Varsity	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
Swimming	Varsity Head	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
Volleyball	Varsity Head	11.60%	\$3,372.12	\$3,540.73	\$3,709.33	\$3,877.94	\$4,046.54
	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	5.80%	\$1,686.06	\$1,770.36	\$1,854.67	\$1,938.97	\$2,023.27
Football	Varsity Head	20.00%	\$5,814.00	\$6,104.70	\$6,395.40	\$6,686.10	\$6,976.80
	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
	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	7.40%	\$2,151.18	\$2,258.74	\$2,366.30	\$2,473.86	\$2,581.42
	Junior Varsity Assistant	7.40%	\$2,151.18	\$2,258.74	\$2,366.30	\$2,473.86	\$2,581.42
	Freshman Head	7.40%	\$2,151.18	\$2,258.74	\$2,366.30	\$2,473.86	\$2,581.42
Girls Basketball	Varsity Head	20.00%	\$5,814.00	\$6,104.70	\$6,395.40	\$6,686.10	\$6,976.80
	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
Boys Basketball	Varsity Head	20.00%	\$5,814.00	\$6,104.70	\$6,395.40	\$6,686.10	\$6,976.80
	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	11.60%	\$3,372.12	\$3,540.73	\$3,709.33	\$3,877.94	\$4,046.54
	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
Baseball	Varsity Head	11.60%	\$3,372.12	\$3,540.73	\$3,709.33	\$3,877.94	\$4,046.54
	Varsity Assistant	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
	Junior Varsity Head	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
	Junior Varsity Assistant	6.60%	\$1,918.62	\$2,014.55	\$2,110.48	\$2,206.41	\$2,302.34
Softball	Varsity Head	11.60%	\$3,372.12	\$3,540.73	\$3,709.33	\$3,877.94	\$4,046.54
	Varsity Assistant	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
	Junior Varsity Head	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
	Junior Varsity Assistant	6.60%	\$1,918.62	\$2,014.55	\$2,110.48	\$2,206.41	\$2,302.34
Track	Varsity Head	11.60%	\$3,372.12	\$3,540.73	\$3,709.33	\$3,877.94	\$4,046.54

(Girls and Boys)	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	11.60%	\$3,372.12	\$3,540.73	\$3,709.33	\$3,877.94	\$4,046.54
	Varsity Assistant	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
Tennis	Varsity Head	11.60%	\$3,372.12	\$3,540.73	\$3,709.33	\$3,877.94	\$4,046.54
	Varsity Assistant	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
Cheerleading	Varsity Head	18.60%	\$5,407.02	\$5,677.37	\$5,947.72	\$6,218.07	\$6,488.42
	Junior Varsity	6.60%	\$1,918.62	\$2,014.55	\$2,110.48	\$2,206.41	\$2,302.34
Dance Team	Advisor	18.60%	\$5,407.02	\$5,677.37	\$5,947.72	\$6,218.07	\$6,488.42
Trainer Certified Trainers teaching full-time will receive an additional prep period.	Certified	30.00%	\$8,721.00	\$9,157.05	\$9,593.10	\$10,029.15	\$10,465.20
	Certified or	30.00%	\$8,721.00	\$9,157.05	\$9,593.10	\$10,029.15	\$10,465.20
	Non-Certified	20.00%	\$5,814.00	\$6,104.70	\$6,395.40	\$6,686.10	\$6,976.80

**Supplemental Salary Schedule for High School Activities
2014-2015**

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)
Band (excludes pep band responsibilities)	Varsity Head	20.00%	\$5,814.00	\$6,104.70	\$6,395.40	\$6,686.10	\$6,976.80
	Varsity Assistant	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
Choir	Director	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
Drama	Advisor	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
	Assistant/Stagecraft	3.00%	\$872.10	\$915.71	\$959.31	\$1,002.92	\$1,046.52
Debate and Speech (reduced expectations)	Advisor	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
Academic Decathlon	Advisor	8.30%	\$2,412.81	\$2,533.45	\$2,654.09	\$2,774.73	\$2,895.37
Newspaper	Advisor	8.00%	\$2,325.60	\$2,441.88	\$2,558.16	\$2,674.44	\$2,790.72
Yearbook	Advisor	10.00%	\$2,907.00	\$3,052.35	\$3,197.70	\$3,343.05	\$3,488.40
Orchestra	Director	4.00%	\$1,162.80	\$1,220.94	\$1,279.08	\$1,337.22	\$1,395.36

Renaissance High School

Band / Orchestra	Advisor	4.00%	\$1,162.80	\$1,220.94	\$1,279.08	\$1,337.22	\$1,395.36
Choir	Advisor	7.50%	\$2,180.25	\$2,289.26	\$2,398.28	\$2,507.29	\$2,616.30
Yearbook / Newspaper	Advisor	3.30%	\$959.31	\$1,007.28	\$1,055.24	\$1,103.21	\$1,151.17

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)

Professional Technical Student Organizations

Magnet Program

Stipend

FFA	Lead Advisor	\$1,750.00
	Advisor	\$1,000.00

Non-Magnet Program

BPA	Advisor	\$1,000.00	1-9 Students = .5 Stipend 10-50 Students = 1 Stipend 51 and above = 2 Stipends
DECA	Advisor	\$1,000.00	
FCCLA	Advisor	\$1,000.00	
HOSA	Advisor	\$1,000.00	
Skills USA	Advisor	\$1,000.00	
TSA	Advisor	\$1,000.00	

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

SUPPLEMENTAL SALARY SCHEDULE – OTHER DISTRICT

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
Psychologists	11.5% (of Level 3, MA+36, Step H)
Special Ed Summer School Teacher	\$90.00 per day
Speech Therapist Summer School	\$90.00 per day
Psychologist Summer School	\$100 per day

EXTENDED CONTRACTS

High School Guidance Counselors	Teacher contract + 20 days
Middle School Guidance Counselors	Teacher contract + 15 days
Middle School Media Specialist.....	Teacher contract + 3 days
High School Media Specialist.....	Teacher contract +5 days

No changes or additions to supplemental salaries may be paid without being approved by the Meridian Education Association Executive Committee 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.

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 master contract must agree in writing

**If the 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

Meridian School District
 Supplemental Salary Schedule for **Middle School** Activities
 2014-2015

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	4.80%	\$1,395.36	\$1,465.13	\$1,534.90	\$1,604.66	\$1,674.43
	8th "B" Coach	4.00%	\$1,162.80	\$1,220.94	\$1,279.08	\$1,337.22	\$1,395.36
	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	4.80%	\$1,395.36	\$1,465.13	\$1,534.90	\$1,604.66	\$1,674.43
	8th "B" Coach	4.00%	\$1,162.80	\$1,220.94	\$1,279.08	\$1,337.22	\$1,395.36
	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	4.00%	\$1,162.80	\$1,220.94	\$1,279.08	\$1,337.22	\$1,395.36
Football	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
	Assistant Coach	4.00%	\$1,162.80	\$1,220.94	\$1,279.08	\$1,337.22	\$1,395.36
	Assistant Coach	4.00%	\$1,162.80	\$1,220.94	\$1,279.08	\$1,337.22	\$1,395.36
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	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
	Assistant Coach	4.00%	\$1,162.80	\$1,220.94	\$1,279.08	\$1,337.22	\$1,395.36
	Assistant Coach	4.00%	\$1,162.80	\$1,220.94	\$1,279.08	\$1,337.22	\$1,395.36
Volleyball	8th Head "A" Coach	4.80%	\$1,395.36	\$1,465.13	\$1,534.90	\$1,604.66	\$1,674.43
	8th "B" Coach	4.00%	\$1,162.80	\$1,220.94	\$1,279.08	\$1,337.22	\$1,395.36
	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
Wrestling	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
Activities Coordinator	Director	9.00%	\$2,616.30	\$2,747.12	\$2,877.93	\$3,008.75	\$3,139.56
Cheerleading	Advisor	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
Yearbook	Advisor	4.80%	\$1,395.36	\$1,465.13	\$1,534.90	\$1,604.66	\$1,674.43
Band	Advisor	-	\$100 per concert with a maximum of four per year				
Orchestra	Advisor	-	\$100 per concert with a maximum of four per year				
Choir	Advisor	-	\$100 per concert with a maximum of four per year				

Galileo

Band	Advisor	-	\$100 per concert with a maximum of four per year				
Choir	Advisor	-	\$100 per concert with a maximum of four per year				
Orchestra	Advisor	-	\$100 per concert with a maximum of four 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
SECTION 125 CAFETERIA FLEXIBLE BENEFITS PLAN

- A. For each full-time Certified Professional Employee, the Board agrees to provide employer-paid fringe benefits (these benefits are listed below) for the 2014-2015 contract year. The Board agrees to pay employee only group medical premiums each month for the 2014-2015 contract year less the \$25 monthly employee contribution.

For each part-time Certified Professional Employee working equal to or greater than thirty (30) hours but less than forty (40) hours per week, the Board agrees to provide prorated employer-paid fringe benefits.

Certified Professional Employees at less than thirty hours per week are not eligible for employer-paid fringe benefits.

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 mutually determined by the District and the Association.

- B. Each full-time professional 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 Assistance Plan
 7. Medical Expense Reimbursement Plan
- C. Each eligible Certified Professional Employee may elect to purchase after tax disability insurance. The Board agrees to pay up to \$12 per month to help defray the cost of Short Term Disability Insurance. Long Term Disability Insurance will be a cost to the Certified Professional Employee. Available Options include:
1. Short Term Disability Insurance
 2. Long Term Disability Insurance
- D. The individual changes in allocation of benefits or payroll deductions may be made only during December of each year, except for family status changes.
- E. Early retired certified employees shall be in the same group as the regular certified employees and have the same premium.
- F. Benefits for part-time employees will be pro-rated on the basis of full-time equivalency. 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 Certified Professional 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. Part-time Certificated Professional 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 2014-2015 school year, the District shall accept a Certified Professional Employee's accumulated sick leave from another district in Idaho, up to that district's maximum number of ninety (90) days (720 hours) of transferred sick leave days.
 - 1. Certified Professional Employees who transferred in excess of ninety (90) days (720 hours) of accumulated sick leave, accepted and credited to the Certified Professional Employee by the District during or prior to the 2012-2013 school year, shall retain the right to such transferred days.
- C. Sick leave is to be used for absences caused by illness or physical disability, including childbearing of the Certified Professional Employee or to the Certified Professional Employee's spouse, resident of the Certified Professional Employee's immediate household, dependent or 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 normal birth, six calendar weeks are the maximum time that sick leave can be used.
 - 3. The use of additional days requires doctor certification and approval by the Human Resources Director.
- D. Written notice shall be given to the Building Administrator when it is known in advance that the Certified Professional Employee will be unable to perform his/her duties satisfactorily due to an event defined as sick leave. The notice shall indicate the medical reason and the approximate dates of expected absence.
- E. If absence from work exceeds a period of ten (10) consecutive working days, the Certified Professional Employee must furnish to the Superintendent or Human Resources Director, a doctor's certification that medical complications are such that the Certified Professional Employee is unable to carry on his/her duties satisfactorily, and said certification shall also set forth the anticipated time period before the Certified Professional Employee can return to work.
- F. Upon receipt of a doctor's certification as outlined above, the Superintendent or Human Resources Director shall grant to the Certified Professional Employee the amount of sick leave days prescribed by the medical certification, or until accumulated sick leave days are exhausted by the Certified Professional Employee.
- G. A return to work verification must be submitted to the HR director following any medical procedure that may require any work accommodations upon their return or medical absence of the Certified Professional Employee of ten (10) days or more.

ARTICLE V
PERSONAL LEAVE

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

For the first through third consecutive year of employment with the District, Certified Professional Employees shall earn personal leave at the rate of two (2) days (16 hours) per school year.

For the fourth or subsequent consecutive year of employment, Certified Professional Employees shall earn personal leave at the rate of four (4) days (32 hours) of personal leave per school year.

Part-time Certified Professional Employees shall be credited with a pro-rata computation of personal leave allowance based upon their FTE.

1. A Certified Professional Employee may carry forward six (6) days (48 hours) personal leave from the 2013-2014 school year to the 2014-2015 school year, in addition to the personal leave days granted to each respective Certified Professional Employee at the commencement of the 2014-2015 school year.
2. Certified Professional Employees may use no more than six (6) personal days (48 hours) per year.
3. Certified Professional 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.
 - a. 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.
 - b. The payment for unused personal leave days will be calculated and paid in June.
4. Upon retirement, all remaining personal leave days will be compensated at the rate of 1.5 times the established rate for short-term substitutes.
5. Personal leave may not be taken the last two weeks of school without permission of the Building Administrator.
6. No more than 10% of the staff in any building may be gone on personal leave at one time.

ARTICLE VI
PARENTAL LEAVE OF ABSENCE

- A. A Certified Professional 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 placement with the Certified Professional Employee through adoption. 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
 - c. Trimester break (elementary)
- D. Parental leave of absence shall end so as to have the Certified Professional Employee return to work at the beginning of:
 - a. School year break

- b. Semester break
 - c. Trimester break (elementary)
- E. The District administration may, at its discretion, choose to waive the provisions of section C and D of this Article in the situation of an emergency.
 - F. With the exception of a Category 1 contracted employee, a qualifying Certified Professional Employee may return to the District in a position for which he/she is qualified, but is not guaranteed the same position and assignment he/she left.
 - G. Certified Professional Employees qualify for parental leave once every thirty-six (36) months. If the Certified Professional Employee qualifies for Family Medical Leave Act (FMLA), the FMLA runs concurrently with the 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 Certified Professional 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 principal to the Human Resources director.

ARTICLE VIII PROFESSIONAL LEAVE

- A. Professional leave, with pay, may be granted to each Certified Professional Employee upon request of the Certified Professional Employee with approval of the Certified Professional Employee's Building Administrator.
 - a. Professional leave shall be requested no less than twenty-four (24) hours in advance.
- B. General professional leave will be distributed at one (1) day per FTE (less ancillary FTE) and administered by a Professional Leave Committee (PLC) established at each school. The PLC will be comprised of three (3) to five (5) Certified Professional Employees. The selection of this committee will be determined by Certified Professional Employees at the building level.

The PLC may establish a professional leave bank from which Certified Professional Employees may request professional leave. Criteria for granting professional leave will be determined by the PLC.

Final ratification of professional leave recommended by the PLC for all Certified Professional Employees will be the responsibility of the Building Administrator. Any Certified Professional Employee who is on probation or on a district intensified growth plan will not be granted professional leave without district approval.

- C. Certified Professional Employees requesting professional leave shall make written application to 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

- A. Leaves of Absence without Pay - Policy 401.4
- Health Leave
 - Contract Leave
- B. Family and Medical Leave Act (FMLA) - Policy 403.1
- C. Leave of Absence with Pay - Policy 403.11
- Adoption Leave
- D. Leave of Absence without Pay - Policy 403.12
- Legislative Leave (certified referenced)

ARTICLE X
ACADEMIC FREEDOM AND RESPONSIBILITY

The Board and the Association agree that Certified Professional Employees should have academic freedom in their assigned area to teach without undue interference. With the freedom to meet their obligations to teach the truth and facts of their lesson comes the responsibility to meet the requirements for the district education program. Accordingly, they agree as follows:

- A. Basic Responsibilities – There are certain, basic responsibilities that all Certified Professional Employees must adhere to in all classroom situations. They are as follows:
1. Certified Professional 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 a Certified Professional Employee makes an abuse or suicidal tendency report, the Certified Professional Employee shall likewise notify the Building Administrator and Building Counselor at the earliest time practicable.)*
2. Certified Professional Employees will not use profanity in the presence of students
 3. Certified Professional Employees will present all sides of any controversial issue without bias or prejudice and without advocating personal views
 4. Certified Profession Employees will follow approved curriculum guidelines
 5. Certified Professional Employees will follow district policy, state and federal laws, rules and regulations

6. Certified Professional Employees will respect the religious and cultural beliefs of their students and community

B. Controversial Material – Certified Professional 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 a Certified Professional Employee have knowledge that they are going to be raising a controversial issue during an upcoming class, it is advisable that the Certified Professional Employee confer with the building administration and discuss any concerns that they may have about the classroom activity.)

C. Student Grades – Teachers have initial and primary responsibility for assigning student grades. The classroom teacher, 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.

E. Resolving Issues/Complaints -

1. Parent-Student/Employee – 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 Certified Professional Employee working together to solve the problem. However, it is understood and agreed that the District cannot force any parent/student to meet with a Certified Professional Employee to resolve a problem and thus the lowest level in any given situation may be at an administrative level.

2. Employee/Supervisor – When there are issues of concerns between a supervisor and a Certified Professional Employee, every effort will be made to solve the problem(s) at the lowest level. The lowest level is the employee and the supervisor working together to solve the problem. If the issues cannot be resolved at the lowest level, the following sequences of conferences should be used to resolve the concerns:

STEP ONE: Certified Professional Employee
Building Supervisor
One advocate of the employee’s choice

STEP TWO: Certified Professional Employee
Building Supervisor
District Human Resources Director or Designee
Two advocates of the employee’s choice

ARTICLE XI

CERTIFICATED PERSONNEL PROBLEM SOLVING MECHANISM POLICY

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 XII
AGREEMENT

Agreed to this ____ day of July 2014.

For the District: _____

For the Association: _____

This Agreement is signed this _____ day of June, 2014 and shall be binding upon the parties.

President, Meridian Education Association

Date

Chairperson, Board of Trustees
Joint School District No. 2

Date