

# **MASTER CONTRACT**

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

**2015-2016  
SCHOOL YEAR**

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ARTICLE I  
CAREER LADDER

For the 2015-2016 school year only, the following provisions shall be in effect:

**Contract length:**

The standard base contract, and the corresponding career ladder, shall be based on 185 days.

<b>2015-2016</b>										
<b>Career Ladder</b>										
	1	2	3	4	5	6	7	8	9	10
<b>Career Ladder Rungs</b>										
<b>Residency</b>	32,700	33,200	33,822							
<b>Professional</b>	35,498	36,885	38,311	39,775	41,282	42,089	43,668	45,305	47,004	47,603
<b>Legacy (Grandfather) Rungs</b>	1	2	3	4	5	6	All certified employees hired on or before July 31, 2015 will be eligible to move into the Legacy Rungs. All certified employees hired after July 31, 2015 will not be eligible to move into the Legacy Rungs			
<b>Professional Legacy (Grandfather) Rungs*</b>	49,300	51,149	53,067	55,057	57,122	59,407				
<b>The Rungs below include either the \$400 BA +24 or the \$700 Masters Stipend</b>										
	1	2	3	4	5	6	7	8	9	10
<b>Career Ladder Rungs</b>										
<b>Professional W/ BA +24</b>	35,898	37,285	38,711	40,175	41,682	42,489	44,068	45,705	47,404	48,003
<b>Professional W/ Masters</b>	36,198	37,585	39,011	40,475	41,982	42,789	44,368	46,005	47,704	48,303
<b>Legacy (Grandfather) Rungs</b>	1	2	3	4	5	6	All certified employees hired on or before July 31, 2015 will be eligible to move into the Legacy Rungs. All certified employees hired after July 31, 2015 will not be eligible to move into the Legacy Rungs			
<b>Professional W/ BA +24</b>	49,700	51,549	53,467	55,457	57,522	59,807				
<b>Professional W/ Masters</b>	50,000	51,849	53,767	55,757	57,822	60,107				

<b>2015-16</b>		
<b>Longevity Stipend*</b>		
	Years of District Service	Amount of Stipend
Eligible employees		
Professional w/ BA +24 or Masters Degree	20 - 29	1,000.00
Professional w/ BA +24 or Masters Degree	30 - 34	2,000.00
Professional w/ BA +24 or Masters Degree	35 and over	3,000.00

CERTIFIED PROFESSIONAL EMPLOYEES THAT ARE HIRED ON OR BEFORE JULY 31, 2015 ARE ELIGIBLE FOR THIS STIPEND.

\*employees that received career enhancement during the 2014-15 school year at a higher rate than the table above will be grandfathered at the same rate that they received in 2014-15 until such time that they would be entitled to a rate that is higher in the above table.

- A. For 2015-16, Career Ladder Placement only, credits earned on or before June 30, 2015 will be honored if they would have resulted in a lane change for the employee. Those credits must be submitted to Human Resources no later than August 1, 2015. If, through no fault of the employee, the university has not posted credits or degrees earned by August 1, the District will honor them once posted.
- B. In order to receive the BA +24 or Masters Stipend, credits must be submitted to the District on or before the last Friday of September.
- C. Certified staff will move one (1) rung on the career ladder for each year that they are employed by the District and meet the applicable performance criteria for the compensation rung. See Idaho Statutes 33-1001 and 33-1004B. Certificated Professional Employees on probation will not advance on the career ladder.
- D. Requirements to qualify for the School Psychologist Stipend based on 11.5% of legacy rung 6 of the Career Ladder: 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 (1.0 FTE) under contract or one contract year of half-time (.5 FTE or greater) 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.
- G. All certified employees hired on or before July 31, 2015 will be eligible to move into the Legacy Rungs. All certified employees hired after July 31, 2015 will not be eligible to move into the legacy rungs.
- H. 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 the last Friday in September for salary credit purposes. Transcripts displaying single classes only will not be accepted.
- I. Individual adjustment in the negotiated Career Ladder shall not be made except as provided for in the Supplemental Salary Schedule or as otherwise addressed in this Agreement.
- J. Requirements for School Nurses: A State-certified "R.N." will be considered equivalent to a "BA." Initial placement on the Career Ladder 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.
- K. Corrections made to a Certificated Professional Employees contracted salary amount from the previous year must be on or before December 1<sup>st</sup> 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 Directors.
- 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 (**refer to Policy 401.3 Work Day**).
- O. The administration will work collaboratively with the Association should a revision to Policy 401.3 Work Day be necessary. This collaboration will occur prior to any revisions being presented to the Board of Trustees.
- P. Any Certificated Professional Employee who travels between schools for their assignment and who believes that their travel 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.
- Q. Terms and conditions of salary in this contract supersede all previous contracts.

ARTICLE II  
SUPPLEMENTAL SALARY SCHEDULE

West Ada School District (Joint School District No. 2)  
Supplemental Salary Schedule for **High School** Activities  
2015-2016

**Base= \$29,070**

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  
2015-2016**

**Base= \$29,070**

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

### Other:

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 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 and the Board of Trustees.

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
- 4<sup>th</sup> Grade Rendezvous Coordinator
- High School/Middle School Department Chairs
- High School Student Council



West Ada School District (Joint School District No. 2)  
 Supplemental Salary Schedule for **Middle School** Activities  
 2014-2015

**Base= \$29,070**

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) through December 31, 2015. The Board agrees to pay employee only group medical premiums each month through December 31, 2015 less the \$25 monthly employee contribution. The District agrees to pay employee only group medical premiums each month for the 2016 plan year (January 2016-December 2016) less the \$25 monthly employee contribution. The District agrees to cover up to a 7% increase in employee only group medical premiums. Any reduction to that renewal percentage will be split equally between the District and eligible participating employees. Any reduction that is split with the eligible certified employees will be in the form of a reduction of the \$25 monthly employee contribution.

For each part-time Certified Professional 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.

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

Certified Professional Employees working less than twenty (20) hours 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 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 2015-2016 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 Human Resources.
- 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 an absence from work exceeds a period of five (5) consecutive working days, the Certified Professional Employee must furnish to Human Resources, 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, Human Resources 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 Human Resources following any medical procedure that may require any work accommodations upon their return or medical absence of the Certified Professional Employee of five (5) 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 2014-2015 school year to the 2015-2016 school year, in addition to the personal leave days granted to each respective Certified Professional Employee at the commencement of the 2015-2016 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 1<sup>st</sup> 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 Human Resources.

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, the Student Resource Officer or police department in their jurisdiction, 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.

ARTICLE XI  
ASSOCIATION RIGHTS

- A. Representatives of the Association and its affiliates will be permitted to transact official Association business on school property provided that this shall 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 member's mailboxes or email for communication to members.
- E. Association representatives shall have the right to participate as any other teacher in committees for input on decisions which affect teachers.
- 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 MEA.
- 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 released time to attend the convention of the 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 IBB sessions if needed.
- K. Costs for substitutes for IBB 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 West Ada School 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 XII  
AGREEMENT

Agreed to this 23<sup>rd</sup> day of June.

For the District: Barbara Leeds

For the Association: Tendra Wisnaker

This Agreement is signed this 28<sup>th</sup> day of July and shall be binding upon the parties.

Tendra Wisnaker  
President, Meridian Education Association

7/24/15  
Date

Jim Hill  
Chairperson, Board of Trustees  
Joint School District No. 2

7/28/15  
Date