

**Collective Bargaining Agreement for the 2020-2021 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 2019-2020 school year.

Health Insurance: The Filer School District agrees to pay \$570.00/employee/month towards the cost of the insurance premium for Select Health Renewal, PPO plan with a \$1500 deductible/\$250 RX deductible, and a \$3000 HSA plan. The cost/employee/month on the PPO plan will be \$18.48. The district will contribute the difference (\$58.20) between the premium amount of the traditional PPO plan and the HSA plan to the employee's HSA account. 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 2020-2021 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 P5. R1 to remain on R1 at \$40,000; R2 to remain at R2 at \$40,500; R3 to remain at R3 for \$41,000; P1 to remain at P1 at \$42,500; P2 to remain at P2 at \$44,375; P3 to remain at P3 for \$46,250; P4 to remain at P4 at \$48,125; P5 to remain at P5 for \$50,000. For Those currently on a Grandfathered Career Rung: P8 to remain at P8 for \$50,771; P9 to remain at P9 for \$51,817; P10 to remain at P10 for \$52,698; P10-2 to remain at P10-2 at \$53,198 for 2020-2021. See attachment for Filer School District 2020-2021 salary schedule.

The certificated staff will be placed on the appropriate rung based on their placement in 2019-2020, per Idaho code, with no movement. 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, 2020 and have taught for at least 3 years. This additional payment 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, 2020 and have taught for at least 3 years. This additional payment will be based on FTE and will be paid equally over 12 months and will be INCLUDED in their normal paycheck.
- Counselor's will continue 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 2020-2021 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. The 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 2020-2021 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 January 31, 2021.

Extracurricular Activities Stipend Schedule: We, the Filer School District, will continue to pay the extracurricular activity stipends and the associated salary schedule. Should the IHSSA cancel any season for any reason, the stipend will be prorated according to extracurricular contract for the number of days worked.

Head FEA Negotiator

Board Trustee

FEA Negotiator

Board Trustee

FEA Negotiator

FEA Negotiator

FEA Negotiator