

**Collective Bargaining Proposal for the 2015-2016 School Year,  
Between the Filer Education Association and the Filer School District Board of Trustees**

**MASTER CONTRACT:** The Filer School District agrees to renew the Master Contract used in 2014-2015 school with the following language changes and additions.

- Change the amount of current substitute pay on p. 10.
- Language will be changed on p. 13 A-D once a new salary schedule is established and implemented.

**Health Insurance:** The Filer School District agrees to pay, with the contribution of \$10,000 from the min-max account, the cost of the insurance premium for Blue Cross at the 70/30 coinsurance rate which is \$486.75 per employee, per month. The Filer School District also agrees to offer a second HSA plan, with the district paying \$65.20, the difference between the HSA premium of \$421.55 and \$486.75 per employee, per month, to their established HSA account for those employees that choose this plan. All employees who work 30+ hours a week will be entitled to this full benefit. Employees less than 30 hours per week and spouses will not be eligible for insurance through our vendor. Dependent children may be covered under these plans at the employee's expense.

**Employee Assistance Program:** The Filer School District agrees to pay the cost of the EAP program for all employees 20+ hours per week.

**Blue Cross Dental/Willamette Dental & Ameritas ESP Vision Program:** These optional policies have been made available at the 2014-2015 premiums or less with better covered. The employee will pay for one or all of these policies as they choose.

**Life Insurance:** The Filer School District agrees to pay for the life insurance policy through Life Map for the 2015-2016 school year for all employees 20+ hours per week.

**Professional Compensation:** The Filer School District agrees to pay certificated staff less the pupil personnel staff according to the Career Ladder Cohort. The certificated staff will be placed on the appropriate rung based on their placement in 2014-2015. The Filer School District agrees to pay a minimum of the certificated staff's 2014-2015 salary plus 2% or the appropriate rung, whichever is greater. The Filer School District agrees to increase the 2014-2015 base salary by 3% for the pupil personnel services staff and allow full movement on the salary schedule.

- An additional \$400 will be provided for certificated staff excluding the pupil personnel staff that have a Bachelors degree plus 24 credits as of September 1, 2015 and have taught for at least 3 years. This additional funding will be paid equally over 12 months and will be INCLUDED in their normal paychecks.
- An additional \$700 will be provided for certificated staff excluding the pupil personnel staff that have a Masters degree as of September 1, 2015 and have taught for at least 3 years. This additional funding will be paid equally over 12 months and will be INCLUDED in their normal paychecks.

**Compensation for Extra Duty:**

- The Filer School District will grant one (1) personal day for every eighteen (18) days a classroom teacher holds detention duty in his/her classroom for the 2015-2016 school year at Hollister Elementary, Filer Elementary and Filer Intermediate Schools. This includes grades 1 – 6. This allows up to two (2) personal days, but no more than two (2), per teacher per grade.
- The Filer School District will grant the Filer Middle School and the Filer High School classroom teachers professional leave credit for covered classes as stated in their 2014-2015 Filer High School staff handbooks.

**Elementary/Intermediate Duty Aides:** The Filer School District will continue to provide three (3) duty aides to be shared between the Filer Elementary and Intermediate schools and one (1) duty aide for Hollister Elementary for the 2015-2016 school year.

**Classroom Supplies:** The Filer School District will provide each certificated teacher, with a qualified ISEE (Idaho System for Education Excellence) code and based upon their FTE (full-time equivalent), \$100.00 for classroom supplies (pro-rated for any certificated staff less than 1.0 FTE). The money will be provided on a pre-paid debit card with the expectation of receipts being returned for purchases within 30 days of receiving the card.

**Extracurricular Activities Stipend Schedule:** The Filer School District will continue to pay the extracurricular activity stipends and the associated salary schedule with the exception of the cross country coach & the head boys/girls soccer coaches. Their 10% stipend will be increased to 13% to reflect all head coaching stipends. The stipend percentage will be based off the negotiated pupil personnel support services staff base salary for the 2015-2016 school year.

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Head FEA Negotiator

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Board Trustee

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FEA Negotiator

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Board Trustee

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