



*Mountain Home
School District
No. 193*

&

*Mountain Home
Education
Association*

*Collective Bargaining Agreement
(Master Agreement)*

*Negotiations for School Year
2015-2016*

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1. AGREEMENTS –

1.1 ASSOCIATION REPRESENTATIVE STATUS

The Board acknowledges that for the purpose of negotiations for the Negotiated Agreement for the 2015-2016 school year, the Mountain Home Education Association (hereinafter “Association”) is the current representative organization designated to represent the Certificated Professional Teachers covered by such Agreement.

The Association has demonstrated, as required by applicable provisions of the Idaho Code that it was duly chosen and selected by a majority of the Certificated Professional Teachers prior to the commencement of negotiations, as their representative organization for negotiations pursuant to the Idaho Code Idaho Code for the 2015-2016 school year.

Such representation specifically excludes the Superintendent, Assistant Superintendent(s), District directors, District Coordinators, District Level Administrators, and Building level Administrators.

Expires June 30, 2016

1.2 NEGOTIATIONS PROCEDURES

Negotiations will be held, in good faith, pursuant to the current provisions of the Idaho Code, with the representative organization, upon the demonstration of majority representation.

Expires June 30, 2016

1.3 REQUESTS TO THE DISTRICT INSURANCE COMMITTEE

Due to the inordinately large increase in insurance premiums for the 2015-2016 school year, necessitating a change of carrier for the 2015-2016 school year, the District and the Association request that during the course of the 2015-2016 school year the District’s Insurance Committee engage in additional research activities in order to present information to the representative parties during a negotiation session in the spring of 2016. Specifically, the District and Association request research and information are provided as follows:

1. Research all possible carriers/providers for all coverage – medical, dental, and vision – with review of all coverage provided and premium costs.
 - a. Identify the health care providers in the Mountain Home region who are included as providers under each of the respective plan options.

2. Identify other local school districts using the same carriers/providers and obtain information as to the satisfaction of the District and of the employees who are using these providers.
3. Research the impact to premium and overall District costs associated with dropping the option of providing spouse coverage.
4. Engage in a background check, including BBB review, of any new carrier/provider being considered.
5. Research the impact to all District employees associated with the possibility of the employee covering partial payments.
6. Engage in a cost/benefit analysis with regard to decreased premium costs and the possible increase of deductibles.
7. Research the impact of Wellness Plans on the premium costs to the District.
8. Insurance Committee starts its work in November 2015.
9. A retired person should be on the District Insurance Committee

Should the parties to this MOU enter into negotiations for the 2016-2017 contract year, it would be the request that each party's negotiation team include a member of the District's Insurance committee.

Expires June 30, 2016

1.4 DISTRICT SOLUTIONS TEAM

From time to time, issues involving matters associated with the operation of the school, the school's financial condition, and/or other such related issues may arise. At the discretion of the Board and/or the Superintendent, a Solutions Team may be developed to review specifically identified concerns for possible resolution. If and when such Solutions Teams are developed, efforts will be made to include Certificated Teaching Personnel from the various respective grade levels and/or programs to participate in addressing possible solutions.

1. Development and use of Solutions Teams shall be at the sole discretion of the Board and/or the Superintendent.
2. When Certificated Teaching Personnel are included as members of a Solutions Team, the Superintendent will make a request to the Association's President for identification of three (3) members to participate on the Solutions Team. Such identification shall include a cross section of Certificated Personnel representing viewpoints from varying grade levels and/or programs.

3. In addition to those identified by the Association President, the Superintendent, and/or Board may identify additional members for participation on the Solutions Team.

Expires June 20, 2016

1.5 TIME PERIOD CERTIFICATED PROFESSIONAL TEACHERS ARE TO BE AT SCHOOL –

At each school building, a Certificated Professional Teacher is expected to be at the school thirty (30) minutes before the first class of the day begins until thirty (30) minutes after the class day ends.

An exception to the above standard is for weekly Collaboration Days whereas the scheduled collaborative activity takes place before the first class of the day and Certificated Professional Teachers are expected to be present and participate in such activity.

The Certificated Professional Teacher's workday shall include a minimum thirty (30) minutes continuous duty free lunch period each day.

**In individual and unique isolated situations, and upon approval of the Building Principal, an employees' time at work schedule (before, during, or after class) may be adjusted.

Expires June 30, 2016

1.6 AGREEMENT

RATIFICATION/EFFECTIVE DATES

Upon joint ratification, this Agreement shall become effective July 1, 2015, and shall expire on June 30, 2016, unless otherwise specifically stated by section, in which case such shall expire on June 30, 2017.

ENTIRETY OF AGREEMENT

This document contains the entire Agreement between the parties. There are no other agreements or understandings not contained in this Agreement and all communications, understandings and agreements, express or implied, not embodied herein shall be and are null and void and of no legal or enforceable effect.

AVAILABILITY OF AGREEMENT

Pursuant to the requirements of the Idaho Code, this Agreement will be posted on the

Mountain Home School District website and is available at that location for Certificated Professional Employee reference.

SEVERABILITY

All items in this Agreement are presumed to be legal and valid. Should any part of the Agreement be in conflict with either existing law, or any law enacted after ratification of this Agreement, said portion or portions of the Agreement shall be deemed invalid. Such other portions of the Agreement that do not conflict with such laws shall be valid and binding upon the parties during the life of the Agreement.

PREEMPTIVE CLAUSE

Nothing contained in this Agreement is intended to or shall conflict with, or abrogate the powers or duties and responsibilities vested in the Idaho Legislature, State Board of Education, or the Mountain Home School District Board of Trustees by the laws of the state of Idaho. The Mountain Home School District is entitled, without negotiation or reference to any Negotiated Agreement, to notify the Mountain Home Education Association and to take immediate action that may be necessary to carry out its responsibility due to situations of emergency or force majeure (sometimes called Acts of God). Nothing contained within this passage shall diminish the right of the Board of Trustees of the District to promulgate rules and regulations for the governance of the District as provided by Idaho Code.

Expires June 30, 2016

2. COMPENSATION –

2.1 COMPENSATION PACKAGE

1. SALARY SCHEDULE

The salaries for Certificated Professional Teachers covered by this Agreement are set forth in the schedule attached as Exhibit A.

- a. Each Certificated Professional Teacher shall be paid his/her individual salary based upon the individual's placement on the schedule for actual educational placement and experience placement.

2. EXTRA-CURRICULAR SALARY SCHEDULE

The salaries for Certificated Professional Teachers covered by this Agreement for performance of Extra-Curricular activities are attached as Exhibit B.

3. RECOGNITION FOR EXPERIENCE

- a. Each Certificated Professional Teacher shall be given full credit on the Salary Schedule for each full year of teaching experience in any school district accredited by a recognized accrediting agency.
- b. When a Certificated Employee's contracted assignment duties are other than teaching, the Certificated Professional Employee may be given a full year of experience for each documented year worked in that field.
- c. A "full year" of teaching experience requires a minimum of seven (7) months contracted teaching service during a school year.

4. RECOGNITION FOR ADDITIONAL PREPARATION

- a. To qualify for horizontal placement beyond a BA or MA degree, credits must be earned after the degree date recorded on the official college or university transcript(s). If the transcript(s) does not clearly indicate graduate credit, written verification from the respective college/university is required.
- b. Each Certificate Professional Teacher is required to furnish an official transcript for evaluation in order to determine placement on the salary schedule. Proof of credit must be in the District Office no later than the first Friday in September of 2015. Grade reports may be provided as acceptable in lieu of an official transcript but are not recognized in place of an official transcript. All credits used for horizontal placement will be semester credits, or credits adjusted to semester credit equivalency.

5. DISTRICT INSURANCE PLAN

- a. The Certificated Professional Teachers of the District may choose to purchase additional benefits from that offered by the District, which can be selected and purchased as pre-tax benefits.
- b. The District shall provide, at no cost to the Certificated Professional Teacher, the following:
 - * Employee Major Medical Insurance as detailed in paragraph 5, below.
 - * Employee dental insurance as detailed in paragraph 5, below.
 - * Employee vision insurance as detailed in paragraph 5, below.
- c. Should the Certificated Professional Teacher choose benefits whose premiums exceed the District's contribution, the Certificated Professional Teacher shall authorize a voluntary salary reduction to pay the excess amounts.
- d. No more than two (2) individual changes in allocation of benefits or deduction may be made in any contract year.

e. The Plan for the 2015-2016 school year is as follows:

MEDICAL – “Select Health Option 2” as presented:

Deductible	\$1,250 in network/\$2,000 out of network
Physician Co-pay	\$30.00
Specialist Co-pay	\$45.00
Prescription	Three-tiered system after RX deductible met

DENTAL – Incentive Plan offered by Delta Dental

Plan coverage information will be available on the District’s Website

VISION – offered through LifeMap, which is affiliated with VSP

f. In the event a carrier or applicable law does not require 100% participation in one of the employer-provided benefits listed in number six (6) above, a Certificated Professional Teacher may request that he/she not be included in that benefit. If such a situation does occur, the Insurance Committee shall determine the criteria necessary to grant a request to be excluded from an employer-provided benefit.

6. INSURANCE EDUCATION

Due to the inordinately large increase in premiums for the 2015-2016 school year, necessitating a change of carrier for the 2015-2016 school year, the District will conduct an educational session(s) for all Certificated Professional Employees to address the changes in the program. Such educational program shall be done in conjunction with HUB and/or Select Health so as to assure that the correct information is being provided. Such educational sessions may be conducted as a single group session and/or at individual building levels.

June 30, 2016

2.2 CONTRACT YEAR

Each Certificated Professional Teacher's Standard Teacher Contract shall be based upon a 187-day school year.

Certificated Professional Teachers new to the District in the fall of 2015 shall have one additional day of duty associated with an orientation program. Such day will not be part of their base Standard Teacher Contract but will be compensated to the Certificated Professional Teacher at their daily rate of pay.

Expires June 30, 2016

2.3 EXTENDED EMPLOYMENT

A Certificated Professional Teacher, encompassed under the provisions of this Agreement, who is contracted for a day(s) longer than the regular school year shall be paid the amount equal to one additional daily rate of pay of their regular salary.

A Certificated professional Teacher who agrees to perform an assignment beyond that encompassed in the individual Standard Teacher Contract (i.e. teaching a class period before or after the typical workday or during the Certificated Professional Teacher's preparation period) shall have his/her salary augmented for such services via a stipend in an amount commensurate to the period of additional assignment. The District or an Administrative Employee of the District may make a request to any Certificated Professional Employee regarding performance of such additional assignment. However, any Certificated Professional Teacher may decline such a request for additional assignment without any adverse impact to the Certificated Professional Teacher.

Expires June 30, 2016

2.4 CERTIFICATED EMPLOYEE PERSONAL LEAVE

Certificated Personal Leave shall be for purposes as determined necessary by the Certificated Professional Teacher.

All requests for Certificated Professional Leave shall be submitted, if possible, at least five (5) calendar days in advance through the use of the District's SubFinder Program. It is understood that from time to time circumstances arise that will not permit a five (5) calendar day notice period to allow for an Administrative Supervisor to approve a Certificated Personal Leave request. It is also understood that from time to time an Administrative Supervisor may not be able to approve every Certificated Professional Teacher's request for Certificated Personal Leave due to a shortage of available substitute teachers.

As of the commencement of the 2015-2016 school year:

1. Certificated Professional Teachers who have worked for the District for ten (10) years or less shall receive three (3) days of Certificated Personal Leave, which may be accumulated to a maximum of six (6) days of accumulated Certificated Professional Leave.
2. Certificated Professional Teachers who worked for the District eleven (11) to twenty (20) years shall receive four (4) days of Certificated Personal Leave, which may be accumulated to a maximum of eight (8) days.
3. Certificated Professional Teachers who worked for the District more than twenty (20) years shall receive five (5) days of Certificated Personal Leave, which may be accumulated to a maximum of ten (10) days.

If Certificated Professional Employee does not fulfill his or her contract length, the District will deduct for used Certificated Personal Leave days on a pro-rated basis: one day per three months employment, or major portion thereof.

Prior to the commencement of the employment year, Certificated Personal Leave exceeding the maximum allowed accumulation shall be purchased by the District from the Certificated Professional Teacher at the rate of eighty (\$80.00) dollars per day.

Expires June 30, 2016

2.5 CERTIFICATED EMPLOYEE PROFESSIONAL LEAVE

A Certificated Professional Employee seeking to take Certificated Professional leave shall make application on the District's Leave Form.

Certificated Professional Leave shall be used by a Certificated Professional Employee to advance their general professional instructional skills. Alternatively, such shall be educationally related to the Certificated Professional Employee's area or areas of certification, or for the advancement, or attainment, or a new area of certification by such employee.

Certificated Professional Leave shall not be utilized to attend events or meetings sponsored by local, state, or national Education Associations, except for those events or meetings that meet the above-stated Certificated Professional Leave purposes and are open to all Certificated Professional Employees regardless of affiliation membership without additional fees.

Professional Development funds will be allocated to each building's Professional Development Committee on an equitable basis, to be granted, based upon criteria adopted by the Building Professional Development Committee. The monies will be used by that Building Certificated Staff for individual professional development activities. Notwithstanding the above limitation of use of Professional Leave, it shall be at the discretion of each respective building's Professional Development Committee as to whether or not they wish to allocate Professional Development Leave for individuals to attend the IEA Delegate Assembly.

Each Building will establish a Professional Development Committee, which is representative of Certificated Staff and may include the Building Administrator.

The Building Professional Development Committee will be in charge of reviewing applications and allotting the building's allocation of Professional Development funds for Certificated Professional Development Leave Days.

Expires June 30, 2016

2.6 REIMBURSEMENT FOR COSTS – IN-SERVICE AND RELATED TRAINING

Reimbursement for Costs – In-service and Related Training: The District shall pay the full cost of tuition and other reasonable expenses incurred in connection with any workshops, seminars, courses, conferences, in-service or other such training sessions, for which the employee is required to attend by the District’s Administration.

Expires June 30, 2017

3. TEACHING ENVIRONMENT

3.1 JOB SHARING

Two Certificated Professional Teachers may share one position with the approval of the District's Superintendent or the designee of the Superintendent. Job Sharing means that two Certificated Professional Teachers will share one full-time teaching position. Certificated Professional Teachers in such a circumstance will have their respective salary and benefits paid by the District based on a pro-rata percentage of student contact time that each performs under the Job Sharing arrangement.

Certificated Professional Teachers who wish to participate in Job Sharing must submit a proposal to their building principal on or before March 1st of the preceding school year. A Certificated Professional Teacher who wishes to share a job will have the primary responsibility for locating a Job Sharing partner. Both partners must meet all required hiring criteria established by the District.

Job Sharing arrangements, if any exist, will only be in place and approved for one school year at a time. If a Certificated Professional Teacher desires to continue Job Sharing after the first year, each successive year they must notify the Superintendent (or designee) of their desire to engage in Job Sharing for the next successive school year by March 1st.

Implementation of the Job Sharing program will be done for the welfare of the students and staff involved and shall not be approved if such involves any additional costs to the District. Flexibility will be encouraged. Every effort will likewise be made to assure that all Certificated Professional Teachers seeking out a Job Sharing opportunity are afforded equal treatment. Upon receipt of a written request for Job Sharing, the building principal and the Superintendent (or designee) shall meet and evaluate the proposal on the following additional criteria:

1. Advantage to pupils.
2. Advantage to the Certificated Professional Teachers.

3. Advantages to the overall good of the School District.
4. Estimated probability of success.
5. Details of the division of responsibilities and manner of organization of the Job Sharing time schedule.
6. Other instructional and administrative concerns.
7. Cost neutrality to the District.

When a Job Sharing arrangement is terminated, the Certificated Professional Teacher with the greatest seniority has the first option at the existing position that had previously been addressed through Job Sharing. The other Certificated Professional Teacher shall be subject to the District's transfer policy.

Expires June 30, 2017

3.2 LEAVE WITHOUT PAY

Each Full-Time Certificated Professional Teacher may be granted a Leave of Absence Without Pay pursuant to the following:

1. Leave of Absence Without Pay may be requested by a Full-Time Certificated Teacher, in writing.
2. The request shall state the reason for making such an application.
3. A Leave of Absence Without Pay may be granted by the Board of Trustees for:
 - a. An extended illness, as documented by a physician's statement.
 - b. Professional Improvement in the field of education, as documented by transcripts and professional papers.
 - c. Child Rearing.
 - d. Other reasons of an appropriate and/or personal nature.
4. Granting of Leave of Absence Without Pay is also dependent upon the availability of a qualified substitute employee and Board approval.

The length of a Leave of Absence Without Pay shall not exceed one (1) year. However, upon application to the Board and the determination of special circumstances by the Board, up to a one (1) year extension may be granted.

Expires June 30, 2016

3.3 SECONDARY PREPARATION TIME

Each Certificated Professional Teacher assigned to a secondary school position shall have an average of forty-five (45) minutes of continuous duty free preparation time each workday.

In the event that the building administrator is required to alter the normal building schedule, elementary preparation time may likewise be altered.

Expires: June 30, 2017

3.4 ELEMENTARY PREPARATION TIME

Each Certificated Professional Teacher assigned to an elementary school position shall have an average of thirty (30) minutes of continuous duty free preparation time each workday.

In the event that the building administrator is required to alter the normal building schedule, elementary preparation time likewise be altered.

Expires June 30, 2017

3.5 APPEARANCE BEFORE THE EMPLOYER

No Certificated Professional Teacher shall be required to appear before the Board or its agents for disciplinary reason absent the Certificated Professional Employee being offered to have a representative present. In the situation of a requested meeting for disciplinary reasons, once a representative is present, the Certificated Professional Employee cannot refuse to meet with their supervisor.

The only exception to such a requirement is if the Administrator has requested a Certificated Professional Employee's immediate presence in order to place the employee on a period of leave of absence associate with the health or safety of the school's student population.

Nothing in this section is interpreted or intended to be interpreted to preclude the meeting of a teacher and his/her Principal or other Administrator or Board in routine school affairs of favorable commentary/events.

Should a Certificated Professional Teacher feel that a meeting has transitioned into a disciplinary event, the Certificated Professional Teacher shall have the right to stop the meeting to seek representation, with the meeting resuming upon arrival of representation.

Expires June 30, 2017

3.6 GRIEVANCE POLICY FOR CERTIFIED EMPLOYEES

PURPOSE

The purpose of this grievance policy is to provide an equitable method for certified staff of School District No. 193, who has reason to believe the District is in violation of any District policy or terms of this employment contract, to bring their grievance to the attention of the proper authority.

GUIDELINES

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall constitute the maximum and every effort will be made to expedite the process. Time limits herein designated may be extended by mutual written agreement between the individual(s)/grievant(s) and the superintendent.

In the event a grievance is filed after May 10 of any school year and strict adherence to the time limits may result in hardship to any party, all parties should work towards an expedient solution to the grievance.

Any grievance not commenced under the provisions herein stipulated within fifteen (15) days after the grievant knew of the conditions upon which such grievance is based shall be null and void.

If a grievant fails to appeal a decision at any level within the prescribed time limits, the grievant shall be deemed to have waived the right to further processing of that grievance. Such time limit shall be ten (10) days after the conclusion of the preceding step.

If the administration, at any level, fails to respond within the prescribed time limits, the grievance may be advanced to the next step of the procedure.

Problems connected with evaluation, probation, and discharge procedures of certificated personnel as well as for hearings and appeals, including legal representation, for certificated staff members who feel that their rights in relation to employment have been violated are not considered grievable under this procedure. Provisions for such are provided for in Sections 33-513, 33-514, 33-514A, 33-515, 33-515A, 33-516, 33-1209, Idaho Code.

Copies will be filed in triplicate by the grievant as follows:

- * One (1) copy to the party against whom the grievance is being filed,
- * One (1) copy to the appropriate administrator,
- * One (1) copy to the Clerk of the Board, who in turn, is responsible for distributing copies to the District Superintendent, District Assistant

Superintendent, and each trustee. A copy may also be given to District Contracted Lawyers.

No other copies of the grievance will be released to a third party, without mutual written agreement of the parties involved.

No reprisals of any kind will be taken by the Board or administration against any employee because of his or her participation in this grievance procedure.

A written grievance shall meet the following specifications:

- a. It shall be specific.
- b. It shall contain a synopsis of the facts giving rise to the violation or misinterpretation.
- c. It shall contain the specific section of the policy or regulation, which shall allegedly have been violated.
- d. It shall state the relief requested.
- e. It shall contain the date of the alleged violation.
- f. It shall be signed by the grievant.

All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

A grievance may be withdrawn at any level without establishing precedent.

At any step in the grievance process, representatives and/or witnesses may be present if requested by either party.

DEFINITIONS

A grievance is a belief that an agent of the Board of Trustees of School District No. 193 has violated District policy or terms of this employment contract.

Aggrieved party or person: “aggrieved party or person” is a certified employee of School District No. 193.

Party in interest: a “party in interest” is a certified employee who might be required to take action, or against whom action might be taken or the Board of Trustees in order to resolve a grievance.

Day: a “day,” as used in this grievance policy, means any day Monday through Sunday

exclusive of holidays.

LEVELS OF RESOLUTION

1. Grievance is submitted to the building principal for potential resolution.
2. Grievance is submitted to the superintendent or designee for potential resolution.
3. Grievance is submitted to the school board for potential resolution.

PROCEDURES - These procedures are to be followed:

1. At each step, the grievance and the response to the grievance will be in writing.
2. The grievant will, at their discretion, have the right to Association and/or legal representation at each step.
3. Unless mutually agreed, no more than ten (10) days shall pass between each level. Failure to answer at any step will allow the grievant to proceed to the next level.
4. It is mandatory that the Grievance Procedure Form itself be completed and submitted along with other written correspondence for the grievance to be valid. If the form isn't submitted, the grievance will be considered null and void.
5. The Board's decision is final and no further action(s) will be taken.

PROCEDURE BY-PASS

Grievances involving two (2) or more employees, grievances involving an administrator above the building level, or those grievances promulgated by the Board may be initially filed at Level 2 of the procedure.

Expires June 30, 2017

3.7 CERTIFICATED PROFESSIONAL TEACHER SICK LEAVE

Each Certificated Teacher of the District shall be entitled to Sick Leave with full pay of one (1) day for each year for each month of service or major portion thereof. Any unused Sick Leave shall accumulated form year-to-year.

A Certificated Teacher shall be allowed to use Sick Leave when such absence is due to illness or death in the individual's immediate family within the home, son, daughter, or spouse, Sick Leave may also be used for the serious illness or death of the individual's family; father, mother, brother, sister, or foster/step parent.

For absences due to other causes as well as absence beyond the period of accumulated Sick Leave, approved Sick Leave Bank, or other accrued paid leave, the Certificated Teacher shall forfeit a corresponding sum equal to the Certificated Employee's current contractual daily rate of pay of his/her annual salary for each such day of absence.

Part-time Certificated Teachers shall accrue Sick Leave proportionately to their contract status.

1. The District may require proof of illness adequate to protect the District against malingering and false claims of illness.
2. The District shall not provide compensation for unused sick leave.
3. The Certificated Professional Teacher is entitled to the maximum allowance of sick leave, per year, commencing on the first day of employment.
4. Should a Certificated Professional Teacher cease to work for the District prior to the completion of the Contract Year, and the maximum allotted sick leave has been used, the Certificated Professional Employee shall forfeit a day's salary for each Sick Day taken in excess of the entitlement as per Section 33-1216, Idaho Code.
5. A certificated Professional Teacher's unused Sick Leave shall accumulated from year-to-year, so long as the individual remains continually in the service/employment of the District. Such accumulated Sick Leave shall be available to the employee, to the extent permitted by law, in transferring to another public school district, or to the extent permitted by law, for post-retirement insurance premium costs.
6. Repeated use of Sick Leave may not be used at the end of the last year of employment unless a physician's medical excuse is provided to the District.

Expires June 30, 2016

4. COLLABORATION

4.1 DISTRICT/ASSOCIATION EDUCATIONAL COLLABORATION

The District and the Association shall collaborate together to provide educational opportunities to the District's Certificated Teachers regarding the following issues:

1. Suicidal Ideation Reporting Obligation
2. Abuse, Abandonment and/or Neglect Reporting Obligation
3. The Code of Ethics for Idaho Professional Educators
4. Bullying – Statutes, District Policy and the Administrative Procedure Act

5. Any other areas mutually identified

Expires June 30, 2016

4.2 ASSOCIATION ACTIVITIES

1. BOARD MEETINGS – The Association has the right to be placed onto the agenda for regularly scheduled monthly board meetings pursuant to the following procedure:
 - a. AGENDA. The Association President must inform the Clerk of the Board of the Association's desire to be placed onto the agenda for the regularly scheduled monthly board meeting by 3:00 p.m., on the Thursday the week before the regularly scheduled meeting.
 - b. SUBJECT MATTER. The Association President shall advise the Clerk of the Board of the subject matter the Association wishes to address and include a written statement as to the general information of what is to be addressed. In identification of such subject matter, the Association needs to be cognizant of Open Session topics versus Executive Session topics, as well as whether or not the Association has properly advanced an issue through the District's Chain of Command prior to raising a matter with the Board.
2. MINUTES OF BOARD MEETINGS –
 - a. The Association President will be provided with an email copy of the approved board meeting minutes.
 - b. Upon approval by the Board, minutes of board meetings will be available on the District's website for all Certificated Professional Teachers to review.
3. PUBLIC RECORDS –
 - a. Any documentation that is public record under the Idaho Public Writings Act is available to the Association, as to any other individual or entity, at the District's Offices. Consistent with the Idaho Public Writings Act, reasonable copy costs, and reasonable staffing costs may be assessed.
 - b. Should the Association engage in a survey of membership associated with matters involving the school's operations, and if the District's Administration requests information of a copy of such survey results, the Association's President shall meet with the District's Superintendent to discuss such survey results and may, at the Association President's discretion, provide a copy of the survey questions and survey results to the Superintendent.

4. COMMUNICATIONS –

- a. **AUTHORIZED USERS.** By the end of September 2015, the Association President shall provide the District’s Superintendent with a list of currently elected Association Leadership and Building Representatives for whom the authorizations in this paragraph apply. If any changes occur, a notice will be provided.
- b. **BULLETIN BOARDS.** Elected Representatives of the Association shall be permitted to post notices of Association Activities and Association Informational Materials on designated teacher bulletin boards.
- c. **DISTRICT EMAIL.** Elected Representatives of the Association shall be permitted to have limited access to the District’s email system for direct communications with Association Members relating to Association Activities and Association Informational Materials.
 - This use must not interfere with District Operations of any individual Certificated Professional Employee’s performance of their job responsibilities.
 - This use must be consistent with the District’s Network and Computer Use Policies, Network and Computer Use Procedures, and any related Staff Agreements.
- d. **DISTRICT MAIL.** Elected Representatives of the Association shall be permitted to have limited access to the District’s Mail Service between buildings and the related teacher mailboxes for communication to Association Members and periodically and on a limited basis to all District Teachers (i.e. Back to School Activities, Card Count).
- e. **PUBLIC RECORDS.** The Association recognizes and acknowledges that any communication of the Association, its Elected Representatives, and Membership through use of the school’s bulletin boards, school mailboxes, and school email or school mail system is not private and further is a public record, which may have to be produced to an individual or entity upon a proper request to the District.

5. USE OF SCHOOL BUILDINGS –

- a. Elected Representatives of the Association will be permitted to hold Association meetings on school property (with the exception of teacher workrooms in each building) as follows:
 - Such use does not disrupt school personnel, school operations, or other scheduled activities or operations at the school, and shall not occur during school contract hours (Section 1.5) without prior written approval.

- Prior to scheduling such meetings, the Elected Representatives of the Association shall confirm availability with the Building Principal for scheduling purposes.

6. ABUSE OF ASSOCIATION ACTIVITIES AND COMMUNICATIONS PRIVILEGE – Misuse or abuse of any of the communications privileges or association activities outlined in this section may result in individual disciplinary action to a Certificated Professional Employee, limitations on use for the Association and its Elected Representatives, as well as a possible mandated reporting of a violation of the Code of Ethics for Idaho Professional Educators. Ground rules for such use are as follows:

- a. Use of school facilities, school bulletin boards, school mailboxes, and school email must be consistent with the provision of Idaho Law and the Code of Ethics for Idaho Professional Educators.
- b. The Association, Elected Representatives, affiliates, and representatives shall not utilize school property, including bulletin boards, mailboxes, or email for the advocacy of political views or for any political purpose.
- c. Should any Certificated Professional Teacher request that the Association, Elected Representatives, affiliates, and representatives cease from sending them communication, seeking out their involvement or participation, or addressing possible membership, such request will be fully and completely honored, with no reprisal to the Certificated Professional Teacher making such requests.
- d. The Association, Elected Representatives, affiliates, and representatives shall not directly solicit new members to the Association during a teachers' contractual day (Section 1.5).

If the Board, Superintendent, or other Administrator receives a complaint about the communication and/or association activities, including during membership recruitment, or card collection for negotiations, or if there is a concern about a violation of any of the above provision, the Superintendent or designee shall notify the Association President of the expressed concern, including identification of the building where such alleged concern arose and a general statement as to the issue that was raised. This notification shall occur in person or in a written communication. The Superintendent or designee may request a meeting with the Association president in an effort find a solution regarding alleged concern. Such solution may include cessation of the use of the District's email (in whole or in part), mail service, and/or teacher mailboxes (in whole or in part) for any association business.

Should the Association be denied access to any school building or believe that there has been a misapplication of the provisions stated in this provision, the Association President shall notify the Superintendent of the concern. This notification shall

include identification of the building where such alleged concern arose and a general statement of the event at issue. This notification shall occur in person or in a written communication.

Expires June 30, 2016

4.3 DISTRICT EVALUATIONS EDUCATION TEAM

The Board and the Certificated Professional Teachers recognize the importance of the Evaluation Program at the District and its impact upon the quality of education provided to the District's students and the ability to improve the instructional quality of the Certificated Professional Employees of the District.

The Board and the Certificated Professional Teachers of the District recognize that there have been substantial changes to the State's mandates regarding teacher evaluations in the past three years and that such will continue to evolve during the 2015-2016 school year with the State Board of Education's development/amendment of the Rules to be included in the Idaho Administrative Procedures Act addressing evaluations and the impact of the Career Ladder for school district salary apportionment.

The parties to this Agreement likewise agree and understand that there are financial limitations and personnel limitations that impact upon an evaluation program and thus the Board wishes to have the most effective program that serves the various purposes of the Evaluation Program.

Upon the issuance of new/amended State Board Rules relating to Evaluations and the Career Ladder, a committee shall be created to review the changes that have been implemented. This committee's report will be one of the "opportunities for input" sought out by the Board if the Board seeks to amend or review the District's policies for teacher performance evaluations pursuant to IDAPA 08.02.02.120.

Expires June 30, 2016

5. ACCEPTANCE

5.1 ACCEPTANCE

This Agreement is made and entered into this 21st day of July, 2015, by and between the Board of Trustees of the Mountain School District and the Mountain Home Education Association.

This Agreement shall be binding upon the parties and the parties warrant and represent that ratification has occurred by the respective entities.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals as follows:

For the Board of Trustees

SIGNED

Chairman

For the Association

SIGNED

President

Expires June 30, 2016

EXHIBIT A

CERTIFIED SALARY SCHEDULE – 2015-16

MOUNTAIN HOME SCHOOL DISTRICT #193
CERTIFIED SALARY SCHEDULE
FOR THE 2015 - 2016 SCHOOL YEAR

Educ 1.0425

Exp 1.043

contract days 187

Years	BA	BA+10G BA+15UG	BA+20 BA+30UG	BA+30G BA+45UG	MA	MA+10G MA+15UG	PHD
	100	200	300	400	500	600	700
1	32,703	32,703	32,703	32,703	32,703	33,352	34,770
2	32,703	32,703	32,703	32,703	33,368	34,787	36,265
3	32,703	32,703	32,703	33,384	34,803	36,282	37,824
4	32,703	32,703	33,400	34,820	36,300	37,842	39,451
5	32,703	33,416	34,837	36,317	37,861	39,470	41,147
6	33,432	34,853	36,335	37,879	39,489	41,167	42,917
7	34,870	36,352	37,897	39,508	41,187	42,937	44,762
8	34,870	37,915	39,527	41,206	42,958	44,783	46,687
9	34,870	39,545	41,226	42,978	44,805	46,709	48,694
10	34,870	41,246	42,999	44,826	46,731	48,718	50,788
11	34,870	41,246	44,848	46,754	48,741	50,812	52,972
12	34,870	41,246	46,776	48,764	50,837	52,997	55,250
13	34,870	41,246	48,788	50,861	53,023	55,276	57,625
14	34,870	41,246	48,788	50,861	53,023	55,276	57,625
15	34,870	41,246	48,788	50,861	53,023	55,276	57,625
16	34,870	41,246	48,788	50,861	53,023	55,276	57,625
17	34,870	41,246	48,788	50,861	53,023	55,276	57,625
18	34,870	41,246	48,788	54,421	56,734	59,146	61,659

EXHIBIT B

COACHES/EXTRA-CURRICULAR STIPEND SCHEDULE 2015-16

MOUNTAIN HOME SCHOOL DISTRICT 193
EXTRA CURRICULAR STIPEND SCHEDULE ~ COACHES
FY2012/2013 SCHOOL YEAR

Years	A 3.0%	B 5.0%	C 5.5%	D 6.0%	E 7.0%	F 8.0%	G 9.0%	H 10.0%	I 11.0%	J 12.0%	K 13.0%	L 14.0%
1	762	1,270	1,397	1,524	1,777	2,031	2,285	2,539	2,793	3,047	3,301	3,555
2	785	1,308	1,438	1,569	1,831	2,092	2,354	2,615	2,877	3,138	3,400	3,662
3	808	1,347	1,482	1,616	1,886	2,155	2,424	2,694	2,963	3,233	3,502	3,771
4	832	1,387	1,526	1,665	1,942	2,220	2,497	2,775	3,052	3,330	3,607	3,885
5	857	1,429	1,572	1,715	2,001	2,286	2,572	2,858	3,144	3,429	3,715	4,001
6	883	1,472	1,619	1,766	2,061	2,355	2,649	2,944	3,238	3,532	3,827	4,121
7	910	1,516	1,668	1,819	2,122	2,426	2,729	3,032	3,335	3,638	3,942	4,245
8	937	1,561	1,718	1,874	2,186	2,498	2,811	3,123	3,435	3,747	4,060	4,372
9	965	1,608	1,769	1,930	2,252	2,573	2,895	3,217	3,538	3,860	4,182	4,503
10	994	1,657	1,822	1,988	2,319	2,650	2,982	3,313	3,644	3,976	4,307	4,638
11	1,024	1,706	1,877	2,047	2,389	2,730	3,071	3,412	3,754	4,095	4,436	4,777
12	1,054	1,757	1,933	2,109	2,460	2,812	3,163	3,515	3,866	4,218	4,569	4,921
13	1,086	1,810	1,991	2,172	2,534	2,896	3,258	3,620	3,982	4,344	4,706	5,068
14	1,119	1,864	2,051	2,237	2,610	2,983	3,356	3,729	4,102	4,475	4,848	5,220
15	1,152	1,920	2,112	2,304	2,689	3,073	3,457	3,841	4,225	4,609	4,993	5,377
16	1,187	1,978	2,176	2,374	2,769	3,165	3,560	3,956	4,352	4,747	5,143	5,538
17	1,222	2,037	2,241	2,445	2,852	3,260	3,667	4,075	4,482	4,890	5,297	5,705
18	1,308	2,180	2,398	2,616	3,052	3,488	3,924	4,360	4,796	5,232	5,668	6,104

A 3.0%	B 5.0%	C 5.5%	D 6.0%	E 7.0%	F 8.0%	G 9.0%	H 10.0%	I 11.0%	J 12.0%	K 13.0%	L 14.0%
Intramural Basketball, Volleyball, PE Accountability	9-12 Drill Team Advisor, 9-12 Asst Golf, 9-12 Asst Marching Band, 7-8 Speech Arts, Debate, 9-12 Weight Program Supervisor, Yearbook Advisor	JH & HMS Band Director, JH & HMS Chorus Director, HMS Activity Director, 7-8 Asst Director, 7-8 Asst Football, 7-8 Asst Soccer, 7-8 Asst Track, 7-8 Asst Volleyball, 7-8 Asst Wrestling, Asst XCountry/JH	7-8 Head Cross Country, 9-12 Dance Team Advisor, Instrument Repair	7-8 Head Basketball, 7-8 Head Cheerleader, 7-8 Head Football, 7-8 Head Track, 7-8 Head Volleyball, 7-8 Head Wrestling	9-12 Marching Band Choro, 9-12 Asst Tennis	9-12 Head Golf, 9-12 Asst Baseball, 9-12 Asst Softball, 9-12 Asst Cheerleader, 9-12 Asst Soccer, 9-12 Asst Track, 9-12 Asst Volleyball, 9-12 Asst Wrestling, Asst Speech/Debate	Assoc. Dir. of Athletics 9-12, 9-12 Drama, 9-12 Speech Arts Debate	MHHS Band Director, MHHS Choral Director, 9-12 Asst Basketball, 9-12 Head Cross Country, 9-12 Head Tennis, Academic Advisor	9-12 Head Baseball, 9-12 Head Softball, 9-12 Head Cheerleader, 9-12 Head Football, 9-12 Head Soccer, 9-12 Head Track, 9-12 Head Volleyball, 9-12 Head Wrestling	District Music Coordinator	9-12 Athletic Trainer, 9-12 Head Basketball, 9-12 Head Football

1. RECEIVE 1 (ONE) YEAR CREDIT FOR EVERY 2 (TWO) YEARS OF EXPERIENCE OUTSIDE OF DISTRICT.
2. ASSISTANT COACH MOVING TO HEAD COACH: RECEIVE ONE YEAR FOR EVERY TWO YEARS EXPERIENCE.
3. ALL EXPERIENCE MUST BE ACTIVITY SPECIFIC.
4. COACHES AT THE 7-8 LEVEL MOVING TO THE 9-12 LEVEL RECEIVE ONE YEAR FOR EVERY TWO YEARS EXPERIENCE.

7/26/2017 29:29 AM REVISED

Addenda_Coaching_Final.xls

Amount shown is per semester.

Prepared by: opbom_ca ~ 06/13/04