NEGOTIATED AGREEMENT

BETWEEN THE ASSOCIATION AND
THE BOARD OF TRUSTEES
GOODING SCHOOL DISTRICT

2019-2020

SCHOOL YEAR

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RECOGNITION

A. Duration of Agreement

This Negotiated Agreement is entered into by and between the Gooding Education Association and Board of Trustees of the Gooding School District for the period of July 1, 2019 through June 30, 2020.

Ratification of this Agreement shall be done in accordance with the provisions outlined in the Professional Negotiations Act of the Idaho Code.

B. Representative Status

Reference HB647, IC 33-1271and IC33-1272. The local education organization shall provide to the district written evidence establishing that the local education organization represents fifty percent (50%) plus one (1) of the professional employees for negotiations

C. Scope of Negotiations

The scope of negotiations for this year's Agreement included:

Compensation
- Certificated Personnel Career Ladder Schedule
- Extra-Curricular Activity Salary Schedule

Benefits
- Health, Dental, Vision, and EAP Insurance
- Life and Disability Insurance
- Leaves of Absence
  - Sick Leave Disability Bank
  - Personnel Leave
  - Sick Leave

D. Individual Contract Compliance

Any individual contract issued between the Board and an individual professional certificated employee subject to the terms of this Agreement, for the 2019-2020 school year, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains language or terms inconsistent with this Agreement, then this Agreement, to the extent permitted by law, shall be controlling.

E. Policies Impacting Personnel

The Board agrees to continue the current practice of the Superintendent meeting with the Association to get input on proposed policy changes. The Board will also keep an agenda

item with GEA as a scheduled visitor to allow for comment from the Association during Board meetings.

Further, the Board agrees to allow active GEA members to have representation on any committee in which the committee's decisions or recommendations may affect certificated personnel.

Under the Career Ladder Structure, it is required that teachers be involved in the decisions about what specific activities will be considered for Leadership Premiums each year. Instructional Staff and Pupil Service Staff are eligible to receive Leadership Premiums. IC 33-1004E

F. Procedures

The parties agree that their duly designated representatives will meet and negotiate in good faith with the intent of reaching agreement and with such agreement contained herein. During the negotiations, the Board and the Association will present relevant data, exchange points of view and make proposals and counterproposals. Negotiation sessions will be conducted at such times and places as mutually agreed upon and shall not exceed 2 (two) hours unless both parties agree. An official record of the meetings shall be kept in the district office for inspection during normal business hours. Bargaining members for each party will follow IC 33-1273 with a maximum of 5 (five) representatives for each side. Negotiations will not be conducted during the school day. When agreement is reached on all items, the entire agreement shall then be made in writing and submitted for approval to the Board and the Association. Approval shall be on the total package. When approved by both parties, the Negotiated Agreement shall be ratified and signed by the representatives of both parties and shall also be included with the official minutes of the Board. At the first bargaining session, the Association will submit written proposals and options to be considered for negotiations for the coming years' contract. Additional items may be introduced later only should both parties agree.

SALARY

A. Salary Schedule

1. The salary for the 2019-2020 school year shall be based upon a 166-day contract with work hours being set by their supervisors, not to exceed 8.5 hours minus a 30-minute lunch, as established and determined by the Board. Such decision is solely a Board decision and not a subject matter for negotiation but is included in this Agreement for informational purposes so as to provide foundational information to certificated professional employees for an understanding of their salary.
2. For the 2019-2020 school year, certificated professional employees will be placed on a salary schedule provided by the board and no employee shall make less than the previous year. Certificated staff moving to rungs P3-P7 will receive a 3% increase. Any certificated staff moving to the P8, P9 and P10 rungs will receive a 4% total increase with any amount over $50,000 being paid out as a stipend. This 4% increase includes staff currently in a P10 rung making less than $50,000. Staff currently making over $50,000 per year will receive a 3% increase being paid out as a stipend. Employees who qualify will be paid the state education allocation of $2000 for a BA+24 credits and $3500 for a Master's Degree. Employees have the option to choose this payment divided into 2 payments in November and May or as a lump in the month of November.
    a. Salary Schedule Attachment A
    b. Extra-Curricular Schedule Attachment B
3. For the 2019-2020 school year, any newly hired certificated employees shall be placed onto the state provided career ladder based upon their actual years of experience and education attained as shown through the state index matrix.
4. Official college transcripts from an accredited college or university are required for verification of placement on the career ladder and must be submitted to the District Office by September 1, 2019 or within 21 days of the hiring date, whichever is later.
5. Individual certificated professional employees who work less than full time shall have their salary determined on a pro rata basis.

B. Extra-Curricular Salary Schedule

1. The Extra-Curricular Salary Schedule for interscholastic activities and extracurricular clubs shall utilize the instructional base salary of $32,500 for calculation purposes.

2. Any certified extra duty teaching positions (i.e. Summer School) will be paid at $30.00 per hour. However, any driver's education instructors hired after December 12, 2017 will be paid at a rate of $25.00 per hour.

The District shall be responsible for the Employer's share of PERSI, FICA/Medicare Match, worker's compensation insurance and any other state or federally mandated employer obligation.

INSURANCE BENEFITS

A. Health Insurance

For the 2019-2020 school year, the Board shall provide employee health insurance as follows:

1. The District will carry a PPO group health insurance policy with Select Health.

2. The plan the District provides will have a $2,000 deductible.

3. The District shall pay $614.90 per professional employee, towards the premium costs for group health insurance. Should the employee's premium cost any more than this sum for the individual's coverage or dependent coverage, the employee shall be responsible for the balance of the premium.

4. The District will offer the opportunity for professional employees to participate in a Health Savings Account. By inclusion of these provisions in the Agreement, the District in no manner guarantees or creates a liability obligation that such plans will be offered by Select Health.

5. The District will also offer and/or provide insurance coverage for dental, vision, prescription medications and EAP coverage.

6. Any employee working 28.5 hours per week shall be considered full time. Certificated professional employees with a FTE of 0.5 or greater will be eligible for benefits on a pro rata basis.

B. Life Insurance

For the 2019-2020 school year, the District shall purchase employee life insurance with a benefit value of $20,000. This shall be provided at no cost to the employees of the District who are encompassed by this Agreement.

LEAVES

A. Personal Leave

Full time employees shall be entitled to three (3) days of personal leave each year. Such days shall be non-accumulative and shall be subject to the following conditions:

1. Employees shall obtain pre-approval (at least 5 days in advance) of the use of Personal Leave, absent an emergency situation.

2. An employee may accumulate unused Personal Leave up to a maximum of five (5) days. Employees will be paid out for Personal Leave exceeding 5 days at the end of the fiscal year at a rate of $100 per day.

3. If days are carried over, employees are allowed no more than (5) personal days per year.

4. A certified professional employee ONLY, if such individual has used all Personal Leave for the school year, may purchase (2) additional days of leave at a cost of $100 per day.

5. Full time certified professionals will be compensated $500 if they choose not to use any of their personal days during the school year, provided they have not used over 5 (used, not donated) sick days during the school year. This option is for any employee who did not use any personal days in the school year – whether they have 3, 4, or 5 days as saved personal days. If any full time certified employee chooses this option, they may not carry over any unused personal days into the next school year. The money will be paid out in June of the school year.

B. Sick Leave

1. Each full-time employee of the district shall be entitled to 9 days of sick leave with full pay. Any mid-year hires will have sick leave granted on a pro-rata basis. Year- round employees shall be entitled to 12 days of sick leave with full pay.

2. Any unused sick leave shall accumulate from year-to-year up to a maximum accumulation of two hundred twenty (220) days. A copy of the sick leave benefit and procedure is attached. Staff are allowed to donate sick days to specific individuals.

3. Employees shall be allowed to use sick leave when such absence is due to illness or death in the individual's immediate family. Immediate family shall be defined as husband, wife, children, parent, grandparent or sibling, or the same relations for an employee's spouse.

4. Part-time professional certificated employees working over .50 FTE shall accrue leave proportionately to their contract status.

5. All staff will qualify for an additional sick leave day to be added to their total for the following school year if in the 2019-2020 school year they do not use any sick leave.

C. Professional Leave

1. A certificated professional employee may utilize paid professional leave as such is pre-approved by the school's administration.
2. Certificated staff will be reimbursed up to $150 for approved credits taken throughout the calendar year. These credits will be used towards academic certification or advanced degrees. Teachers will be reimbursed by a separate check once proof of cost is provided and the class has been completed with a passing grade. (Unofficial transcripts are acceptable). If paperwork is submitted by the 5th of each month, reimbursement will be made that same month. Any paperwork turned in after June 5th for the 2019-2020 year, will not qualify for reimbursement. Coach's clinic expenditures do not qualify for reimbursement.

D. Bereavement Leave

1. Leave for full pay, for as long as five (5) days shall be allowed, for each incident, during the school year, as an employee may need to attend to a death in the immediate family. Immediate family shall be defined as husband, wife, children, parent, grandparent or sibling or the same relations for an employee's spouse. (Policy 5400)

DURATION OF AGREEMENT

A. Consistent with provisions of the Idaho Code, the provisions of this Agreement are effective only for a maximum of a single year, from July 1, 2019 through June 30, 2020 with no expectation of continuation.
B. During the term of this Agreement, negotiations may not be opened again unless mutually agreed upon by both parties and may only be modified pursuant to written Agreement of the parties, Court order or governmental action.

ACCEPTANCE

This Agreement is signed by the 30th day of June 2019. This Agreement shall be binding on the Parties.

Chairman, Board of Trustees

President, Gooding Education Association

Gooding School District 231 Salary Schedule 2019-2020

Rung	FY19 Salary
R1	$35,800.00
R2	$36,750.00
R3	$37,706.00
1	$40,750.00
2	$42,503.00
3	$42,765.00
4	$44,538.00
5	$44,820.00
6	$46,614.00
7	$46,918.00
8	$48,734.00
9	$49,061.00
10	$49,401.00

Rung	FY20 Salary	% increase	Stipend %	Stipend Amount
R1	$38,500.00			
R2	$38,500.00	7.54	0	
R3	$38,500.00	4.76	0	
1	$42,500.00	12.71	0	
2	$42,503.00	4.3	0	
3	$43,778.00	3	0	
4	$44,048.00	3	0	
5	$45,874.00	3	0	
6	$46,165.00	3	0	
7	$47,550.00	3	0	
8	$48,795.00	4	0	
9	$50,000.00	2.6	1.4	$683.00
10	$50,000.00	1.9	2.1	$1,030.00
10	$50,000.00	1.2	2.8	$1,383.00

For certificated currently making over $50,000 (2018/2019), a stipend equalling 3% of current salary will be given

Extra Curricular Schedule (May 2019)

Index of Base $32,500

Experience (Years)	3%	4%	5%	6%	7%	8%	9%	10%	11%	12%
0-1	3.00%	4.00%	5.00%	6.00%	7.00%	8.00%	9.00%	10.00%	11.00%	12.00%
2-3	3.11%	4.11%	5.11%	6.11%	7.11%	8.11%	9.11%	10.11%	11.11%	12.11%
4-5	3.22%	4.22%	5.22%	6.22%	7.22%	8.22%	9.22%	10.22%	11.22%	12.22%
6-7	3.33%	4.33%	5.33%	6.33%	7.33%	8.33%	9.33%	10.33%	11.33%	12.33%
8-9	3.44%	4.44%	5.44%	6.44%	7.44%	8.44%	9.44%	10.44%	11.44%	12.44%
10+	3.55%	4.55%	5.55%	6.55%	7.55%	8.55%	9.55%	10.55%	11.55%	12.55%

Base Pay $32,500

Experience (Years)	3%	4%	5%	6%	7%	8%	9%	10%	11%	12%
0-1	$ 975.00		$ 1,625.00	$ 1,950.00	$ 2,275.00		$ 2,925.00	$3,250.00		$3,900.00
2-3	$ 1,010.00		$ 1,660.00	$ 1,985.00	$ 2,310.00		$ 2,960.00	$3,285.00		$3,935.00
4-5	$ 1,046.00		$ 1,696.00	$ 2,021.00	$ 2,346.00		$ 2,996.00	$3,321.00		$3,971.00
6-7	$ 1,072.00		$ 1,732.00	$ 2,057.00	$ 2,382.00		$ 3,032.00	$3,357.00		$4,007.00
8-9	$ 1,118.00		$ 1,768.00	$ 2,093.00	$ 2,418.00		$ 3,068.00	$3,393.00		$4,043.00
10+	$ 1,153.00		$ 1,803.00	$ 2,128.00	$ 2,453.00		$ 3,103.00	$3,428.00		$4,078.00

High School Athletics Schedule

Football	Number of Positions	Pay %
Varsity Head Coach	1	12%
Assistant Varsity Coach	3	7%
Head JV Coach	1	7%
Assistant JV Coach	1	7%

Boys Basketball	Number of Positions	Pay %
Varsity Head Coach	1	12%
Head JV Coach	1	7%
Freshmen Head Coach	1	7%

Girls Basketball	Number of Positions	Pay %
Varsity Head Coach	1	12%
Head JV Coach	1	7%
Freshmen Head Coach	1	7%

Volleyball	Number of Positions	Pay %
Varsity Head Coach	1	12%
Head JV Coach	1	7%
Head Freshmen Coach	1	7%

Wrestling	Number of Positions	Pay %
Head Coach	1	12%
Assistant Coach	1	7%

Track	Number of Positions	Pay %
Head Coach	1	9%
Assistant Coach	2	5%

Cross Country	Number of Positions	Pay %
Head Coach	1	9%
MS Coach/Assistant	1	5%

Tennis	Number of Positions	Pay %
Head Coach	1	9%
JV Coach	1	5%

Golf	Number of Positions	Pay %
Head Coach	1	9%
Assistant Coach*	1	3%

Soccer	Number of Positions	Pay %
Girls Head Coach	1	10%
Boys Head Coach	1	10%

Softball	Number of Positions	Pay %
Head Coach	1	12%
Assistant Coach	1	5%
JV Head Coach	1	7%

Cheerleading	Number of Positions	Pay %
Head Coach	1	12%
JV/Assistant Coach	1	5%

Baseball		
Varsity Head Coach	1	12%
JV Head Coach	1	7%

*** All positions are based on number of participants.**

High School Clubs Schedule

	Number of Positions	Pay %
Band	1	3%
Choir	1	3%
Drama	1	3%
Chess	1	3%
National Honor Soc.	1	3%
Environthon	1	3%
HOSA	1	3%
Skills	1	3%
FFA	1	3%
FCCLA	1	3%
BPA	1	3%
Reading Club	1	3%
FHLA	1	3%
YearBook	1	3%
Bowling	1	3%
Robotics	1	3%
LIA	1	3%

Middle School Athletics Schedule

Football	Number of Positions	Pay %
8th Grade Head Coach	1	5%
7th Grade Head Coach	1	5%
Assistant Coach	1	3%

Boys Basketball	Number of Positions	Pay %
8th Grade Head Coach	1	5%
7th Grade Head Coach	1	5%

Girls Basketball	Number of Positions	Pay %
8th Grade Head Coach	1	5%
7th Grade Head Coach	1	5%

Volleyball	Number of Positions	Pay %
8th Grade Head Coach	1	5%
7th Grade Head Coach	1	5%

Wrestling	Number of Positions	Pay %
Head Coach	1	5%
Assistant Coach	1	3%

Track	Number of Positions	Pay %
Head Coach	1	5%
Assistant Coach*	2	3%

Soccer	Number of Positions	Pay %
Girls Head Coach	1	5%
Boys Head Coach	1	5%

Cheerleading	Number of Positions	Pay %
Head Coach	1	5%

Assistant Ath. Director	Number of Positions	Pay %
	1	7%

*** All positions are based on number of participants.**

Gooding Joint School District No. 231

Sick Leave Bank

Each employee of the district shall, at their option, be eligible to participate in the Sick Leave Bank. To participate, the employee shall contribute a minimum of two (2) earned sick leave days to establish membership. Sick leave days thus contributed shall be deducted from the individual's annual sick leave entitlement. A minimum of ten (10) days will be maintained in the Bank. When the bank reaches the minimum, members will be asked to donate days to re-establish the reserve.

Use of the Sick Leave Bank shall be restricted to members for the purpose of alleviating the hardship caused by absence from work necessitated by extended illness, accident or surgery beyond the employee's accumulated sick leave and personal leave. Sick Leave Bank days may be granted for pregnancy provided medical complications occur.

To be eligible to apply for use of the Sick Leave Bank, the employee must:

1) Become a member by contributing 2 days to the bank (enrollment shall be by September 10th of each school year).
2) Have been absent from work due to illness or accident for all of his/her accumulated sick leave plus personal leave days.

Application for use of the bank shall be submitted to the Sick Leave Bank Committee for their recommendation by obtaining and completing a request form from a Sick Leave Bank Building Representative. When a request is made, the Building Representative will notify the District Payroll Clerk to establish eligibility. Once eligibility is determined, the Building Representative will contact the Sick Leave Bank Chair to set a meeting time. The committee will meet to review the request. The committee will not consider any assignments, performance, length of service, or other items not related to the illness. The committee may require proof of illness at the time of application and from time to time after a grant has been made. A simple majority vote among the committee is required for approval.

The number of days granted shall not exceed the number of days absent due to accident or illness. Sick Leave Bank grants cannot be carried over from one year to

another and all such grants will end at the termination of each school year. All unused days shall be returned to the Sick Leave Bank.

Members retiring or leaving the employment of the District must repay any indebtedness to the Sick Leave Bank with accumulated sick leave days prior to departure.

Days borrowed must be repaid to the Sick Leave Bank at a minimum of two (2) days per year commencing with the year following the year the days were borrowed. When a classified employee transfers out of the District, his/her donated days will remain in the bank.

The Sick Leave Bank Committee shall consist of a Chair, a Gooding Elementary School Representative, a Gooding Middle School Representative, a Gooding High School Representative, and the District Superintendent. Representatives will be selected at the beginning of each school year and reported to the District Superintendent and Payroll Clerk.

The District Payroll Clerk will maintain a master ledger of membership, days granted and days available. All transactions will be reported to the District Payroll Clerk by the 10th of each month for the payroll considerations.

Sick Leave Donations

Certificated employees are permitted to donate to a specific employee in need by filling out a Designation Form, designating the receiving employee and number of days to donate. The days donated will be added to the receiving employee's sick days benefit. Any sick days donated must be taken and posted during the same pay period in which the days will be used. All PERSI regulations will apply. Sick Leave Designation Forms can be requested from a member of the Sick Leave Bank Committee. A completed form must be submitted to the District Payroll Clerk by the 10th of the month for payroll considerations.