

Collective Bargaining Agreement for the 2016-2017 School Year,

Between the Filer Education Association and the Filer School District Board of Trustees

Master Contract:

The Filer School District will renew the Master Contract used in the 2016-2017 school year adding the following language.

- “An updated Master Contract will be placed online under ‘Board Policy’ on the Filer School District website for the duration of that calendar year, beginning July 1, 2016.”

Health Insurance: The Filer School District agrees to pay, with the contribution of the remaining balance from the min-max account (estimated \$3,180), the cost of the insurance premium for Blue Cross at the 70/30 coinsurance rate which is \$500.20 per employee, per month. The Filer School District also agrees to offer a second HSA plan, with the district paying \$67.05, the difference between the HSA premium of \$433.15 and \$500.20 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. 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 2016-2017 school year for all employees 20+ hours per week.

Professional Compensation: The Filer School District agrees to pay certificated staff including the pupil personnel staff according to the Career Ladder Cohort established in Idaho Code for Resident Professional 1 through Professional 4 Career Ladder Cohort Rungs. The Filer School District agrees to pay certified staff on Professional 5 through Professional 10 the following for the 2016-2017 school year: \$42,354 Professional 5, \$43,942 Professional 6, \$45,590 Professional 7, \$47,299 Professional 8, \$49,000 Professional 9, \$50,500 Professional 10, and \$51,000 Grandfathered Professional 10-2. The certificated staff will be placed on the appropriate rung based on their placement in 2014-2015 and any eligible movement per Idaho Code in 2016-2017.

- An additional \$800 will be provided for certificated staff including the pupil personnel staff that have a Bachelor’s degree plus 24 credits as of September 1, 2016, and have taught for at least 3 years. This additional funding will be based on FTE and will be paid equally over 12 months and will be INCLUDED in their normal paychecks.
- An additional \$1,400 will be provided for certificated staff including the pupil personnel staff that have a Masters degree as of September 1, 2016, and have taught for at least 3 years. This additional funding will be based on FTE and 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 2016-2017 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 two (2) personal days to each kindergarten teacher for loss of prep time to cover their own recess.
- The Filer School District will grant all staff K-12 classroom teachers professional leave credit for covered classes as stated in the 2014-2015 Filer High School staff handbooks.
- The Filer School District will grant any other certified employee that are currently working under an extended contract the same days and monies, at their daily rate, in the 2016-2017 school year with the exception of the FMS Counselor. The Filer School District agrees to increase the FMS Counselor’s extended contract days to 10 days.

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 2016-2017 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.

Head FEA Negotiator

Board Trustee

FEA Negotiator

Board Trustee

FEA Negotiator

FEA Negotiator

FEA Negotiator