



MOUNTAIN VIEW SCHOOL DISTRICT #244

2015-16

NEGOTIATED CONTRACT AGREEMENT

Between

CENTRAL IDAHO EDUCATION ASSOCIATION

an affiliate of the

IDAHO EDUCATION ASSOCIATION

and the

NATIONAL EDUCATION ASSOCIATION

and

MVSD #244 BOARD OF TRUSTEES

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ARTICLE I

LEAVES

1.1 SICK LEAVE

Each full time teacher shall receive ten (10) days of sick leave per school year and shall accumulate without limit. This accumulation does not imply or in any way guarantee continued employment. The annual sick leave will be awarded at the beginning of each new employment year.

Purpose

- a) Sick leave is to be used for absences caused by personal illness or emotional upset caused by accident or illness or circumstances which render the employee incapable of carrying on his/her teaching duties, including employee childbearing; or absence due to illness of a member of an individual's family. After one week of absence, the school district may require a licensed physician's statement.

1.2 SICK LEAVE BANK

a) Purpose

The purpose of the Sick Leave Bank is to provide short term pay benefits to members of the Bank, who have exhausted their accumulated leave but are in need of additional leave for absences caused by accident or illness which render the employee incapable of carrying on his/her teaching duties.

To participate, each non-vested employee shall, prior to October 1 of each year, contribute at least one (1) sick leave day. After five (5) total days of contributions, an employee will be considered vested in the bank, and may remain a member in good standing without further contributions. If, however, the bank falls below 180 days, every member in good standing shall be assessed one (1) sick leave day. These days do not count towards donation days for initial vestment. Sick leave days thus contributed shall be deducted from the individual's accumulated sick leave. A member terminates his/her membership by: 1) not contributing when the bank falls below 180 balance, or 2) not contributing a minimum of 1 day per year if not yet at vested status. If a member chooses to terminate membership from the bank and then rejoin at a later date, said member will lose prior vested status and must begin contributing to the bank as a first year member. The contributed sick leave days shall form a bank of sick leave days which will be available to all eligible professional employees for a qualifying illness/accident.

b) Definitions

- a. The word "days" will be defined as contractual days.

- b. Qualifying illness/ accident - extended absence from work necessitated by personal illness, caused by accident, or circumstances which render the employee incapable of carrying on his/her teaching duties, or absence due to illness of a member of the individual's family extending beyond the employee's accumulated sick leave
 - c. Non-vested member- employee who has contributed to the bank in the current contract year, but has not yet reached Vested status.
 - d. Vested Member - employee who has contributed a minimum of 5 days to the sick leave
 - e. Member in Good Standing - is a Vested Member OR is a Non-vested member who has contributed to the bank in the current contract year
- c) The Bank shall accept voluntary donations of days above the regular contributions from members continuing their employment with the district prior to October 1 of the current school year.
- d) A Sick Leave Bank committee will consist of the CIEA President, or the president's designee, plus one individual from each of the communities (Grangeville, Elk City, and Kooskia), and one (1) person from the District Office. Sick Leave Bank Committee members will serve for a period not to exceed four (4) years. Grangeville will elect a new member to the Sick Leave Bank Committee starting with the 2014-2015 school year. Kooskia will follow in 2015-2016; and Elk City in 2016-2017. The District Office may appoint a new representative as it deems necessary. The committee shall have the authority to establish such guidelines and procedures as it deems necessary to implement this program without formally opening negotiations.
- e) Application for use of the Bank shall be submitted to the District Office. The application must contain a completed Health Care Provider Certification Form from a licensed physician at the time of application, and updates may be requested after a grant has been made. The District may request a second opinion from a licensed physician of its choosing, at a reasonable cost to the employee. After complete review of the application, the District shall have the authority to make final decisions within the guidelines as to the disposition of the case. Provisions of Idaho Code §33-1216, and §33-1218 apply.
- f) Applicant wishing to draw from the Sick Leave Bank will sign a statement of understanding acknowledging the philosophical goals and mission of the Sick Leave Bank.
- g) In order for a professional employee to be eligible for sick leave benefits

from the Sick Leave Bank, the employee must first: (1) be a Member in Good Standing of the Bank, (2) have been absent from work due to a unique qualifying illness/accident of which they are under the care of a licensed physician (3) have used all accumulated sick leave days and personal leave days, and (4) have been absent from work for thirty (30) days due to a single occurrence of qualifying illness/accident, or injury, where either the employee has used sick leave, personal leave, or his/her salary was reduced in full for days absent. After the initial 30 day period, the member may apply for up to 30 days from the Sick Leave Bank. If a member needs more days after the initial 30 days granted, the member must submit an application with an updated physicians statement in order to apply for an additional 30 days from the Bank.

- h) The maximum number of days which may be granted to any one employee from the Sick Leave Bank in any one (1) school year will be 60 days or the remaining number of days an employee is scheduled to fulfill their contract, or the number of days until the employee becomes eligible for short or long-term disability insurance payments, whichever is smaller. Any employee requesting days from the Sick Leave Bank must apply for disability benefits when eligible, as defined by the qualifying period. No days, or partial days, will be granted to the employee from the Sick Leave Bank for any days for which the employee receives disability payments. Determination of disability benefits will be the responsibility of the insurance carrier. An employee shall not receive more than his/her salary for that year.
- i) Bank grants will end at the termination of the school year or termination of employment. If a professional employee does not use all of the days granted by the Bank, the unused sick leave days will be returned to the Bank.
- j) Per unique qualifying illness/accident, any employee that has used more than thirty (30) days from the Sick Leave Bank in the current contract year will only be eligible for up to thirty (30) donation days from the Sick Leave Bank for the following contract year for the same unique occurrence.
- k) After applicant has been granted five (5) days or more in one (1) school year, applicant is required to repay the sick leave bank one (1) day for every five (5) days used. Repayment days must be paid back no less than one day per year. Repayment days do not count toward donation days. If an employee opts out of the sick leave bank, the employee is still assessed the repayment sick leave bank days. If employment is terminated in years following the use of the sick leave bank all repayment days will be required to be paid back by first deducting from the balance of sick days accrued by the employee; any remaining repayment days owed to the bank will then be paid back by deducting from the employee's salary at the current daily cost

of a substitute (salary and trailing payroll benefit costs). All days repaid by the employee will be credited back to the Sick Leave Bank.

1.3 PERSONAL LEAVE

The Superintendent shall grant personal leave in an amount not to exceed three (3) days with full pay in any one school year upon the signing of a District No. 244 provided form which must be presented to the building principal at least 24 hours prior to the requested leave. Requests for use of more than one (1) consecutive day of personal leave must be submitted for approval to the building principal at least two (2) weeks prior to the requested leave dates.

One (1) day of catastrophic leave will be granted by the Superintendent for an act beyond the control of the employee (non-reimbursable). Catastrophic shall be defined as pertaining to any great and sudden calamitous event causing great damage or hardship.

Up to one (1) additional day per year may be granted with the cost of the substitute (salary and trailing payroll benefit costs) being deducted from the employee's salary.

No leave will be granted immediately prior to or immediately after regular vacations listed on the school calendar unless approved by the Superintendent. No leave will be granted during the first two (2) weeks or the last two (2) weeks of the scheduled school term unless approved by the Superintendent. No more than 7% of any one school building faculty may be out on personal leave on the same day. Requests for personal leave may be denied if it appears that 15% or more of the certified staff in the school building will be absent, for whatever reason, during the day(s) requested. Personal leave requests will be honored in the order received. The maximum number of personal leave days that may be taken at any one time is limited to five (5).

Unused personal leave may accumulate to five (5) days. Up to two (2) days may be carried over from the previous year. The accumulation or carryover does not imply or in any way guarantee continued employment. At the employee's option, the employee may be compensated for up to three (3) unused personal leave days at the current substitute daily rate of pay. The employee is responsible for requesting compensation or carryover of unused personal leave using a district-provided form, to be submitted to the District no later than the last day of the school year.

1.4 BEREAVEMENT LEAVE

Professional employees shall be granted a leave of absence with full pay not to

exceed five (5) days per occurrence when such absence is due to the death of the individual's (or spouse's) father, mother, child, brother, sister, grandparents, grandchildren, aunts, uncles, cousins, nieces, nephews, guardian, foster child, foster parent or death of the professional employee's spouse. This definition, or time, may be extended by the Superintendent under unusual circumstances. Requests should be directed through the principal to the Superintendent. Accumulated sick leave or personal leave may be used when an employee leave of absence is necessary due to the death of someone not identified in the list above.

1.5 PROFESSIONAL LEAVE

The District recognizes leaves for meetings, conferences, symposiums, clinics and seminars, covering topics vital to the profession, as an inherent part of the employees' professional obligation.

Professional leave with pay may be made available for employees to attend conferences or workshops to further their professional development, or to make visitations to other classrooms.

A request for professional leave must be filed in the Superintendent's office for approval at least one (1) week prior to the requested leave. The employee will be given a written denial at least three (3) days prior to the requested day, should the request be refused. The written request should explain why the employee wants the professional day. The employee will provide a verbal report at a respective staff meeting or to the administrative supervisor. No more than seven percent (7%) of the certified staff members or one (1) member, whichever is greater, in any one school building may be absent on professional leave during the same day.

When the school district requests that certificated employees attend conferences or meetings, or supervise students away from school premises, employees are not considered to be on professional leave. Such leave is considered school related leave and employees are under the same standards and requirements as if they were in attendance during the school day.

The school district will pay for registration fees and mileage reimbursement to employees when the school district requests a certified employee attend a conference. When the certified employee attends a meeting at the employee's request, the employee will pay the cost of the conference.

1.6 ASSOCIATION LEAVE

Professional leave for the Association business shall be granted upon notification to the Superintendent by the CIEA Executive Committee up to ten (10) days per

year. The request must include the signature of the CIEA President. Up to five (5) unused Association Leave days may be carried over from one year to the next for a maximum availability of fifteen (15) days per year. Every effort will be made to conduct Negotiations outside of the school day; however, if the services of a mediator are required for jointly agreed upon day-long training or mediation, the District and the Association will each cover half the cost of any substitutes hired for those days.

1.7 LEAVE OF ABSENCE

An employee may be granted a Leave of Absence without pay or accrued benefits for up to one (1) year if approved by the board. Upon return from leave, the employee shall be afforded a position, provided that no Reduction in Force as provided by board policy has occurred, which would otherwise cause their nonrenewal. All rights of tenure, retirement, accrued sick leave, membership standing in the Sick Leave Bank, and salary schedule placement provided in the Negotiated Agreement will continue in effect upon their return.

The professional employee must request a full year leave by the April school board meeting. Exceptions may be allowed.

- a) Those teachers who have taken a leave of absence will notify the superintendent in writing by March 15 of their intent to return or not to return for the next school year.

ARTICLE II

GRIEVANCE PROCEDURE

For the purpose of this policy, a formal complaint shall be a written statement by a staff member that a disagreement exists over the application of the Mountain View School District Board Policy. All formal complaints shall contain a concise statement of the disagreement and the policy/policies which is/are allegedly violated. Every effort shall be made to settle the formal complaint at the lowest possible level of the formal complaint procedure. Formal complaints will be processed in the following manner and within the stated time limits. When school is not in session, "days" shall mean work week days exclusive of federal holidays.

Step 1 - A staff member shall promptly attempt to resolve the complaint informally between the staff member and his/her principal. If the complaint is not resolved informally, it shall be reduced to writing by the staff member who shall submit it to the principal. If a staff member does not submit his/her formal complaint to the principal in writing in accordance with Step 1 within fifteen (15) days after the facts upon which the complaint is based first occurred, the complaint will be deemed waived. The principal will reply in writing to the staff member within ten (10) school days after receipt of the written formal complaint.

Step 2 - If the formal complaint is not settled in Step 1 and the staff member wishes to appeal the formal complaint to Step 2, the staff member may file the formal complaint in writing to the Superintendent of schools within ten (10) school days after receipt of the principal's written answer. The written formal complaint shall give a clear and concise statement of the alleged complaint including the fact upon which the complaint is based, the issues involved, the policy provisions involved, and the relief sought. The Superintendent or his/her representative shall thoroughly review the formal complaint, arrange for necessary discussions, and give a written answer to the staff member no later than twenty (20) school days after receipt of the written formal complaint.

Step 3 - If the formal complaint is not settled at Step 2, the staff member may within five (5) days after a decision by the Superintendent, refer the formal complaint to the Board of Trustees through the Superintendent. The Board will then at their next available meeting, hear the formal complaint. The Step 3 formal complaint shall be on the basis of Step 2. Neither party shall be permitted to assert in the proceedings any evidence which was not submitted to the other party before the completion of Step 2 meetings. The Board may uphold, modify, or overturn the ruling of the Superintendent. Upon conclusion of the hearing, the Board will have ten (10) days to provide its written decision to the staff member. The Board will attempt to hear formal complaint(s) outside of school hours. If the Board finds it necessary to hear a formal complaint during school

hours, the staff member filing the complaint and necessary witnesses shall suffer no loss of pay for attendance at the Board's hearing. Each party shall bear all costs of producing their own witnesses, preparation of exhibits and other materials, including the production of a record or transcript of the proceeding unless such record or transcript is desired by both parties.

Procedure By-Pass

Formal Complaints involving more than one employee, formal complaints involving an administrator above the building level or those formal complaints promulgated by the Board may be initially filed at Step 2 or Step 3.

Non-Reprisal Clause

No reprisals of any kind shall be taken by the Board or the administration against any employee because of the employee's participation in this formal complaint procedure.

Formal Complaint Files

All documents, communications, and records dealing with the processing of a formal complaint shall be maintained separately from the personnel files of the participant(s).

Withdrawal of Formal Complaint

A formal complaint may be withdrawn in writing at any level without establishing precedent.

ARTICLE III PROFESSIONAL COMPENSATION

3.1 SALARY SCHEDULE

The basic salaries of employees covered by this Agreement are set forth in Appendix A which is attached to and incorporated in the Agreement.

Any extension of an employee's individual contract shall be based on 1/188th of his/her individual salary. The Board has the prerogative to determine the number of extended contract days necessary to meet educational objectives. The administration will monitor extended contracts to ensure accountability for the number of extended contract days and program needs.

3.2 RECOGNITION OF EXPERIENCE AND EDUCATION

An employee shall be given full credit on the salary schedule set forth in Appendix A for each full year of teaching experience in any school district accredited by a recognized accrediting agency. Placement on the salary schedule shall be in the same manner as placement on the state experience and education index identified in Idaho Code § 33-1004.

In determining the experience factor, the actual years of teaching or administrative service in an accredited public school or in an accredited private or parochial school, or beginning in the 2007-2008 school year and thereafter in an accredited college or university, shall be credited.

In determining the education factor, only credits earned after initial certification, 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 the State Board of Education or a regional accrediting association shall be allowed.

Upon receipt of official transcript(s), the teacher shall be placed in the appropriate place on the above salary schedule. The last Friday of each September will be the last date to change placement on the salary schedule for the employee's contracted school year. Changes beyond this date are effective the following school year. When transcripts cannot be procured for placement from courses recently taken, consideration shall be made by this date upon receipt in this district office a letter from the professor or instructor, stating the course title, number and grade.

3.3 REIMBURSEMENT FOR CREDIT

The District will reimburse a contracted certificated employee, of at least .5 FTE, for the tuition cost of up to eighteen (18) credits in a five (5) year period. Coaching clinic credits will be limited to reimbursement for one (1) credit in the five (5) year period. It is the responsibility of each certified employee to consult with the District Office to ascertain his/her five (5) year credit period. The maximum per credit cost will be the maximum per credit cost charged at Idaho state schools.

Certificated employees will be limited to reimbursement of tuition costs of up to six (6) credits per school semester during the first two school semesters of employment with the District. These credits will be included within the eighteen (18) credits provided in the five (5) year period.

Those certificated staff pursuing a Master's or advanced degree may follow an application process (to be established with standards and criteria) which the Board may at its discretion approve to provide credit reimbursement, limited to thirty (30) credits in five (5) years. It is the Board's intent to approve credit reimbursement for as many advanced degrees as funding will permit. Credit reimbursement approved under this section is contingent upon adherence to the advanced degree study plan and its time frame.

Credits earned from September 1 through August 31 of the current year will be reimbursed to the employee through any of the District's normal monthly Accounts Payable runs upon submission of a claim for reimbursement with the required supporting documentation. All claims for reimbursement of credits earned from September 1 through August 31 of the prior year must be received by the District Office no later than October 1 of the current year.

No credits will be reimbursed for those credits that were received or began prior to employment with the District. Any staff member leaving the school district will not be reimbursed for credits taken, starting after January 1 of the current school year, and becomes subject to terms of repayment of any reimbursement they may have claimed and received pertaining to those credits. In the event of a reduction in force (RIF) this paragraph will not apply to any staff member eliminated through the RIF process.

Any staff member receiving reimbursement from the District who fails to provide a transcript showing completion of the course(s) they claimed for reimbursement, or failed to meet the course completion date, will be subject to terms of repayment of any reimbursement they may have claimed and received pertaining to those credits.

3.4 EXTRA CURRICULAR ACTIVITIES

	% of Base Salary		
	Year-1	Year-2	Yr. -3+
<u>FOOTBALL</u>			
Head Coach	12.50%	13.00%	13.50%
Assistant Varsity	9.50%	10.00%	10.50%
Junior High Coach	7.50%	8.00%	8.50%
<u>BASKETBALL</u>			
Head Coach	12.50%	13.00%	13.50%
Junior Varsity	9.50%	10.00%	10.50%
C Squad	8.00%	8.50%	9.00%
Junior High Coach	7.50%	8.00%	8.50%
Grade School Intramural	5.00%	5.50%	6.00%
<u>TRACK</u>			
Head Coach	12.50%	13.00%	13.50%
Assistant Coach	9.50%	10.00%	10.50%
Junior High Coach	7.50%	8.00%	8.50%
<u>WRESTLING</u>			
Head Coach	12.50%	13.00%	13.50%
Assistant Coach	9.50%	10.00%	10.50%
Junior High Coach	7.50%	8.00%	8.50%
<u>BASEBALL/SOFTBALL</u>			
Head Coach	12.50%	13.00%	13.50%
Assistant Coach	9.50%	10.00%	10.50%
<u>TENNIS</u>			
Head Coach (Spring only)	12.50%	13.00%	13.50%
Assistant Coach	9.50%	10.00%	10.50%
<u>DRILL TEAM/DANCE</u>			
Head Coach	12.50%	13.00%	13.50%

<u>VOLLEYBALL</u>	Year-1	Year-2	Yr. -3+
Head Coach	12.50%	13.00%	13.50%
Assistant Coach	9.50%	10.00%	10.50%
C Squad	8.00%	8.50%	9.00%
Junior High Coach	7.50%	8.00%	8.50%
<u>CROSS COUNTRY</u>			
Head Coach	12.50%	13.00%	13.50%
<u>MISCELLANEOUS</u>			
Debate	5.50%	6.00%	6.50%
Declamation	5.00%	5.50%	6.00%
Drama	6.00%	6.50%	7.00%
Annual-Without designated annual class	9.50%	10.00%	10.50%
Quiz Bowl	3.00%	3.50%	4.00%
Youth Legislature	3.00%	3.50%	4.00%
FCCLA	1.00%		
BPA	1.00%		
HOSA	1.00%		
Music-Secondary activity programs	12.00%		
<u>CHEERLEADER</u>			
Head Coach – Fall Season	6.25%	6.50%	6.75%
Head Coach – Winter Season	6.25%	6.50%	6.75%
<u>ACTIVITY DIRECTOR</u>			
C. V. & Grangeville High School	15.00%		
Junior High	8.00%		

3.5 BASIS FOR SALARY DETERMINATION

- a. Extra-curricular salaries shall be calculated using a \$26,335 base.
- b. Extra-curricular positions are to be offered in whole to one individual. If the offer is not accepted in whole and the position is to be divided between two or more employees, the building administrator will involve those employees to facilitate a mutual agreement.

3.6 NOON-DUTY COMPENSATION

If circumstances require assigned noon-duty, thereby preventing a thirty (30) minute duty-free lunch period, each certified employee so assigned shall be compensated at a rate of \$12.23 per hour.

3.7 BUILDING TECHNOLOGY COORDINATOR

Building Technology Coordinator salaries shall be calculated using a \$26,335 base.

<u>Building Technology Coordinator</u>	10.00%
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3.8 Leadership Premiums

Staff will be able to participate in helping to develop a plan for any leadership premiums.

ARTICLE IV

INSURANCE

4.1 HEALTH INSURANCE

For all regularly employed professional employees contracted for .83 full time equivalent or greater, the District will pay 100% of the premiums for the employee and 70% of the premiums for the employee's family for a group health insurance program including major medical, optical, dental, preventative care, and prescription card benefits.

For all regularly employed professional employees contracted for .50 to .829 full time equivalents, the District will pay 100% of the premiums for the employee only for group health insurance, including major medical, optical, dental, preventative, and prescription card benefits; family coverage is available at employee cost.

4.2 LIFE INSURANCE

The District will pay the premiums for a \$50,000.00 term life insurance policy for each certified employee.

4.3 INSURANCE COMMITTEE

In the event a change in health, dental or optical insurance carrier and /or benefits is contemplated, the District and the Negotiating Association will form a joint study committee to make recommendations prior to the District making a change.

The Insurance Committee will consist of the CIEA President or the president's designee plus one individual from each of the communities (Grangeville, Elk City, and Kooskia), and one (1) representative from the District Office. Insurance Committee members will serve for a period not to exceed four (4) years. Kooskia will elect a new member to the Insurance Committee in 2015-2016, Elk City in 2016-2017 and Grangeville in 2017-18. The District Office may appoint a new representative as it deems necessary. One hundred percent (100%) of any insurance rebate will be applied to insurance premiums

4.4 SECTION 125 CAFETERIA PLAN

The district shall offer a Section 125 cafeteria plan for all eligible employees consistent with the present cafeteria plan currently offered by the district, so long as the same is authorized by law.

ARTICLE V

EFFECT OF AGREEMENT

5.1 DURATION

The provisions of this Agreement will be effective as of July 1, 2015 and will continue and remain in full force and effect until June 30, 2016.

Any individual contract between the Board of Trustees and an individual employee in the bargaining unit, shall be subject to and consistent with the terms and conditions of this Agreement. If any individual contract contains language or terms inconsistent with this Agreement, then this Agreement shall be controlling.

5.2 SEVERABILITY

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

5.3 CHANGES IN AGREEMENT

During its term this Agreement may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in written and signed amendment to this Agreement.

AGREEMENT

This Agreement is signed this ____ day of _____, 2015, and shall be binding upon the parties.

IN WITNESS, THEREOF:

For the Board:

For the Association:

Chairperson

President

Clerk

Secretary

APPENDIX A
MOUNTAIN VIEW SCHOOL DISTRICT #244
2015-16 SALARY SCHEDULE

STEP	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	29,106	30,197	31,329	32,505	33,725	34,991	36,304
1	30,197	31,329	32,505	33,725	34,991	36,304	37,666
2	31,329	32,505	33,725	34,991	36,304	37,666	39,077
3	32,505	33,725	34,991	36,304	37,666	39,077	40,541
4	33,725	34,991	36,304	37,666	39,077	40,541	42,061
5	34,991	36,304	37,666	39,077	40,541	42,061	43,638
6	36,304	37,666	39,077	40,541	42,061	43,638	45,274
7	37,666	39,077	40,541	42,061	43,638	45,274	46,971
8	39,077	40,541	42,061	43,638	45,274	46,971	48,732
9	40,541	42,061	43,638	45,274	46,971	48,732	50,560
10		43,638	45,274	46,971	48,732	50,560	52,454
11					50,560	52,454	54,422
12						54,422	56,462
13+							58,578

The minimum amount to be paid to each full time staff member will be \$33,558

Salary Schedule is based upon a 188 day contract.

**MEMORANDUM OF UNDERSTANDING
CENTRAL IDAHO EDUCATION ASSOCIATION
AND MOUNTAIN VIEW SCHOOL DISTRICT NO.244
2015-16**

To address concerns and to demonstrate the good faith efforts of the district and its employees, the Central Idaho Education Association and Mountain View School District No. 244 agree to the establishment of a health insurance reserve in the district budget to accumulate savings realized from the fiscal year's actual expenditure for employee insurance benefits versus the amount budgeted.

Variance of actual expenditures to budget may result from any number or combination of factors, including, but not limited to: changes in deductibles or other limits, changes in plan design, network, #244's group experience rating compared to national healthcare trends, changes in employee premium participation, membership pool or utilization of the deductible buy-down program.

The employee insurance benefit reserve becomes a resource toward funding employee insurance benefits in subsequent fiscal years and may be used to offset any employee insurance benefit expense authorized by the district.

For the District:

For the Association:

DATE: _____

DATE: _____

**MEMORANDUM OF UNDERSTANDING
CENTRAL IDAHO EDUCATION ASSOCIATION
AND MOUNTAIN VIEW SCHOOL DISTRICT NO.244
2015-16**

To address concerns and to demonstrate the good faith efforts of the district and its employees, the Central Idaho Education Association and Mountain View School District No. 244 agree to the following:

The Board agrees to continue working on solutions for equitable preparation time for all certificated staff members.

For the District:

For the Association:

DATE: _____

DATE: _____

**MEMORANDUM OF UNDERSTANDING
CENTRAL IDAHO EDUCATION ASSOCIATION
AND MOUNTAIN VIEW SCHOOL DISTRICT NO.244
2015-16**

To address concerns and to demonstrate the good faith efforts of the district and its employees, the Central Idaho Education Association and Mountain View School District No. 244 agree to the following:

The Board agrees to a good faith understanding that the current Reduction in Force procedure found in board policy will be reviewed by a committee of members to include representation from faculty, principals, the Superintendent, and the MVSD#244 School Board to make recommendations to the Board related to revising the RIF Policy during the 2015-2016 school year.

For the District:

For the Association:

DATE: _____

DATE: _____