

NEGOTIATED AGREEMENT
BETWEEN
THE MACKAY EDUCATION ASSOCIATION
AND
THE BOARD OF TRUSTEES
MACKAY JOINT SCHOOL DISTRICT #182

JULY 1, 2011 TO JUNE 30, 2012
Effective Date

AGREEMENT

This agreement is made this 13th day of June 2011, by and between the Board of Trustees, Jt. School District #182, hereinafter referred to as the “Board” or “School Board” and the Mackay Education Association, hereinafter referred to as the “Association”.

ARTICLE 5 – LEAVES

5-1 Sick Leave: At the beginning of each school year, each professional employee shall be credited with nine (9) days of sick leave. Sick leave is to be used for personal illness, including childbearing (employee, employee spouse, or child to include biological, adopted, foster, step child or child under your guardianship), or family illness which renders the employee incapable of carrying on his/her teaching duties. Unused sick leave may be accumulated in an unlimited amount for use for personal or family illness. Sick leave may be accumulated in an unlimited amount for retirement purposes. Sick leave days may be voluntarily donated to a sick leave bank (See Appendix C).

Immediate Family: For purposes of sick leave the immediate family shall include spouse, children, mother, father, brothers and sisters.

5-2 Personal Leave: Four (4) days leave per year at no loss in salary will be allowed each teacher for personal reasons which require the teacher’s absence during working hours. The teacher shall notify the principal at least forty-eight (48) hours in advance of taking said leave, except in cases of emergency. Each teacher shall have the following options: 1) be reimbursed for unused days at a rate of \$50.00 per day or in an amount equal to the substitute teacher rate of pay, whichever is higher, or 2) carry over unused personal leave days to the next year. It is understood that no more than one (1) personal leave day may be carried over from year to year to make a total of five (5) personal days.

5-3 Parental Leave: Child-rearing leave without pay shall be granted to any teacher. The teacher shall notify the Superintendent in writing of the desire to take such leave and, except in case of emergency, shall give notice at least thirty (30) days prior to the date on which the leave is to begin. This leave must be for the remainder of the current contract year and may be extended through the following contract year upon request of the teacher prior to June 1 of the year the leave would have ended and upon approval of the extension by the Board. The provisions of 5-4 (a), (b) and (c) shall apply to teachers granted this leave.

5-4 Leave of Absence: Teachers desiring an extended unpaid leave of absence for other than parental leave must make formal application through the Superintendent to the Board. The Board shall review the request and if granted shall allow the following:

- (a) No loss of accumulated benefits of sick leave or contract status.
- (b) Allow teacher to participate in group insurance while on leave with the teacher paying the premium.

- (c) Upon return, the teacher shall be assigned to the same position or at least an equivalent position in his/her area of preparation providing a position is available.
- (d) The leave can be extended beyond one (1) year upon request of the teacher prior to May 1 of the year the leave would have ended.

5-5 Bereavement Leave: Teachers shall be granted up to five (5) days bereavement leave for death in the immediate family upon application to the Superintendent. There shall be no loss of pay during such leave.

5-5-1 Immediate Family: For purposes of this section the immediate family shall include spouse, children, mother, father, brothers, sisters, grandparents, and in-laws.

ARTICLE 8 – SALARY AND FRINGE BENEFITS

8-1 Salary Schedule: The basic salaries of teachers covered by this agreement are set forth in the State of Idaho Salary Schedule as adopted by this District. For the 2011-2012 school year, this schedule is frozen.

8-2 Teacher Advancement: A teacher may advance across the salary schedule by earning college credits from an accredited college or university after receiving the initial certification. Only those credits earned after the date the initial teaching certification was granted will be recognized for salary schedule payment. Compensation for advancement is controlled by Article 8-4, below.

Credits must be verified as soon as an official transcript is available through the accredited college or university. Credits earned after August 15 will not be considered until August 15 of the following year. All credits must be verified by official transcript and be educationally related to the applicant's field.

8-3 Recognition for Experience: A teacher shall be given credit on the State Salary Schedule for all teaching experience, after initial teaching certification, as recognized by the State of Idaho. Compensation for experience is controlled by Article 8-4, below.

8-4 Compensation for Advancement on Salary Schedule: Any increase in compensation for advancement on the salary schedule associated with earned college credits or additional years of experience, is solely contingent upon the District's receipt of state funding for the 2011-2012 school year for advancement associated with earning additional college credits and/or degrees or years of experience.

8-5 Insurance: The District will pay the sum of \$215.00 per month towards the cost of health care insurance for each certificated employee.

8-6 School Activities: Teachers will be allowed to attend all extracurricular activities sponsored by the District free of charge.

8-7 Subject Curriculum Coordinator Stipend: The active Subject Curriculum Coordinator shall receive a stipend of no less than \$150.00 in the year in which textbooks and supplements are adopted in the perspective buildings. Payment of no less than \$300.00 may be made to one individual if he or she is the sole person coordinating and completing orders for both Elementary and Jr. High/High School. This stipend will only be for the coordinator actively involved in obtaining samples and price quotes, coordinating selection meetings, arranging training sessions, setting budgets, ordering and distributing materials. Payment shall be made as a stipend paid through payroll at the time the duty is completed.

APPENDIX B

MACKAY SCHOOL DISTRICT #182 INSURANCE COVERAGE – 2011-2012

The District pays \$215.00 toward the cost of the employee's individual insurance with Blue Cross. The employee pays the additional \$_____ toward the cost of individual insurance. The employee has the option of purchasing 2-party or family coverage under the same policy at their own expense. Costs for individual insurance are listed below:

Medical	\$_____
Dental	\$_____
TOTAL	\$_____

APPENDIX C

SICK LEAVE BANK

A sick leave bank may be maintained with the following stipulations:

- 1) Sick leave bank days are to supplement personal sick leave days, not to serve as a disability income, etc.
- 2) A MEA committee will screen all requests and only those approved by that committee will be turned over to the MEA President, or his/her designee, and the Superintendent for approval. If a disagreement between those two causes a stalemate, the Board Chairman will be called upon to break the tie.
- 3) Non-certified and administrative personnel will not be allowed to donate to or use days from the sick leave bank.

- 4) A maximum of 144 days can be accrued and carried over from year to year in the bank.
- 5) Once a day is donated to the bank by an employee it cannot be retrieved.
- 6) A single person can only use a maximum of 144 days per year (combined personal sick leave days and bank days).
- 7) The District Clerk will implement and maintain tracking of donations and use of days upon written notification of the staff member involved and the MEA President.

Board:

Chairman – Shane Rosenkrance

Clerk – Lenie Wilkie

Association:

President – Chris Hoover

Secretary – Gordon Seefried