

Collective Bargaining Agreement for the 2018-2019 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 2017-2018 school year.

Health Insurance: The Filer School District agrees to pay the cost of the insurance premium for Select Health at the 80/20 coinsurance rate which is \$530.60 per employee, per month. The Filer School District also agrees to offer a second HSA plan, with the district paying \$107.80, the difference between the HSA premium of \$422.80 and \$530.60 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 will not be eligible for insurance through our vendor. Dependent children and spouses 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 & Blue Cross Vision Program: The Filer School District would like to recommend that we remain with Blue Cross Dental/Willamette Dental and Blue Cross Vision VSP program. The Filer School District would like to move all employees on the current Ameritas plan to the Blue Cross VSP Vision plan. This will save the employee on monthly premiums, in most cases. 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 United Heritage Insurance for the 2018-2019 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 1 through Professional 10 Career Ladder Cohort Rungs. The Filer School District agrees to pay certified staff on Grandfathered Professional 8 through Grandfathered Professional 10 the following for the 2018-2019 school year: \$49,832 Grandfathered Professional 8; \$50,878 Grandfathered Professional 9; \$52,099 Grandfathered Professional 10; \$52,599 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 2017-2018. New certificated employees to the District will be placed directly on the state reimbursable career ladder cohort, coinciding with their experience history per the Idaho Department of Education records.

- An additional \$1600 will be provided for certificated staff including the pupil personnel staff that have a Bachelor's degree plus 24 credits as of September 1, 2018, and have taught for at least 3 years. This additional funding will be prorated based on FTE and will be paid equally over 12 months and will be INCLUDED in their normal paychecks.
- An additional \$2800 will be provided for certificated staff including the pupil personnel staff that have a Masters degree as of September 1, 2018, and have taught for at least 3 years. This additional funding will be prorated based on FTE and will be paid equally over 12 months and will be INCLUDED in their normal paycheck.
- An additional \$1600 will be provided for the 4 current counseling positions. This amount to be included in their supplemental/additional duties contract.

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 2018-2019 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 per year.
- The Filer School District will grant one (1) personal day for every eighteen (18) days a Filer Middle School Classroom teacher holds detention duty in their classroom or has outside duty during their lunch period. This allows up to two (2) personal days, but no more than two (2), per teacher per grade per year.
- 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 one (1) personal day for every eighteen (18) days a non-classroom teacher holds detention or equivalent duty in their classroom or has outside duty during their lunch period. This allows up to two (2) personal days, but no more than two (2), per teacher per grade per year.
- 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 2018-2019 school year.

Elementary/Intermediate Duty Aides: The Filer School District will provide four (4) duty aides to be shared between the Filer Elementary and Intermediate schools and one (1) duty aide for Hollister Elementary for the 2018-2019 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), \$200.00 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 January 31, 2019.

Extracurricular Activities Stipend Schedule: We, the Filer School District, will continue to pay the extracurricular activity stipends and the associated salary schedule.

Head FEA Negotiator

Board Trustee

FEA Negotiator

Board Trustee

FEA Negotiator

FEA Negotiator

FEA Negotiator