

HBEA and HSBSD Negotiations--Opening Meeting 5/28/19

District Office 4:00p.m.

In attendance: Representing the District: Superintendent Dennis Chesnut, Trustee Acacia Fisher, and Trustee Brandi Eller. Representing the Association: Teacher Jenn Riley, Teacher Andrea Sullivan, and Teacher Twila Kadel.

Friday In-service: Board and HBEA tentatively agreed one Friday In-service be changed to a Friday Flex day. All agreed it should not be individual determination, but determined during the school year by admin as per their professional development needs.

Salary Schedule: HBEA appreciated the boards movement on salary schedule on upper end specifically. HBEA and board tentatively agree to Mr. Chesnut's last proposed salary schedule (see attached).

Sick Leave Bank: Language was tentatively agreed to by both board and HBEA (see attached).

Insurance: It was agreed upon by both parties that there will be no change to the current benefit package.

Both the board and HBEA agreed to informally meet next year to begin drafting a salary schedule to get ahead of the new structure that will be needed when the career ladder laws run out next year.

Tentative Agreement was accepted by the board and HBEA. Dennis will draft Tentative Agreement for approval by board at the June meeting and by HBEA members (asap).

Adjourn 5:00 PM

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

- Certified staff on Professional Rungs who have earned the BA+24 stipend will receive \$2,000 as a supplemental contract.
- Certified staff on Professional Rungs who have earned the Masters stipend will receive \$3,500 as a supplemental contract.
- In order to receive the BA+24 or Masters stipend, credits must be submitted to the district on or before the last Friday of September.
- Certified staff will move one rung on the schedule for each year they are employed by the district and meet the applicable performance criteria for the compensation rung (see Idaho Statutes 33-1001 and 33-1004B).
- For certified staff whose salary would be less than their 2019-20 base contract amount, the 2019-20 salary schedule (below) will be used. If earned, those employees will receive a BA+24 or Masters stipend as a supplemental contract.

2019-20 Salary Schedule

YEAR	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	38,500	38,500	38,500	38,500	38,500	38,500	38,500
1	38,500	38,500	38,500	38,500	38,500	38,500	38,500
2	38,500	38,500	38,500	38,500	38,500	38,500	38,500
3	38,500	38,500	38,500	38,500	38,500	38,500	38,500
4	38,500	38,500	38,500	38,500	38,500	38,500	38,500
5	38,500	38,500	38,500	38,500	38,500	39,432	40,911
6	38,500	38,500	38,500	38,500	39,432	40,911	42,445
7	38,500	38,500	38,500	39,432	40,911	42,445	44,036
8	38,500	38,500	39,432	40,911	42,445	44,036	45,687
9	38,500	39,432	40,911	42,445	44,036	45,687	47,400
10	38,500	40,911	42,445	44,036	45,687	47,400	49,177
11	38,500	40,911	42,445	44,036	47,400	49,177	51,021
12	38,500	40,911	42,445	44,036	47,400	51,021	52,934
13 or more	38,500	40,911	42,445	44,036	47,400	51,021	54,918

* Base - \$27,287 (\$26,492 in 2018-19)

A. Sick Leave Bank

1. Each certificated employee of the District covered by this contract may participate in the District sick leave bank. To participate each employee shall contribute two (2) days of his/her earned sick leave days, members may continue to contribute days to the bank throughout the school year. Sick leave days thus contributed shall be deducted from the individual's annual sick leave entitlement. The contributed sick leave days shall form a fund of sick leave days that will be available to all eligible participating employees upon recommendation of the sick leave bank committee for the purpose of alleviating the hardship caused by absence from work necessitated by extended or recurring illness extending beyond the employee's accumulated sick leave and personal leave.
2. Application for use of the bank shall be submitted to the sick leave bank committee for their recommendation. The committee shall review the request and determine the eligibility of the employee. If the committee deems necessary, it shall require proof of illness from a licensed physician at the time of application and from time to time after a grant has been made.
3. ~~The committee shall have the authority to establish such guidelines, as it deems necessary to implement this program. Guidelines shall have the approval of the Association and the Board of Trustees of the District.~~ After complete review of the application, the committee shall have the authority to make final decisions within the guidelines as to the disposition of the case.
4. In order for a certificated employee to be eligible to apply for sick leave benefits from the sick leave bank, the employee must first (1) be a contributor to the bank and (2) have been absent from work due to illness or accident for all of his/her accumulated sick leave and personal leave days.
5. The final date for entry/exit in the bank will be May-September 1 of each year. Once an employee is entered in the bank, they remain until the written notice is given to withdraw.
6. The maximum number of days that can be granted to a member in any one fiscal year will be limited to no more than one half of the accumulated number of days in the sick leave bank (unless by a unanimous vote of the sick leave bank committee). The number of sick leave days granted should not exceed the number of days absent from work due to illness or accident.
7. Once an employee has been granted sick leave days from the bank, that employee must contribute 2 days to be eligible to use the bank again. Employees withdrawing from the sick leave bank will not be reimbursed for sick leave days that they have donated. Employees leaving the district will not be reimbursed for sick leave days donated to the sick leave bank.

8. When the sick leave bank drops below 40 accumulated days members will be asked to contribute 1 to 2 days to bring the bank days available to 40. All sick leave bank days remain active even if contributing employees leave the district.
- 6.9. Sick leave bank days are granted for the individual employees' illness and will not be granted for relatives that the employee is taking care of or requests days off for. Sick Leave Bank days are to be used for a catastrophic illness or disease.
- 7.10. Bank grants to individual employees will not be carried over from one fiscal year to another and all such grants will end at the termination of the fiscal year. If a certificated employee does not use all of the days granted by the bank, the unused sick leave days will be returned to the bank.
- 8.11. The sick leave bank committee shall consist of three (3) members, two elected by the Association and one representing the District. ~~The committee shall develop and distribute rules and procedures for orderly administration of the bank not inconsistent with the terms of this agreement.~~ The committee shall be responsible for reporting to the District's accounting office the names of contributors and the number of days contributed. It shall report all days granted by the bank and all other information necessary for the employee's record.
- 9.12. The sick leave bank committee will meet at least once a year (suggested around May 15) to review new members, exiting members, and issues. The District Clerk and Horseshoe Bend Education Association President will make sure forms are given to new employees during opening in-service dates.