

GRACE

MASTER AGREEMENT

Between

Grace Education Association

And

Grace Joint School District 148

2011-2012

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NEGOTIATIONS PROCEDEDURES

This agreement is made and entered into by the Board of Trustees of the Grace School District 148, hereinafter referred to as the Board, and Grace Education Association hereinafter referred to as the Association.

ARTICLE I - RECOGNITION

The Board recognizes the Association as the exclusive bargaining representative of all certificated employees of School District No. 148 for the school year 2011-2012, except as follows: Superintendent, Assistant Superintendent, Principals, and Assistant Principals. The Association recognizes the Board as the legally elected representatives of the patrons of School District No. 148 with such powers delegated, implied, or inferred to them in the Statutes of the state of Idaho, court decisions and the rules and regulations of the State Board of Education.

ARTICLE II - PROCEDURES

1. Negotiations: Representative of the Board and the Association agree to meet and negotiate in good faith on Salaries, Salary Schedule, and Fringe Benefits. Negotiations may be initiated by either party by means of a written request prior to March 1 of each year. The party requesting negotiations will submit a package of written proposals at the first meeting. The party receiving these proposals will submit its proposals and counter proposals at the second meeting.
2. Sessions: Negotiating sessions will be held at times and places mutually agreed.
3. Consultants: Each negotiating team shall have the right to utilize the services of consultants during negotiations.
4. Tentative Agreements: All tentative agreements shall be reduced to writing and signed by the chief negotiators of each party.
5. Ratification: When tentative agreement has been reached on all items, the agreement shall be submitted for ratification by the Association and the Board. When ratified by both parties it shall be signed by the President of the Association and by the Chairman of the Board.

ARTICLE III – IMPASSE PROCEDURES

In the event the parties in negotiations are not able to come to an agreement upon items submitted for negotiations pursuant to this agreement, mediation will be requested pursuant to Idaho Code.

ARTICLE IV – PRINCIPLES

It is recognized that the legal rights inherent in the Idaho Code and in the rulings and regulations of the State Board of Education affecting certificated personnel are in no way abridged by this agreement. It is recognized that certificated employees have the right to join or not to join the Association and membership shall not be a prerequisite for employment of any employee.

ARTICLE V – SALARY

The district shall place each certificated employee on the salary schedule at the step and lane specified by the state funding formula for the current year (ie: 2011-2012 experience placement is actual experience minus 2 years / education-credit given for all education.)

Those employees who are not at the maximum of their respective column of the salary schedule for the 2011-2012 school year will be given a \$500 one-time bonus to be included in their regular November payroll check. Newly hired employees in 2011-2012 will not participate in the bonus payment.

GRACE SCHOOL DISTRICT #148

Salary Schedule 2011-2012

Index = 3.5

Grace School District Base Salary = \$26,075

Minimum full-time salary = \$30,000

Step	BS	BS+12	BS+24	BS+36 MA	BA+48 MA+12	BA+60 MA+24	MA+36 DR/ES
0	\$26,075	\$26,998	\$27,932	\$28,910	\$29,922	\$30,969	\$32,053
1	\$26,998	\$27,932	\$28,910	\$29,922	\$30,969	\$32,053	\$33,175
2	\$27,932	\$28,910	\$29,922	\$30,969	\$32,053	\$33,175	\$34,336
3	\$28,910	\$29,922	\$30,969	\$32,053	\$33,175	\$34,336	\$35,538
4	\$29,922	\$30,969	\$32,053	\$33,175	\$34,336	\$35,538	\$36,781
5	\$30,969	\$32,053	\$33,175	\$34,336	\$35,538	\$36,781	\$38,069
6	\$32,053	\$33,175	\$34,336	\$35,538	\$36,781	\$38,069	\$39,401
7	\$33,175	\$34,336	\$35,538	\$36,781	\$38,069	\$39,401	\$40,780
8	\$34,336	\$35,538	\$36,781	\$38,069	\$39,401	\$40,780	\$42,207
9	\$35,538	\$36,781	\$38,069	\$39,401	\$40,780	\$42,207	\$43,685
10		\$38,069	\$39,401	\$40,780	\$42,207	\$43,685	\$45,214
11					\$43,685	\$45,214	\$46,796
12						\$46,796	\$48,434
13							\$50,129

ARTICLE VI - LEAVE

SICK LEAVE: Sick Leave shall be granted to each employee at the rate of 1 day per month of employment of at least 20 hours or more per week (10) ten days per school year for teachers. Unused sick leave may be accumulated without limit.

Basis for Sick Leave:

- A. Illness of the employee
 - B. Illness of members of the employee's family
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- A. Personal leave shall be granted at the rate of five (5) days per year for each member of the bargaining unit, to be taken at the employee's discretion.
 - B. Should the employee not use one (1) or more of these days during the contract year, the day(s) shall be rolled over to the following year, and accumulated to a total not to exceed six (6) days available in any one (1) year at no cost to the employee.
 - C. Personal leave days may be taken as full or half days, or used in any combination of full and half time days not to exceed the accumulated total of the individual employee.
 - D. As an incentive not to use personal leave days, the employee shall be awarded the established rate of a substitute teacher determined by October 1 of each year for the first five (5) days not used. The payment for personal leave days will be calculated by July 1 and will be paid to the teacher on the August payroll. Employees should notify the district office prior to July 1 if they choose not to have any days rolled over to the next year.

BEREAVEMENT: Bereavement leave will be provided for the loss of immediate family members: father, mother, brother, sister, spouse, child, grandparents, grandchildren, and in-laws. One (1) day leave is automatic, and up to three (3) days may be allowed with Principal's or Supervisor's approval. Any days beyond three days requires Superintendent's approval. Additional days may be deducted from full-time employee's sick leave account.

Part-time employees may be approved for further leave without pay. Upon approval of the Superintendent, one (1) day of sick leave may be allowed for serious illness or death of any other relative. This leave is non-cumulative.

ARTICLE VII - INSURANCES

MEDICAL INSURANCE: The district shall provide the premiums of \$566.76 (or the total premium amount for health, dental, vision, and life insurances) for the 2011-2012 employee. The Health insurance may have the option for the employee to purchase a lower deductible, if available, by the employee paying the premium difference. In addition, a Section 125 plan shall be established to allow employees to provide family insurance through before-tax salary deduction.

LIFE INSURANCE: (This is included in the \$566.76 for all insurances.) The Board agrees to provide life insurance protection in the amount of fifty thousand dollars (\$50,000) for each employee regularly working 20 or more hours per week. This protection shall include two thousand dollars (\$2,000) for each dependent child and spouse. This protection shall also include a one hundred thousand dollar (\$100,000) Accidental Death and Dismemberment provision.

LIABILITY INSURANCE: (This is not included in the \$566.76 for all insurances.) The Board agrees to provide each employee with liability insurance in the amount of one million dollars (\$1,000,000).

ARTICLE VIII- ADDITIONAL DUTY ASSIGNMENTS

A. Additional Duty Assignments:

Any additional duty assignments not listed on a teacher's contract shall be subject to agreement by the employee. The employee reserves the right to decline any extra duty assignments not listed on the legal contract signed by the employee.

B. Outside of School Hours:

The district shall establish compensation at \$15.00 per hour for teachers who are required by the district to work beyond the regular contract period or the regular contract day with the exception of those who are paid a differential to do work beyond the regular school day or are assigned such duties that are the result of the teachers' regular teaching assignment, e.g. supervising field trips that may go beyond the regular work day. If the district requires certified personnel to attend meetings or workshops that involve time outside the standard work day or contract period, the district will reimburse at the rate of \$15.00 per hour. If an examination is required to establish the equivalency of a teaching major, upon successful passage of the examination the district will reimburse the teacher for the cost of said exam not to exceed \$200.00. If funds are received by the district, from state or federal agencies, specifically allocated for training or testing of teachers under the NCLB act, the district will expend these funds for the purpose indicated.

It is understood that it is the teacher's responsibility to maintain and keep current his/her Idaho Teacher Certification.

C. Summer Employment

Wages for professional staff outside of their regular contract assignment(s) for summer employment will be at the rate of \$20.00 per hour, unless employees choose to take less in order to have a program.

**ARTICLE IX - EXTRA CURRICULAR COMPENSATION
GRACE SCHOOL DISTRICT #148
Extra Duty Salary Schedule**

Contract dollar amounts are based on the current base salary schedule.

ATHLETICS

FOOTBALL

Head High School	12.0%
1st Assistant High School	6.5%
2nd Assistant High School	6.5%
Junior High School	\$1,000

OTHER ATHLETICS

Boys Head Track	6.5%
Girls Head Track	6.5%
Golf	4.0%
Cross Country	4.0%

BASKETBALL

Head High School Boys	12.0%
J.V. Boys	6.5%
Freshman Boys	5.0%
7th & 8th Boys	\$1,000

OTHER ACTIVITIES

Drill Team Advisor	10.5%
H.S. Cheerleader Advisor	10.5%
J.H. Cheerleader Advisor	4.0%
Yearbook Advisor	6.0%
Civics Advisor	3.0%
Drama Advisor	10.5%
Honor Society Advisor	3.0%
BPA Advisor	3.0%

Head High School Girls	12.0%
J.V. Girls	6.5%
Freshman Girls	5.0%
7th & 8th Girls	\$1,000

VOLLEYBALL

Head High School	12.0%
J.V.	6.5%
Freshman	5.0%
7th & 8th	\$1,000

Pep Band	10.0%
Pep Band Asst.	\$750.00
Band	4.0%
Vocal	3.0%

WRESTLING

Head High School	12.0%
Assistant	6.5%
7th & 8th	\$1,000

ARTICLE X – ACTIVITY CARD

The district shall make available to each employee at the cost of \$15, an activity card to all district athletic activities for the employee and one guest.

ARTICLE XI - DUTY-FREE LUNCH

All employees are guaranteed a thirty (30) minute duty-free lunch period.

ARTICLE XII - DEDUCTIONS

An employee may request in writing that the employee's regular Association membership dues be deducted from the employee's salary. The first monthly deduction shall be made on the following pay date after the authorization is received. Such authorization shall continue in effect until revoked in writing. An employee may cancel the dues deduction authorization at any time.

The District shall deduct one-tenth of the IEA/NEA dues each month and remit them to the Association beginning on October 26th of each year. GEA dues shall be deducted in an amount equal to one-tenth of the GEA dues and paid to the Association October 26th of each year.

Deductions for employees whose authorizations are received after the commencement of the school year shall be prorated so that the full amount of the Association dues shall be completed by the August 26th pay date following the first deduction.

The amount of the Association dues collected shall be remitted to the Association each month at no cost to the employee or the Association. The district shall provide the names of those persons whose dues the District has deducted. This will be done for the Association in a reasonable manner upon request.

The District shall also make other reasonable deductions as requested by the employee.

ARTICLE XIII – PAY FOR PERFORMANCE

A Pay for Performance Plan will be established by the District by no later than September 1, 2011. The president of the Grace Education Association (or his/her appointee), as well as a minimum of one elementary teacher and one secondary teacher will serve on the committee of stakeholders to recommend the criterion and procedures for local shares compensation of the District's Pay for Performance plan.

ARTICLE XIV - ACCEPTANCE

This agreement is signed on the _____ of _____, _____, and shall be binding on the parties hereto.

Date

Tod Jensen, Chairman of the Board of Trustees

Date

LaNae Robinson, President Grace Education Association

ADMINISTRATIVE PROCEDURES

ARTICLE I – POLICY COUNCIL

The Board realizes that educational issues of mutual concern which are not specifically listed as negotiable items may need to be discussed through an orderly procedure. For this purpose, a Policy Council shall be established which shall consist of four (4) members to include the Superintendent, the President of the Association and two (2) additional members, one appointed by the President of the Association and one appointed by the Superintendent. The Policy Council will review proposed policies on which a first reading has been conducted by the Board of Trustees. The Council will meet and discuss items with every effort to meet mutual understanding and agreement. The Board will expect recommendations and/or approval from the council prior to the board meeting at which a second reading is to be conducted. The Council will determine the time and place for their meetings. It is understood that the Board shall have final decision on all recommendations made by the Policy Council.