

**Cassia Jt. School District No. 151**  
**2019-2020 Master Negotiated Agreement**  
**April 30, 2019**

This Negotiated Agreement is made and entered into by and between Joint School District No. 151 of Cassia, Twin Falls, and Oneida Counties, a corporate body politic, hereinafter called the District, and Cassia County Education Association, hereinafter called the Association.

WHEREAS, the respective negotiating teams of the District and the Association have heretofore entered into a tentative agreement pursuant to the provisions of a negotiation agreement in effect this date in compliance with the provisions of Idaho Code 33-1271 et. seq., and

WHEREAS, the tentative negotiation agreement has been approved by the majority of the members of the said Association voting, and

WHEREAS, the tentative agreement has been approved by the Board of Trustees of the said District at a regularly scheduled meeting,

IT IS HEREBY AGREED as follows:

**ARTICLE I – Salaries**

The salaries for certificated teachers of the District for the year 2019-2020 have been determined as shown by the attached schedule which is incorporated in this agreement; the minimum salary will be \$38,500. The certified employees will be paid on this Salary Schedule. *(See attachment "A")*

**ARTICLE II - Salary Schedule**

- A. For the 2018-2019 school year, the placement on the career ladder is determined by the combination of the teacher's experience and additional education as reported as per Idaho Code § 33-1004B. *(See attachment "B")*

**ARTICLE III – Insurance**

The District participates in a health insurance program for teachers working 30 hours per week or more. District Contributions are based on the approved *Base* Plan. The district contributions are based on a fixed amount that ranges from \$495.99 for the single employee plan to \$878.52 for a family plan. The employee's share will range from \$131.84 for the employee only plan to \$690.26 for the family plan of said *Base* Plan. Teachers with an 86% contract or more will be allowed to choose a benefit plan on a pro-rated basis according to their percentage of teaching contract. *(See attachment "C")*

The District participates in a dental insurance program for full time teachers at the rate of a certificated employee single plan. Teachers with a 50% contract or more will be allowed this benefit on a pro-rated basis according to their percentage of teaching contract.

Teachers shall have "salary reallocation" for the purpose of paying for benefits pre-tax by means of payroll deduction. This "salary reallocation" shall be used as a "Cafeteria Plan" fringe benefit. The Salary Reallocation will allow certificated employees of the District to have a designated amount withheld to be used to cover un-reimbursed medical expenses, childcare, etc. The plan shall include approved health, dental and life insurance, as well as other approved benefits that would come under Section 125 of the IRS Code. Such "salary reallocation" shall be operated in accordance with existing state and federal law and governmental regulations.

The District will provide a life insurance program at a rate of 60% of the employee's premium cost for \$50,000.00 in coverage. Additional coverage for the employee or employee's dependents may be purchased at the employee's expense. Teachers with a 50% contract or more will be allowed this benefit on a pro-rated basis according to their percentage of teaching contract.

#### **ARTICLE IV - Personal Leave**

Three days per year cumulative to a maximum of 5 days will be allowed for personal use providing that:

1. The time will only be taken when a substitute has been arranged in advance through ReadySub.
2. The time to be taken in half-day or full-day increments at the teacher's discretion upon administrator notification.
3. Such leave shall be at no cost to the employee.
4. Certified staff members shall have the option of returning unused personal leave days to the District and receive reimbursement at the rate of certified substitute teacher pay.
5. The Principal or Superintendent may override the personal leave request for exceptional situations – i.e. cannot take personal leave the first or last week of school, cannot be taken on a day when the teacher is responsible for state or school mandated testing, or cannot be taken when a certified staff member is in charge of any other scheduled school activity, etc.

Certified employees shall be allowed to purchase an additional two (2) days personal leave provided that:

1. The time will only be taken when a substitute has been arranged in advance through ReadySub.
2. The time to be taken in half-day or full-day increments at the teacher's discretion upon administrator notification.
3. Such leave shall be paid for, to the District, at the rate of the certified substitute teacher pay by the certified employee taking such leave.
4. These additional days are not cumulative nor are they reimbursable or convertible and cannot be used until all other personal leave days have been used.
5. The Principal or Superintendent may override the personal leave request for exceptional situations – i.e. cannot take personal leave the first or last week of school, cannot be taken on a day when the teacher is responsible for state or school mandated testing, or cannot be taken when a certified staff member is in charge of any other scheduled school activity, etc.

#### **ARTICLE V - Bereavement Leave**

All certificated employees shall be granted up to three (3) days paid, per school year, to use as bereavement leave for the death of a member of the employee's immediate household or a family member with the relationship of the following degree: grandfather, grandmother, father, mother, daughter, son, grandchild, wife, husband, brother, sister, aunt, uncle, niece, nephew; in-laws, at the same level, and, also to include step-son, step-daughter, step-father and step-mother. If in a case where more than three (3) days are needed, they may be granted with approval by the building principal, and come from the employee's accumulated sick leave or personal days at the employee's discretion. These three (3) bereavement days do not have to be taken consecutively and do not accumulate from year to year and are not reimbursable or convertible.

#### **ARTICLE VI – Accumulated Sick Leave**

Teachers will be allowed to accumulate an unlimited number of unused sick leave days for participation in the Public Employee Retirement System of Idaho. Effective July 1, 2016 the

Idaho Legislature removed the limit on the number of unused sick days that may be transferred to another Idaho school district or Idaho state agency.

## **ARTICLE VII - Sick Leave Bank**

### **Purpose**

Each certificated employee of the District may participate in the Sick Leave Bank. To participate, each employee shall contribute a prescribed number of his/her earned sick leave days as determined by the Sick Leave Bank Committee. The contributed sick leave days shall form a fund of sick leave days that will be available to all eligible participating certificated employees upon decision of the Sick Leave Bank Committee for the purpose of alleviating the hardship caused by the absence from work necessitated by extended or recurring illness which extends beyond the employee's accumulated sick and personal leave days.

### **Application**

Application for use of the Bank shall be submitted to the Sick Leave Bank Committee for their consideration. The Committee shall review the request and determine the eligibility of the employee. If the Committee deems necessary, it shall require proof of illness at the time of application and from time to time after a grant has been made.

### **Guidelines**

The Committee shall have the authority to establish such guidelines as it deems necessary to implement this program. Guidelines shall have the approval of the Cassia County Education Association Executive Board and the Board of Trustees. After complete review of the application, the Committee shall have the authority to make final decisions within the guidelines as to disposition of the case.

### **Eligibility**

In order for a professional employee to be eligible for sick leave benefits from the Bank, the employee must first:

1. Be a contributor to the Bank, and
2. Have been absent from work due to illness or accident for:
  - a. All his or her accumulated sick and personal leave days, and
  - b. Have illness or injury that will require more than seven (7) additional days leave.

### **Contribution**

Upon joining, each participating employee shall contribute two (2) days of his/her accumulated sick leave to the Bank. If the number of days contributed shall be insufficient to meet the needs of the Bank, each member of the Bank will be assessed a designated number of days as determined by the Committee to meet the needs of the Bank. The Sick Leave Bank Committee has the authority to determine the number of sick leave days each participant must contribute in order to keep the bank solvent.

### **Maximum Days Granted**

The maximum number of benefit days that may be granted to a member of the sick leave bank in any fiscal year will be 50 days.

The number of sick leave days granted shall not exceed the number of days absent from work due to illness or accident.

### **Pregnancy-Related Complications**

Complications arising from either pre- or post-natal conditions related to pregnancy will be eligible for Sick Leave Bank consideration. Normal pregnancies and deliveries in and of themselves will not normally be eligible for consideration for Sick Leave Bank days.

### **Excess Days**

Sick Leave Bank grants to individual employees will not be carried over from one fiscal year to another. All such grants will end at the termination of the school year. If a certificated employee does not use all of the days granted by the Bank, the unused sick leave days will be returned to the Bank.

### **Committee**

The Sick Leave Bank committee shall consist of two (2) members appointed by the Cassia County Education Association and two (2) members appointed by the District. The Committee shall develop and distribute the guidelines for the orderly administration of the Bank. The Committee shall also be responsible for reporting to the District business office the name of contributors and the number of days contributed. The Committee shall be responsible for reporting all days granted to any certificated employee by the Sick Leave Bank and any other information necessary to maintain an adequate accounting of the operation.

## **ARTICLE VIII– Certificated Employee Work Day**

The board of trustees will fix the days of the year and the hours of the day when school is in session.

## **ARTICLE IX– Association Rights**

### **Benefits Committee**

The district shall utilize a benefits committee. The benefits committee will include the President of the Cassia County Education Association, or his/her designee.

### **Calendar Committee**

The district shall utilize a calendar committee. The calendar committee will include the President of the Cassia County Education Association, or his/her designee.

## **ARTICLE X– Savings Clause**

All items in this agreement are presumed to be legal and valid. In the event that any provision of this agreement is or shall at any time be held contrary to law by a court of competent jurisdiction, all other provisions of this agreement shall continue in effect. This agreement shall not be modified in whole or in part except by amendment in writing duly agreed to and executed by both parties.

## **ARTICLE XI– Duration**

This master negotiated agreement shall be effective July 1, 2019, and shall continue in effect until June 30, 2020.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be executed pursuant to approval authorized by the majority of the members of said Association and by the Board of Trustees of said District at a regularly scheduled meeting.



ATTEST

By \_\_\_\_\_  
Secretary

CASSIA COUNTY EDUCATION ASSOCIATION

By *RaeAnne Carson*  
Co-President

Date 5-1-19

By *Marta A. Hernandez*  
Co-President

Date 5-1-19

JOINT SCHOOL DISTRICT NO. 151 OF  
CASSIA, TWIN FALLS, AND ONEIDA COUNTIES

By *Ryan Crowley*  
Board Chairman

By *Pamela Duster*  
Clerk

Date 05.01.2019

ATTACHMENT "A"

2018-2019 Cassia Joint School District Career Ladder

2019-20 CJSJ Career Ladder Rungs				
Step		BA	BA+24	MA/ES/DR
1	<b>Residency 1</b>	\$ 38,500	\$ 38,500	\$ 39,000
2	<b>Residency 2</b>	\$ 39,000	\$ 39,000	\$ 39,750
3	<b>Residency 3</b>	\$ 39,500	\$ 39,500	\$ 40,500
4	<b>Professional 1</b>	\$ 42,500	\$ 44,500	\$ 46,000
5	<b>Professional 2</b>	\$ 43,000	\$ 45,000	\$ 46,500
6	<b>Professional 3</b>	\$ 43,800	\$ 45,800	\$ 47,300
7	<b>Professional 4</b>	\$ 44,500	\$ 46,500	\$ 48,000
8	<b>Professional 5</b>	\$ 45,875	\$ 47,875	\$ 49,375
9	<b>Professional 6</b>	\$ 46,700	\$ 48,700	\$ 50,200
10	<b>Professional 7</b>	\$ 48,100	\$ 50,100	\$ 51,600
11	<b>Professional 8</b>	\$ 49,100	\$ 51,100	\$ 52,600
12	<b>Professional 9</b>	\$ 50,000	\$ 52,000	\$ 53,500
13	P9A (Base \$51,364)		\$ 53,364	\$ 54,864
14	P9B (Base \$53,200)		\$ 55,200	\$ 56,700
15	P9C (Base \$55,600)		\$ 57,600	\$ 59,100
16	P9D (Base \$57,800)			\$ 61,300
	*P9A-D Grandfathered rungs			
	*P9A Must have minimum 11 years Teaching Exp.			
	*P9B Must have minimum 13 years Teaching Exp.			
	*P9C Must have minimum 15 years Teaching Exp.			
	*P9D Must have minimum 18 years Teaching Exp. & MA			

ATTACHMENT “B”

TITLE 33  
EDUCATION  
CHAPTER 10  
FOUNDATION PROGRAM — STATE AID — APPORTIONMENT

33-1004B. CAREER LADDER. [effective until July 1, 2020] (1) Effective July 1, 2015, all existing instructional staff shall be placed in a cohort on the career ladder starting with the second cell on the residency/professional compensation rung that corresponds with the next higher allocation amount than is currently received by the district, based on the experience and education index pursuant to section [33-1004A](#), Idaho Code, as applied in fiscal year 2015. For each year between July 1, 2015, and June 30, 2019, those instructional staff will move one (1) cell on the career ladder for each year they are employed by a district and meet the applicable performance criteria for the compensation rung and implementation year, unless such movement would result in the district receiving a lesser allocation than the district would have received if the instructional staff would have moved based on the experience and education index as applied in fiscal year 2015, for such instructional staff the district salary apportionment calculation shall use the amount that would have been applied based on the experience and education index. Applicable performance criteria used for determining movement on the career ladder will be based on the previous year’s performance for the applicable number of years.

(2) Effective July 1, 2016, all existing pupil service staff shall be placed in a cohort on the career ladder starting with the second cell on the residency/professional compensation rung or the next higher allocation amount than is currently received by the district, or based on the experience and education index pursuant to section [33-1004A](#), Idaho Code, as applied in fiscal year 2016, whichever is higher. For individuals holding a pupil personnel services certificate with an occupational therapist or physical therapist endorsement, all experience shall be counted toward the experience calculation from the first year in which the individual held an applicable license from the bureau of occupational licenses and performed occupational therapy or physical therapy services while employed by a school district, a charter school or an accredited private or parochial school. For each year between July 1, 2016, and June 30, 2019, those pupil service staff will move one (1) cell on the career ladder for each year they are employed by a district and meet the applicable performance criteria for the compensation rung and implementation year, unless such movement would result in the district receiving a lesser allocation than the district would have received if the pupil service staff would have moved based on the experience and education index as applied in fiscal year 2016. For such pupil service staff, the district salary apportionment calculation shall use the amount that would have been applied based on the experience and education index. Applicable performance criteria used for determining movement on the career ladder will be based on the previous year’s performance for the applicable number of years.

(3) Instructional staff and pupil service staff who are in their first year of holding a certificate shall be placed in the first cell of the residency compensation rung and shall move one (1) cell on the residency compensation rung for each year they hold a certificate thereafter, for up to three (3) years, at which point they will remain in the third cell of the residency rung until they earn a professional endorsement.

(4) Instructional staff new to teaching in Idaho and pupil service staff new to working in an Idaho public school district or charter school who hold a certificate from a state other than Idaho and who are approved to teach in Idaho will be placed into the cohort of instructional staff on the career ladder table equivalent to their experience and education pursuant to section [33-1004A](#), Idaho Code, as applied in fiscal year 2015 for instructional staff and 2016 for pupil service staff. For individuals holding an Idaho pupil personnel services certificate with an occupational therapist or physical therapist endorsement, all experience shall be counted toward the experience calculation from the first year in which the individual held an applicable license from the bureau of occupational licenses and performed occupational therapy or physical therapy services while employed by a school district, a charter school or an accredited private or parochial school.

(5) In addition to the allocation amount specified for the applicable cell on the career ladder, school districts shall receive an additional allocation amount for career technical education instructional staff holding an occupational specialist certificate in the area for which they are teaching in the amount of three thousand dollars (\$3,000).

(6) In addition to the allocation amount specified for the applicable cell on the career ladder, school districts shall receive an additional allocation amount for instructional staff and pupil service staff holding a professional endorsement who have acquired additional education and meet the professional compensation rung performance criteria. In determining the additional education allocation amount, only credits and degrees earned based upon a transcript on file with the teacher certification office of the state department of education, earned at an institution of higher education accredited by a body recognized by the state board of education or credits earned through an internship or other work experience approved by the state board of education, shall be credited toward the education allocation. All credits and degrees earned must be in a relevant pedagogy or content area as determined by the state department of education. Education allocation amounts are not cumulative. Instructional staff whose initial certificate is an occupational specialist certificate shall be treated as BA degree-prepared instructional staff. Credits earned by such occupational specialist instructional staff after initial certification shall be credited toward the education allocation. Additional allocations are:

(d) Effective July 1, 2019, through June 30, 2020, the education allocation shall be:

(i) For instructional staff and pupil service staff holding a professional endorsement and a baccalaureate degree and twenty-four (24) or more credits, two thousand dollars (\$2,000) per fiscal year.

(ii) For instructional staff and pupil service staff holding a professional endorsement and a master's degree, three thousand five hundred dollars (\$3,500) per fiscal year.

(11) Effective July 1, 2018, through June 30, 2019, the allocation shall be:

Base

Allocation	1	2	3	4	5	6	7	8	9	10
Residency	\$35,800	\$36,750	\$37,706							
Professional	\$40,750	\$42,503	\$42,765	\$44,538	\$44,820	\$46,614	\$46,918	\$48,734	\$49,061	\$49,401

(12) Effective July 1, 2019, through June 30, 2020, school districts shall receive an allocation for instructional staff and pupil service staff based on the staffs' position on the career ladder as follows:

(a) Instructional staff and pupil service staff in their first year of holding a professional endorsement shall be placed in the first cell of the professional compensation rung.

(b) Instructional staff and pupil service staff previously placed within a cohort shall continue to move with their cohort through the ladder, unless they have failed to meet the professional compensation rung performance criteria for three (3) of the previous four (4) years, according to the following schedule, which results in pay increases for instructional staff and pupil service staff at all levels:

(i) Individuals in the professional levels 1 and 2 during the previous fiscal year will move to the professional level 2 for July 1, 2019, through June 30, 2020;

(ii) Individuals in the professional levels 3 and 4 during the previous fiscal year will move to the new professional level 3 for July 1, 2019, through June 30, 2020;

(iii) Individuals in the professional levels 5 and 6 during the previous fiscal year will move to the new professional level 4 for July 1, 2019, through June 30, 2020; and

(iv) Individuals in the professional levels 7, 8, 9, and 10 during the previous fiscal year will move to the new professional level 5 for July 1, 2019, through June 30, 2020.

Allocations to districts for instructional staff and pupil service staff who have failed to meet the professional compensation rung performance criteria for three (3) of the previous four (4) years shall be the same as the previous fiscal year. This also applies to the educational allocation.

(13) Effective July 1, 2019, through June 30, 2020, the allocation shall be:

Base



Allocation	1	2	3	4	5	6	7	8	9	10
Residency	\$38,500	\$39,000	\$39,500							
Professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000					

(14) A review of a sample of evaluations completed by administrators shall be conducted annually to verify such evaluations are being conducted with fidelity to the state framework for teaching evaluation, including each evaluation component as outlined in administrative rule and the rating given for each component. The state board of education shall randomly select a sample of administrators throughout the state. A portion of such administrators' instructional staff and pupil service staff employee evaluations shall be independently reviewed. The ratio of instructional staff evaluations to pupil service staff evaluations shall be equal to the ratio of the statewide instructional staff salary allowance to pupil service staff salary allowance. The state board of education with input from the Idaho-approved teacher preparation programs and the state department of education shall identify individuals and a process to conduct the reviews. Administrator certificate holders shall be required to participate in ongoing evaluation training pursuant to section [33-1204](#), Idaho Code. The state board of education shall report annually the findings of such reviews to the senate education committee, the house of representatives education committee, the state board of education and the deans of Idaho's approved teacher preparation programs. The state board of education shall promulgate rules implementing the provisions of this subsection.

(15) School districts shall submit annually to the state the data necessary to determine whether an instructional staff or pupil service staff member has met the performance criteria for the applicable compensation rung and implementation year. The department of education shall calculate annually whether instructional staff and pupil service staff have met the compensation rung performance criteria based on the data submitted during the previous years that are applicable to the performance criteria for that year. Individually identifiable performance evaluation ratings submitted to the state remain part of the employee's personnel record and are exempt from public disclosure pursuant to section [74-106](#), Idaho Code.

33-1004B. career ladder. [effective July 1, 2020] School districts shall receive an allocation for instructional staff and pupil service staff based on their staffs' position on the career ladder as follows:

(1) Instructional staff and pupil service staff who are in their first year of holding a certificate shall be placed in the first cell of the residency compensation rung and shall move one (1) cell on the residency compensation rung for each year they hold a certificate thereafter for up to three (3) years, at which point they will remain in the third cell of the residency rung until they earn a professional endorsement.

(2) Instructional staff and pupil service staff in their first year of holding a professional endorsement shall be placed in the first cell of the professional compensation rung.

(3) Instructional staff and pupil service staff on the professional compensation rung with four (4) years of experience shall move one (1) cell on the professional compensation rung unless they have failed to meet the professional compensation rung performance criteria for three (3) of the previous four (4) years. Instructional staff and pupil service staff on the professional compensation rung who meet the performance criteria for three (3) of the previous five (5) years, one (1) of which must be during the fourth or fifth year, shall move one (1) cell. Allocations for instructional staff and pupil service staff who do not meet the professional compensation rung performance criteria for three (3) of the previous five (5) years, one (1) of which must be during the fourth or fifth year, shall remain at the previous fiscal year allocation level. This also applies to the educational allocation.

(4) In addition to the allocation amount specified for the applicable cell on the career ladder, school districts shall receive an additional allocation amount for career technical education instructional staff holding an occupational specialist certificate in the area for which they are teaching in the amount of three thousand dollars (\$3,000).

(5) In addition to the allocation amount specified for the applicable cell on the career ladder, school districts shall receive an additional allocation amount for instructional staff and pupil

service staff holding a professional endorsement who have acquired additional education and meet the professional compensation rung performance criteria. In determining the additional education allocation amount, only transcribed credits and degrees on file with the teacher certification office of the state department of education, earned at an institution of higher education accredited by a body recognized by the state board of education or credits earned through an internship or work experience approved by the state board of education, shall be allowed. All credits and degrees earned must be in a relevant pedagogy or content area as determined by the state department of education. Additional education allocation amounts are not cumulative. Instructional staff whose initial certificate is an occupational specialist certificate shall be treated as BA degree-prepared instructional staff. Credits earned by such occupational specialist instructional staff after initial certification shall be credited toward the education allocation. Additional allocations are:

- (a) For instructional staff and pupil service staff holding a professional endorsement, a baccalaureate degree and twenty-four (24) or more credits, two thousand dollars (\$2,000) per fiscal year.
- (b) For instructional staff and pupil service staff holding a professional endorsement and a master’s degree, three thousand five hundred dollars (\$3,500) per fiscal year.
- (c) Effective July 1, 2020, the allocation shall be:

Base

Allocation	1	2	3	4	5
Residency	\$40,000	\$40,500	\$41,000		
Professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000

(6) A review of a sample of evaluations completed by administrators shall be conducted annually to verify such evaluations are being conducted with fidelity to the state framework for teaching evaluation, including each evaluation component as outlined in administrative rule and the rating given for each component. The state board of education shall randomly select a sample of administrators throughout the state. A portion of such administrators’ instructional staff and pupil service staff employee evaluations shall be independently reviewed. The ratio of instructional staff evaluations to pupil service staff evaluations shall be equal to the ratio of the statewide instructional staff salary allowance to pupil service staff salary allowance. The state board of education with input from the Idaho-approved teacher preparation programs and the state department of education shall identify individuals and a process to conduct the reviews. Administrator certificate holders shall be required to participate in ongoing evaluation training pursuant to section [33-1204](#), Idaho Code. The state board of education shall report annually the findings of such reviews to the senate education committee, the house of representatives education committee, the state board of education and the deans of Idaho’s approved teacher preparation programs. The state board of education shall promulgate rules implementing the provisions of this subsection.

(7) School districts shall submit annually to the state the data necessary to determine if an instructional staff or pupil service staff member has met the performance criteria for movement on the applicable compensation rung. The department of education shall calculate whether or not instructional staff and pupil service staff have met the compensation rung performance criteria based on the data submitted during the previous five (5) years. Individually identifiable performance evaluation ratings submitted to the state remain part of the employee’s personnel record and are exempt from public disclosure pursuant to section [74-106](#), Idaho Code.

History:

[33-1004B, added 2015, ch. 229, sec. 5, p. 710; added 2015, ch. 229, sec. 6, p. 713; am. 2016, ch. 245, sec. 3, p. 646; am. 2016, ch. 245, sec. 4, p. 649; am. 2016, ch. 352, sec. 1, p. 1038; am. 2016, ch. 352, sec. 2, p. 1041; am. 2018, ch. 169, sec. 4, p. 350; am. 2018, ch. 169, sec. 5, p. 354; am. 2018, ch. 185, sec. 1, p. 405; am. 2019, ch. 132, sec. 1, p. 467; am. 2019, ch. 132, sec. 2, p. 472.]

ATTACHMENT "C"  
Calculated using the Base Plan

2019-2020	Premium	District Contribution in \$
Employee	\$627.83	\$495.99
Employee + Child	\$953.78	\$577.04
Employee + Children	\$1,107.53	\$670.06
Employee + Spouse	\$1,359.68	\$720.63
Employee + Family	\$1,568.78	\$878.52