

**Collective Bargaining Agreement for the 2019-2020 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 2018-2019 school year.

Health Insurance: The Filer School District agrees to pay the cost of the insurance premium for Blue Cross at the 80/20 coinsurance rate which is \$557.10 per employee, per month. The Filer School District also agrees to offer a second HSA plan, with the district paying \$113.20, the difference between the HSA premium of \$443.90 and \$557.10 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 will keep all employees that are currently enrolled with Ameritas vision on the current plan. 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 2019-2020 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 R1 through P1. Those currently on P1 and P2 will be P2 for 2019-2020; P3 and P4 will be P3 for 2019-2020; P5 and P6 will be P4 for 2019-2020; P7, P8, P9 and P10 will be P5 for 2019-2020. Those currently on a Grandfathered P8 will be Grandfathered P9 for 2019-2020 at \$50,771; those currently on a Grandfathered P9 will be Grandfathered P10 at \$52,698; those currently on a Grandfathered P10 will remain Grandfathered P10 at \$52,698; those currently on Grandfathered P10-2 will remain Grandfathered P10-2 at \$53,198 for 2019-2020. See attachment for Filer School District 2019-2020 salary schedule.

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 2018-2019. 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 \$2000 will be provided for certificated staff including the pupil personnel staff that have a Bachelor's degree plus 24 credits as of September 1, 2019, 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 \$3500 will be provided for certificated staff including the pupil personnel staff that have a Master's degree as of September 1, 2019, 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 paycheck.
- Counselor's will continued to receive the additional \$1600. This amount to be included in their supplemental/additional duties contract.

- Any certified teacher that completed the Master Education Portfolio (MEP) and it is accepted by the state, will receive the full \$4,000 at one time, included in their normal check, after the District receives the funds from the State.

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 2019-2020 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 certified 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 2019-2020 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 2019-2020 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, 2020.

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

Master Contract: Amend the Master Contract, Article XVII Section C, as written: In order for an employee to be eligible for sick leave benefits from the Sick Leave Bank, **per fiscal year**, the employee must, before making each new application, whether it be an ongoing condition or a new condition, (1) be a contributor to the bank, (2) have been absent from work due to personal illness or accident, and (3) have used all accumulated sick leave days, personal leave days, and vacation days, and had five days where the salary was reduced in full.

FEA Negotiator

Board Trustee

FEA Negotiator

FEA Negotiator

FEA Negotiator