

# **AGREEMENT**

between the

**LEWISTON EDUCATION ASSOCIATION**

an affiliate of the

Idaho Education Association

and the

National Education Association

and the

**BOARD OF DIRECTORS**

**INDEPENDENT SCHOOL DISTRICT NO. 1**

LEWISTON, IDAHO

July 1, 2023 – June 30, 2024

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**ARTICLE I**  
**DEFINITIONS**

1.1 Definition of Terms

As used in the Agreement, the following terms will have the meaning as designated:

1. "Agreement" is all or any part of this document.
2. "Association" is the Lewiston Education Association.
3. "District" is the Independent School District No. 1, Lewiston, Idaho.
4. "Board" is the Board of Directors of the Independent School District No. 1, Lewiston, Idaho.
5. "Parties" are the Association and its representatives and the Board and its representatives.
6. "Professional Employees" are all employed certificated personnel whose employment is contingent on a teaching certificate, except for the superintendent, assistant superintendent, principals, assistant principals, supervisors and directors.
7. "Certificated Personnel" are those persons holding certificates issued by the State Department of Education employed within that capacity.
8. "Representative" is the individual or individuals selected to negotiate for the Professional Employees, shall be a member of the organization designated to represent the Professional Employees, and shall be a professional employee of the local school district.

However, in the event the Board of Directors chooses to designate any individual(s) other than the Superintendent or board member(s) of the District as its representative(s) for negotiations, the local educational organization may designate any individual(s) of its choosing to act as its representative(s) for negotiations.

9. "Itinerant Personnel" are all Professional Employees who serve two or more buildings.
10. "Negotiations" means publicly meeting and conferring in good faith by the Board and the Association for the purpose of reaching an agreement, upon matters and conditions subject to negotiations as specified in a negotiation agreement between both parties.
11. "Good Faith" means honesty, fairness and lawfulness of purpose with the absence of any intent to defraud, act maliciously or take unfair advantage or the observance of reasonable standards of fair dealing.

**ARTICLE II**  
**RECOGNITION**

2.1 Association Recognition

The Board recognizes the Association's status as the sole and exclusive Representative for all Professional Employees provided that the Association show that within the last two (2) years, fifty percent (50%) plus one (1) of the Professional Employees, indicated agreement to be represented by the Association for negotiation purposes.

**ARTICLE III**  
**NEGOTIATION PROCEDURES**

3.1 Good Faith Negotiations

The Parties agree that their representatives shall meet and negotiate in good faith.

3.2 Membership

1. The Negotiation Teams for the Association and the Board may include up to five (5) members. The Association Team members must be Professional Certificated Employees under contract to the District. The Board Team members must be elected directors of the District and may include the Superintendent. In the event the Board chooses to designate any individual(s) other than the Superintendent or directors as its representative(s) for negotiations, the Association may designate any individual(s) to act as its representative(s) in harmony with Idaho Code 33-1273.
2. Any person may be called to present information or testimony during negotiation procedures by either party if both Negotiation Teams agree.

3.3 Negotiation Processes

1. Negotiations shall be held in open session.
2. Request for commencement of negotiations shall conform to the process and procedures established in the Idaho Code.
3. During such negotiation, the Board and the Association will present relevant data, exchange points of view and make proposals and counter proposals. The Board will also make available to the Association all pertinent public records, data and such information of the District for developing intelligent, feasible and constructive proposals on behalf of the Professional Employees, students and the school system.
4. Accurate records or minutes shall be kept (in accordance with Idaho Code 33-1271) and shall be available for public inspection at the Central Services Office during normal business hours.
5. The times for negotiation sessions shall be determined by the Negotiation Teams.
6. The agenda shall be mutually agreed to by both Teams, then prepared by the Superintendent, and shall contain the items agreed to by the Negotiation Teams.
7. The negotiation sessions will be informal unless the Negotiation Teams for both Parties decide on specific procedures.
8. Tentative agreements reached shall be reduced to writing and signed by the chief negotiator for each Team, and will be available for the Negotiation Teams on or before the next scheduled meeting.
9. When a negotiation packet is agreed to by the Negotiation Teams, it shall be submitted for ratification to the Board and the Association within the timeline established by the Idaho Code. When approved by both Parties, it shall be signed by their respective officers and shall also be entered into the official minutes.
10. Master Agreement Copy

Upon request, professional employees will receive a printed copy of the Master Agreement and the District Directory. The Master Agreement will also be available to Professional Employees on the district website at

<http://www.lewistonschools.net/contractsagreements/>

## ARTICLE IV

### LEAVES

All leave allowance will be determined in proportion to the professional employee's contracted Full Time Equivalency (FTE).

#### 4.1 Sick Leave

1. Professional Employees will be allowed sick leave for personal or for family illness at a rate of twelve (12) days per year.
2. Professional Employees may accumulate an unlimited number of sick leave days.
3. To better assist Professional Employees in addressing health concerns causing a short-term absence of 75 minutes or less, the employee may provide for coverage of class and assigned duties through collaboration with other appropriate certificated staff members. No sick leave will be deducted if a substitute is not called to cover any part of the short-term absence.
4. Any claim for lost time because of personal illness or family illness shall be approved by the building principal and a doctor's certificate may be required at the option of the District.
5. Up to ten (10) weeks of accumulated sick leave may be used from the date of birth of a child for the recovery of the mother. Sick leave in excess of ten (10) weeks will require a doctor's certificate.
6. Up to ten (10) weeks of accumulated sick leave may be used for the adoption of a child. The ten (10) weeks must be taken within twelve (12) consecutive weeks from the first day of granted leave.
7. An employee shall be entitled to a total of twelve (12) weeks unpaid leave because of the birth of a child of the employee, in order to care for the child, or because of the placement of a child for adoption or foster care.

#### 4.2 Sick Leave Bank

1. Each Professional Employee of the District covered by the contract with the Association may participate in the Sick Leave Bank. To begin participation in any school year, a Professional Employee shall, prior to September 15, or within fifteen (15) days after signing a contract if not an employee by September 15 (hereafter described as "enrollment period"), contribute two (2) sick leave days. Each time the Sick Leave Bank falls below one hundred eighty (180) days, every participating member shall be assessed one (1) additional sick leave day. Sick leave days thus contributed shall be deducted from the individual's accumulated sick leave. The contributed sick leave days shall form a bank of sick leave days which will be available to all participating Professional Employees for absence from work necessitated by prolonged or recurring illness of the Professional Employee extending beyond the employee's available leave, as set out below. Eligible employees electing not to join during the initial enrollment period must wait until the enrollment period of the following year.
2. A Committee, including three (3) Professional Employees selected by the LEA and



three (3) administrators selected by the Superintendent, establish such procedures necessary to implement and operate the Sick Leave Bank.

3. Application for use of the Sick Leave Bank shall be submitted to the Committee, which shall review the request and determine the eligibility of the Professional Employee. Proof of illness may be required at the time of application and from time to time after a grant has been made.
4. To be eligible for sick leave benefits from the Sick Leave Bank, the Professional Employee must:
  - a. be a current Sick Leave Bank member and contributor to the Sick Leave Bank,
  - b. have been absent from work due to accident or illness of the Professional Employee,
  - c. have used all their/them accumulated sick leave days and personal leave days, and
  - d. had two (2) days after exhaustion of accumulated sick leave and personal leave where their/them salary was reduced in full.

Application must be on the form provided in the Appendix within fifteen (15) days of the depletion of sick leave, unless it is not feasible despite the Professional Employee's diligent, good faith efforts. After complete review of the application, the Committee shall have the authority within the procedures to make final decisions as to the disposition of the case. The decision of the Committee will be implemented contingent upon compliance with the law. Notification of the decision will be given to the Professional Employee, in writing, within a timely manner from the date of application. If the employee is incapacitated to such an extent that they cannot personally apply for a grant, the employee's immediate supervisor, next of kin, or representative may apply for the employee. If the circumstances of the Professional Employee's illness or accident prevent them from returning to work as documented in the initial Sick Leave Grant application, additional sick leave benefits from the sick leave bank may be requested. To request additional days from the Sick Leave Bank, the Professional Employee must complete the application form provided in the Appendix and indicate they are applying for an extension of the grant, specify the number of additional days they are requesting, and provide proof of their continued illness and inability to return to work. The application for additional days from the bank should be completed prior to the end date of the initial grant, unless it isn't feasible despite the employee's diligent, good faith efforts.

5. The maximum number of days which may be granted in any one (1) school year will be either the remaining number of days a Professional Employee is scheduled to work or the number of days until the employee becomes eligible for long-term disability insurance payments, whichever is smaller. Any Professional 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 Professional Employee from the Sick Leave Bank for any days for which the Professional Employee receives disability payments. Determination of disability benefits will be the responsibility of the insurance carrier. An employee shall not receive more than their/them contracted salary for that year.
6. Within any five (5) year period, the number of days granted to a Professional Employee from the Sick Leave Bank will not exceed one hundred ninety (190) days.

7. Sick Leave Bank grants will terminate at the end of the school year. If a Professional Employee does not use all of the days granted by the Sick Leave Bank, the unused sick leave days will be returned to the Sick Leave Bank. A Sick Leave Bank member may withdraw their/them membership, at any time, by submitting a written request to the Committee. A member may not withdraw those days of sick leave already contributed to the Sick Leave Bank. The days remain the property of the Sick Leave Bank and cannot be transferred if a Professional Employee leaves the District or chooses to drop membership in the Sick Leave Bank.

#### 4.3 Bereavement Leave

Professional Employees will be allowed bereavement leave for the following reasons:

1. Up to five (5) days leave per occurrence with full pay will be allowed when there is a death in the family.
2. One (1) day leave per year with full pay will be allowed for a Professional Employee to attend a memorial service in the case of the death of a close friend.
3. Bereavement leave must be used within ten (10) days of a death within the family, except in special circumstances with prior written authorization by the Superintendent or their/them designee.

#### 4.4 Parent Leave

The parent of a newborn or adopted child may take three (3) days leave within ten (10) days of the birth or reception of the adopted child. Parent leave applies only to Professional Employees who have accumulated less than forty-eight (48) days of sick leave on the first day of contracted work (see Sick Leave 4.1.5 and 4.1.6 for additional information).

#### 4.5 Civic Duty Leave

1. Professional Employees called for jury duty shall be paid full salary minus compensation paid jurors.
2. When subpoenaed as a witness as a result of employees' professional duties to the District and/or civic responsibility, prior written authorization from the Superintendent or their/them designee will be required. Full salary will be paid minus compensation paid for witnesses.

#### 4.6 Personal Leave

1. Professional Employees will be allowed two (2) days personal leave per year cumulative to a maximum of five (5) days.
  - a. When available personal leave has been exhausted, a Professional Employee may buy up to two (2) personal leave day(s) at a cost of 1.5 times the substitute rate.
2. Any unused personal leave days, when the maximum days have been accumulated, will be paid at the substitute rate to the employee in their July paycheck.
3. Requests for personal leave on school improvement days shall be subject to the approval of the building administrator or the immediate supervisor. Personal leave will not be granted on days scheduled for parent teacher conferences.

4. Personal Leave may not be taken if a substitute cannot be found. No more than ten percent (10%) or no more than three (3), whichever is greater, of the Staff in any one building may be absent at any one time for this purpose. The building administrator or immediate supervisor must be notified at least two (2) working days in advance of the day to be taken as a personal leave, except in emergency situations.

#### 4.7 Professional Leave

Leave with full pay may be allowed by the Superintendent or their/them designee to Professional Employees:

1. To attend state, regional, or national educational or professional meetings or workshops.
2. For a visitation day under the direction of the building principal.
3. To take comprehensive examinations for advanced degree. Limited to one day per year.

Prior written authorization is required.

#### 4.8 Association Leave

1. The Association President or designee may be granted the equivalent of 25 days per year release time for the purpose of attending to state and local Association business. If, in extenuating circumstances, the total number of days used exceeds 25, the approval of the Superintendent is required. This leave is not to be used to interrupt the regular teaching day of the faculty.
2. Five (5) days prior arrangement must be made, when possible, with the building principal or immediate supervisor who must be able to employ a substitute before the leave is granted.
3. Request for leave shall be made by completing a [Request for Association Leave](#) (Page 32 of *Agreement*). Association Leave within the allowable days shall be approved by the Association President. Copies of the request shall be sent to the building principal, director of business services and superintendent.
4. In years when the Association has a member, or members, serving on the IEA Board or a state committee, arrangements shall be made with the Superintendent for the scheduled meeting dates. These dates shall not be deducted from Association Leave.
5. The Association will reimburse the District for the full cost of the substitute.
6. The Association President shall be granted release time from their/them regular duty assignment without loss of pay or benefits for half or full time. The Association shall reimburse the District for the pay and benefits. The amount of release time shall be a decision of the Association yearly not later than the first Monday in June of the school year preceding the leave.

7. The Association President may be granted leave to meet with the Superintendent regarding District matters. The District will pay for the cost of the substitute for this leave.

#### 4.9 Additional Leave Regulations

1. When applicable leave has been exhausted, the District may allow Professional Employees the difference between their salary and that paid the substitutes for:
  - a. Emergencies and special cases not hereto defined. This provision shall be equitably applied.
  - b. Ordinarily the limit shall be five (5) days unless the employee is a state legislator, in which case this allowance will be extended for the term of the legislative session.
2. Should a Professional Employee be absent beyond the time allowed for defined (4.1-4.8) leave or for reasons not provided by leave, an amount equal to 1/190<sup>th</sup> of the annual salary shall be deducted for each day's absence.

**ARTICLE V  
PROFESSIONAL COMPENSATION**

5.1 Salary Schedule Based on 190 contract days

	<u>B.A.</u>	<u>B.A. +15</u>	<u>B.A. +30</u>	<u>B.A.+45 or MASTERS</u>	<u>MA.+30 or B.A.+75 or B.A.+45+M.A.*</u>
1	41,451.86 1 41,118 ***	42,695 1.03	43,976 1.0609	45,296 1.09273	46,654 1.12551
		***[Minimum Salary to be paid per Idaho Code section 33-1004E]			
2	43,379 1.0465	44,681 1.0779	46,021 1.11023	47,402 1.14354	48,824 1.17785
3	45,396 1.09516	46,759 1.12802	48,161 1.16186	49,606 1.19671	51,094 1.23262
4	47,507 1.14608	48,933 1.18047	50,401 1.21589	51,913 1.25236	53,470 1.28994
5	49,716 1.19937	51,208 1.23536	52,745 1.27243	54,326 1.31059	55,957 1.34992
6	52,028 1.25514	53,589 1.2928	55,197 1.3316	56,852 1.37153	58,559 1.41269
7	54,447 1.3135	56,081 1.35292	57,764 1.39352	59,496 1.43531	61,282 1.47838
8	56,979 1.37458	58,689 1.41583	60,450 1.45832	62,263 1.50205	64,131 1.54712
9	59,629 1.4385	61,418 1.48167	63,261 1.52613	65,158 1.5719	67,113 1.61906
10	62,401 1.50539	64,274 1.55057	66,203 1.5971	68,188 1.64499	70,234 1.69435
11			69,281 1.67137	71,359 1.72148	73,500 1.77314
12				74,677 1.80153	76,918 1.85559
13					80,494 1.94187

\* The MA must be earned subsequent to the BA +45 standing. The total credits must be equal to a BA +75. The employee must earn a BA +45 and an additional 30 credit hours of graduate work leading to the Master's Degree.

\*\*\* Minimum Salary per Idaho Code Section 33-1004E (1) is \$41,118 for residential placement and \$43,990 for professional or advanced professional state placement.

5.1 (Continued)

a. Career Ladder Planning Committee

A Committee, including four (4) Professional Employees selected by the LEA, including the LEA President, and four (4) administrators selected by the Superintendent, including the Superintendent, will be established for the purpose of reviewing and recommending a compensation structure consistent with the Career Ladder Appropriation.

5.2 The activity and extra pay schedule for employees covered by this Agreement is set forth as follows:

**ACTIVITY AND EXTRA PAY SCHEDULES  
BASE SALARY = \$38,921.93**

<u>Other Activities</u>	<u>Index</u>
Associated Student Body	.08
 <u>Middle School Department Heads</u>	
Humanities	.07
Language Arts	.07
Team Leaders	.07
Math	.07
Science	.07
Social Studies	.07
Special Services	.07
 <u>High School Department Heads</u>	
Humanities	.09
Physical Education	.09
Special Education	.09
English	.09
Math	.09
Science	.09
Social Studies	.09
Career Technical Education	.09
 <u>Coordinators</u>	
Head Teachers - Elem.	.05
School Patrol	.03
Computer Techs	.05
Just-In-Time-Trainers (JITTs)	.04

5.2 (Continued)

**ACTIVITY AND EXTRA PAY SCHEDULES**  
**BASE SALARY= \$38,921.93**

The following positions will be paid using the following formula:

Base Salary (**\$38,921.93**) ~~X~~ Index ~~X~~ Experience Factor

	<u>Index</u>
<u>Football</u>	
High School – Varsity Head	.17
High School – Assistants	.13
Middle School – Head	.09
Middle School - Assistants	.08
<u>Basketball</u>	
High School – Varsity Head	.17
High School – Assistants	.13
High School – Head 9th	.13
Middle School Head	.09
Middle School – No Cut Teams	.07
<u>Baseball</u>	
High School – Varsity Head	.16
High School – Assistants	.12
High School – Head 9th	.12
<u>Track</u>	
High School – Varsity Head	.16
High School – Assistants	.12
Middle School – Head	.10
Middle School - Assistants	.08
<u>Wrestling</u>	
High School – Varsity Head	.16
High School – Assistants	.12
Middle School – Head	.10
Middle School - Assistants	.08
<u>Cross Country</u>	
High School – Varsity Head	.13
High School – Assistants	.10
<u>Golf</u>	
High School – Varsity Head	.13
High School – Assistants	.10
<u>Tennis</u>	
High School – Varsity Head	.13
High School – Assistants	.10
<u>Soccer</u>	
High School – Varsity Head	.13
High School – Assistants	.10

5.2 (Continued)

Dance/Cheer

High School – Varsity Head	.19
High School – Assistants	.15
Middle School Head	.12
Middle School – Assistants	.09

Volleyball

High School – Varsity Head	.14
High School – Assistants	.11
High School – Head 9th	.11
Middle School Head	.09
Middle School – No Cut Teams	.07

Softball

High School – Varsity Head	.16
High School – Assistants	.12
High School – Head 9th	.12

Athletic Trainer

.50

Coaches of ninth grade teams whose activities and expectations are included with a high school schedule will be paid the rate of a high school assistant coach.

All High School Assistant Coaches will participate in pre-school practice sessions.



5.2 (Continued)

**ACTIVITY AND EXTRA PAY SCHEDULES**  
**BASE SALARY= \$38,921.93**

<u>Other Activities</u>	<u>Index</u>
High School Debate	.06
High School Annual	.08
Middle School Annual	.045
Bengal Purr	.13
Drama Club	.05
Drama- High School - Per Major Production	.06
High School Assistants - Per Major Production	.03
High School Drama - Per Minor Production	.02
Middle School - Per Production	.03
Mock Trial Advisor	.04
 <u>Music</u>	
High School Band - Head	.22
High School Band - Assistant.	.05
High School Chorus	.10
High School Orchestra	.09
Middle School Band	.10
Middle School Chorus	.08
Middle School Orchestra	.06
 Elementary Instrumental (Before school, 2 days per week)	.08
Elementary Orchestra (Before school, 2 days per week)	.08
Elementary Vocal (Before school, 2 days per week)	.08
 <u>Coordinators</u>	
Middle School Activities - Director	.28
Summer Conditioning	.18
(Maximum allowed. Program must be submitted to and approved by Superintendent. May involve more than one person.)	
Athletic Coordinator	.045

## PAYMENT CHART

INDEX	A 1.000	B 1.015	C 1.030	D 1.045	E 1.060	F 1.075	G 1.090	H 1.105	I 1.120
0.015	584	593	601	610	619	628	636	645	654
0.02	778	790	802	813	825	837	848	860	872
0.0225	876	889	902	915	928	941	955	968	981
0.025	973	988	1,002	1,017	1,031	1,046	1,061	1,075	1,090
0.03	1,168	1,185	1,203	1,220	1,238	1,255	1,273	1,290	1,308
0.035	1,362	1,383	1,403	1,424	1,444	1,464	1,485	1,505	1,526
0.04	1,557	1,580	1,604	1,627	1,650	1,674	1,697	1,720	1,744
0.045	1,751	1,778	1,804	1,830	1,857	1,883	1,909	1,935	1,962
0.05	1,946	1,975	2,004	2,034	2,063	2,092	2,121	2,150	2,180
0.06	2,335	2,370	2,405	2,440	2,475	2,510	2,545	2,581	2,616
0.07	2,725	2,765	2,806	2,847	2,888	2,929	2,970	3,011	3,051
0.08	3,114	3,160	3,207	3,254	3,301	3,347	3,394	3,441	3,487
0.09	3,503	3,556	3,608	3,661	3,713	3,766	3,818	3,871	3,923
0.10	3,892	3,951	4,009	4,067	4,126	4,184	4,242	4,301	4,359
0.11	4,281	4,346	4,410	4,474	4,538	4,603	4,667	4,731	4,795
0.12	4,671	4,741	4,811	4,881	4,951	5,021	5,091	5,161	5,231
0.13	5,060	5,136	5,212	5,288	5,363	5,439	5,515	5,591	5,667
0.14	5,449	5,531	5,613	5,694	5,776	5,858	5,939	6,021	6,103
0.15	5,838	5,926	6,013	6,101	6,189	6,276	6,364	6,451	6,539
0.16	6,228	6,321	6,414	6,508	6,601	6,695	6,788	6,881	6,975
0.17	6,617	6,716	6,815	6,914	7,014	7,113	7,212	7,311	7,411
0.18	7,006	7,111	7,216	7,321	7,426	7,531	7,636	7,742	7,847
0.19	7,395	7,506	7,617	7,728	7,839	7,950	8,061	8,172	8,283
0.22	8,563	8,691	8,820	8,948	9,077	9,205	9,333	9,462	9,590
0.25	9,730	9,876	10,022	10,168	10,314	10,460	10,606	10,752	10,898
0.28	10,898	11,062	11,225	11,389	11,552	11,716	11,879	12,042	12,206
0.42	16,347	16,592	16,838	17,083	17,328	17,573	17,818	18,064	18,309
0.48	18,683	18,963	19,243	19,523	19,803	20,084	20,364	20,644	20,924
0.50	19,461	19,753	20,045	20,337	20,629	20,921	21,212	21,504	21,796

Legend - Years: A = 0-2    B = 3-5    C = 6-8    D = 9-11    E = 12-14    F = 15-17  
    G = 18-20    H = 21-23    I = 24 +

a. Activities Review Committee

An Activities Committee shall be established as a permanent standing committee. The committee shall consist of five (5) teachers, two (2) teachers who already receive extra duty pay and three (3) teachers who do not have a supplemental contract under

the schedule being reviewed appointed by the President of the Lewiston Education Association and five (5) administrators who are appointed by the Superintendent.

The responsibilities of the committee will be to:

1. Review and make specific recommendations regarding the Athletic and Activities sections of the Extra Pay Schedule on a prescribed schedule. The first full review of the Athletic portion of the schedule was in 2007-2008 and will be done every six (6) years thereafter.\* The first full review of the Activities portion of the schedule was in 2008-2009 and will be done every six (6) years thereafter.\*
2. During each review cycle, the committee will inform Professional Employees who hold a supplemental contract on the schedule under review of the process for submitting specific requests and supporting documentation. Individual requests must be in writing and must be on the forms provided by the committee. Requests must be submitted to the Personnel Department no later than November 30th of the year in which the specific schedule is under review.
3. The committee will deliver a final report to the negotiation teams on or before March 30 of the year in which a specific schedule is under review.

\*Review Schedule:

Athletics  
2025-2026

Activities  
2026-2027

b. Evening and Summer School

Evening and summer school instruction shall be compensated at 1/190<sup>th</sup> of the Professional Employee's salary on the salary schedule under Article 10.1.

c. Other Work Assignments

\$27.52 (000664 x \$41,451.86) per hour

Allowances may be made by the Superintendent for other additional duties which may be assigned.

d. Doctoral Degree

\$2,000 annually.

e. Longevity Payment

Professional Employees who have attained a B.A. +45 or Masters or a M.A. +30 or B.A. +75 or B.A. +45+M.A. and 20 years of experience on the District's Salary Schedule will receive a yearly \$250 stipend. An additional \$250 will be added to this stipend at each five (5) year increment thereafter.

f. Mentors

Mentors will be compensated based on the number of novice teachers assigned and the experience of each novice teacher. Compensation will be at the following rates:

- Category 1 or 2 novice teachers in the first year of employment in the District: \$250 per each novice teacher
- Category 1 or 2 novice teachers in the second year of employment in the District: \$50 per each novice teacher

### 5.3 School Psychologists

School psychologists will be paid at the rate indicated in accordance with training, experience, and Rules and Regulations on the current salary schedule plus .10 on the index. The workday for psychologists will be the same as for the Central Services office administrators. The .10 will compensate for the additional time requirement over classroom teachers.

### 5.4 Recognition for Additional Preparation

1. To advance to a B.A.+15, B.A.+30, or B.A.+45 on the salary schedule, advancement credits must be earned after the 1992 summer session. To advance to an M.A.+30 or B.A.+75 or B.A.+45+M.A. on the salary schedule, advancement credits must be earned after the 1987 summer session.
2. Three (3) District in-service credits authorized by the Superintendent, or designee for approved courses, projects or travel apply toward recertification. In-service credits are not applicable for advancement on the salary schedule.
3. Credit for campus and correspondence program courses pertinent to teaching earned from accredited colleges and universities, a fifth-year program or an advanced degree program will be applicable for advancement on the salary schedule. Non-traditional or extension courses require prior approval of the Superintendent.
4. Only credit earned prior to the beginning of the school year may be used to determine education category on the salary schedule.
5. Professional Employees intending to advance on the salary schedule because of additional credits must submit a statement of intent by May 1.

### 5.5 Part-Time Contracts

1. Professional Employees on part-time contracts will be allowed a full year advancement on the salary schedule for each school year taught.
2. Professional Employees' compensation shall be prorated to the same portion of the day worked.

### 5.6 Committee Allowance

Professional Employees shall receive the sum of ~~\$27.42~~ 29.20 (.000664 x BA +30, Step 1) per hour for each hour of committee work required by an authorized administrator (i.e. Superintendent, Assistant Superintendent, Directors, and Principals), provided that such committee work, when taken in combination with the Professional Employee's regularly scheduled work time, results in said employee being required to work more than 40 hours per week or more than two (2) hours in excess of said employee's regularly scheduled workday. Duty-free lunch periods shall not be counted in computing the number of hours

worked in a day or week.

## ARTICLE VI

### INSURANCE PROVISIONS AND OTHER FRINGE BENEFITS

#### 6.1 Health Insurance

The District shall provide to full-time Professional Employees complete health care protection (hospital-surgical-major medical insurance) for a full twelve-month period for the employee's selected enrollment category (employee only, employee and one child, employee and children, employee and spouse, full family) with a minimum of \$250,000 major medical. The District shall pay the same portion of the premium for the employee-selected category as that portion of the day worked by a part-time Professional Employee.

The District shall continue to pay the districts portion of employee's premium for one (1) year after a Professional Employee has exhausted their/them sick leave, but is still under contract to, or on a leave of absence from the District and is disabled unless the Professional Employee enters into a retirement or permanent disability program such as Social Security Disability or PERSI Disability Retirement.

#### 6.2 Dental Insurance

The District shall provide to full-time Professional Employees a limited dental care insurance program for a full twelve-month period for the employee's selected enrollment category (employee only, employee and one child, employee and children, employee and spouse, full family).

#### 6.3 Optical Insurance

The District shall provide to full-time Professional Employees limited optical care services for a full twelve-month period for the employee's selected enrollment category (employee only, employee and one child, employee and children, employee and spouse, full family).

#### 6.4 Payment of Premium

The District shall pay 100% of the total premium cost for full-time Professional Employees and 80% of dependent coverage for Professional Employees for the District Basic Plan. All Professional Employees will be covered on the District Basic Plan. An optional plan will be made available to employees, and all costs in excess of the Basic Plan shall be at employees' personal expense.

In the event a Professional Employee terminates employment for reasons other than illness prior to June, the employee's subsidy shall terminate on the first day of the month following termination.

#### 6.5 Section 125 Full Flex Plan

A Section 125 Plan of the Internal Revenue Code offering pre-tax medical cost reimbursement and a dependent care account shall be optional for Professional Employees. The Plan shall be administered by a third party at no cost to the District. The Plan Year shall commence on January 1 of each year. The Plan Document shall become a part of this agreement as Appendix C.

6.6 Life Insurance

The District shall provide to each full-time Professional Employee a \$20,000 group life insurance policy and an accidental death and dismemberment policy for \$20,000

6.7 Long-Term Disability Insurance

The District shall provide to each full-time Professional Employee a Disability Insurance Plan.

6.8 Liability Insurance

The District shall furnish liability insurance to a maximum of \$500,000 for each individual personal injury, \$500,000 for each occurrence of personal injury, and \$100,000 for each occurrence of property damage.

6.9 Insurance Committee

An insurance committee will be appointed consisting of three (3) Professional Employees appointed by the L.E.A. and three (3) administrators appointed by the Board. Said committee will be given binding authority to determine an insurance plan and provider within the parameters of the dollar amount negotiated each year for all above categories of insurance. In the event that the committee cannot, by majority vote, agree upon a plan and provider, then the members of the committee shall select a mutually agreeable seventh person to cast the deciding vote. Any carrier selected will be required to equally provide insurance information to both the L.E.A. and the Board except for disclosure of individual confidential information. Any request by the L.E.A. or Board to a carrier for information shall be made through an insurance committee member.

6.10 Workers' Compensation

All Professional Employees are covered by Workers' Compensation Insurance for bodily injury, disease, or death caused by accident arising out of and in the course of their employment. Notice of injury shall be reported to the Central Services Office as soon as possible. A claim for compensation will be prepared and submitted to the State Insurance Fund and the Industrial Commission for approval. Professional Employees drawing Industrial Accident Insurance for time lost will receive no more per day in compensation from sick leave and Workers' Compensation than if the individual were working. Cumulated sick leave for an employee on compensation will only be reduced proportionately to the amount of compensation furnished by sick leave.

6.11 Retirement

Professional Employees who retire from the District shall remain an eligible part of the group for purposes of insurance and may choose to pay premiums to continue under group plans if agreed to by the District's insurer.

**ARTICLE VII**  
**GENERAL PROVISIONS**

7.1 Non-Discrimination

7.1.1 The Board shall not discriminate against employees or job applicants on the basis of sex, age, conditions of birth, ancestry, national or ethnic origin, race, color, exceptionality, handicap, religion, family relationship, or personal or political patronage.

7.1.2 The District is committed to ensuring bias-free, safe learning environments for our entire school community, to enhance a culture of equity.

7.2 Appearances Before the Board

When any Professional Employee is required to appear before the Board concerning that employee's performance, the Board shall notify the employee at least one (1) week prior to the Board meeting. The notice will state specifically what matters concerning the employee's performance will be discussed in the meeting.

7.3 Parental Complaint

In the event a Professional Employee receives a parental complaint, the employee should attempt to resolve the difficulty by meeting with the parent. In the event that either party feels that the matter cannot be resolved by an employee-parent conference, or the matter is not resolved at an employee-parent conference, then the conflict resolution conference steps listed below will be initiated:

1. Parent-employee-building principal
1. Parent-employee-building principal-superintendent
3. Parent-employee-building principal-superintendent-board

In the event an administrator receives a parental complaint about a Professional Employee, the employee will be notified of the complaint. The employee should attempt to resolve the difficulty by meeting with the parent. In the event that either party feels that the matter cannot be resolved by a parent-employee conference, or the matter is not resolved at a parent-employee conference, then the conflict resolution conference steps listed below will be initiated

1. parent-employee-building principal
2. parent-employee-building principal-superintendent
3. parent-employee-building principal-superintendent-board

It is the responsibility of all Professional Employees, administrators, and board members contacted by a parent with a complaint to inform the parent of this complaint procedure.

A Professional Employee shall be disciplined only for cause. Charges and/or complaints which may form the basis for disciplinary action shall be made available to the employee and

the employee shall be given the opportunity to respond before any disciplinary action is taken.

Parental complaints shall not serve as the basis for comments on the evaluation of a Professional Employee unless the Professional Employee has been made aware of the complaint and has been afforded an opportunity to respond.

#### 7.4 Duty-Free Lunch

The junior and senior high school Professional Employees shall receive 25 minutes of continuous duty-free lunch time excluding passing time. Elementary Professional Employees shall receive 40 minutes of continuous duty-free lunch time.

#### 7.5 Communication

1. The Association and its members may use District buildings for meetings.
2. The Association and its members may post notices of activities and business on a designated Association bulletin board in each building.
3. The Association may use members' mailboxes or email for communication to building members.
4. The Association may use District phone or intercom to announce the start of a building meeting.
5. The Association may provide information to professional employees hired by the District during the new teacher orientation at the beginning of the school year.

#### 7.6 Professional Employee Rights

When any professional employee is required to appear before the Board or any administrator for purposes of probation or reprimand, the professional employee shall be given reasonable prior notice of the reasons for such meeting and shall be entitled to have representation of the Association present to advise and/or represent the professional employee during such meeting.

#### 7.7 Association Meetings

1. On the 1st Tuesday of each month, all District required meetings will conclude by 4pm. The District will contact the Association when an emergency District required meeting takes place on the 1st Tuesday of each month and will not conclude by 4 p.m.
2. At the invitation of the Association, the Superintendent may attend Association Executive Board meetings to ensure ongoing communication with the administration and Board.



**ARTICLE VIII**  
**GRIEVANCE PROCEDURE**

8.1 Definition of Terms

In addition to the definitions in Article I of the Agreement, the following terms will have the meanings as designated:

"Grievance" is any complaint by a person represented by the Association that there has been a violation or inequitable application on contract provisions, or that there has been an event or condition which adversely affects the welfare and terms or conditions of work of an employee or group of employees.

"Group Grievance" is when two or more persons make a common claim of a Grievance.

"Days" shall be calendar school days except in summer when they shall be weekdays excluding national holidays.

"Grievant" is a person or group claiming a Grievance.

"Parties of Interest" are the Grievant and/or any person who might be required to take action, or against whom action might be taken, in order to resolve the claim.

8.2 Purpose

1. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the Grievances which may come over the interpretation of the Agreement or Rules and Regulations concerning salary, benefits and working conditions.
2. Both Parties agree that not over ten (10) Grievances may be under consideration at any one time in Step II. If ten (10) Grievances are in Step II, time constraints from Step I will not apply. As a Grievance leaves Step II, Step I Grievances will be advanced to Step II in their order of filing.
3. Both Parties recognize the right of the individual to try less formal procedures available to settle problems.
4. No reprisals against grievant or representative will be taken by the Board or administration.

8.3 Representation

1. A Grievant may have a representative present who shall be a regularly contracted employee of the District at any step of the procedure. At Step I, the representative must be another contracted Professional Employee assigned to the same building unless none is available. Itinerant Personnel shall file the grievance at the building where the alleged grievance transpired, and may choose either a representative from the building or another Itinerant staff member. The representative shall not act as a sole spokesperson.
2. The Executive Committee of the Association is to be informed of all written Grievances, may send a representative member of that Committee to Grievance Hearings, and may file Grievances on behalf of the Association.

3. In Step III, the Grievant, or others, may be represented by counsel as they desire and have witnesses and testimonials from others including, but not limited to, the Parties to the Agreement.

#### 8.4 Conditions

1. The fact that a Grievance is accepted for processing under these procedures does not in itself constitute recognition by the Board that the Grievance is either valid or legitimate.
2. At any time that the Grievant does not meet the time limitations or agrees that the Grievance is either not legitimate or not valid, the Grievance will be waived and neither Party to the Agreement will pursue it in any manner whatsoever.
3. All time limits shall be in days as defined. The number of days indicated at each level are considered maximums. There shall be no obligation by either Party to consider any Grievance not filed as prescribed by the procedures and in a timely manner. They may be extended by mutual agreement in writing.

#### 8.5 Procedures

##### STEP I:

1. Within twenty (20) days of the alleged Grievance, or when the Grievant had knowledge of it, the Grievant shall attempt to resolve it with the building principal or immediate supervisor and any administrator involved above the building level. If it involves only an administrator above the building level, the Grievant shall attempt to resolve it with that administrator.
2. If the Grievance is not solved satisfactorily through discussion, a written Grievance may be filed with the building principal or immediate supervisor, and any administrator above the building level if involved. At this time, the Grievance must be reduced to writing and it must include
  - a. The nature of the Grievance.
  - b. The article, section and item of either the Agreement or Rules and Regulations or the contract that the Grievant claims has been incorrectly or improperly interpreted or inequitably applied, and/or the event or condition that adversely affects the welfare and terms or conditions of work.
  - c. A statement of how the interpretation has adversely affected the Grievant.
  - d. The name of the person(s) against whom the Grievance is claimed.
  - e. The name of the person(s) claiming the Grievance.
  - f. The relief sought.
3. Copies of the above will be presented to the Executive Committee of the Association and the Superintendent.
4. Within ten (10) days of receiving the written Grievance, the building principal or immediate supervisor, and any administrator above the building level if involved, will give written notice of the decision including reasons for that decision.

5. The Grievant shall communicate to the building principal or immediate supervisor whether the written decision of that individual is satisfactory or not, within ten (10) days after receiving the written decision.

## 8.5 Procedures (Continued)

### STEP II:

1. If the Grievant is not satisfied with the decision at Step I, the written Grievance is to be filed within ten (10) days with the Superintendent and with the Executive Committee of the Association.
2. Within ten (10) days after receiving the written Grievance, the Executive Committee of the Association will inform the Superintendent and the Grievant if the Association will support the Grievance.
3. Within fifteen (15) days of receiving the Grievance, the Superintendent will meet with the Grievant and a representative of the Association in an effort to resolve the Grievance.
4. Within ten (10) days, the Superintendent will give written notice of the decision along with reasons. This written notice will be sent to all Parties of Interest.

### STEP III:

1. If the Grievant is not satisfied with the decision of the Superintendent, he/she will have ten (10) days after Step II to request that it be filed with the Board.
2. Within fifteen (15) days of receiving a Grievance, the Board will conduct an informal hearing. The hearing will be in an open session unless the Grievant or the party grieved against requests otherwise; then it shall be in an executive session.
3. The Board will render a decision within ten (10) days of the hearing. That decision will be put in writing and sent to all Parties of Interest.

## 8.6 Grievance Investigation

The Board, the Administration, and the Association shall cooperate in the investigation of any Grievance.

## 8.7 Withdrawal of Grievance

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

## 8.8 Grievance Files

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

## ARTICLE IX

### TRANSFER

#### 9.1 Internal Transfers

The assignment of Professional Employees is made each year based on student enrollment, course requirements and certification of staff, making this a complex process. The following procedures allow Professional Employees to be informed of internal vacancies and provide opportunities for Professional Employees to express interest in these internal vacancies. Vacancies created by approval of transfer requests will not be open for internal applicants after May 1.

##### Reassignment Within the Same School

A Professional employee must notify the current administrator of their/them interest in being considered for a reassignment to a new grade level, class or course within the school.

The administration shall have the sole discretion to make reassignments.

##### An Internal Vacancy is Declared

When an internal vacancy is declared, the specific position in a grade level or course(s) and the building where the opening exists will be announced. Postings shall be made through intra-district email. Once posted, a vacancy is open for transfer for five (5) business days. Decisions shall be made within five (5) business days of the vacancy announcement closing.

The internal transfer form will be available in Skyward – Employee Access under Fast Track Open Positions:

<https://skyward.lewistonschools.net/scripts/wsisa.dll/WService=wsFin/seplog01.w>

Professional Employees interested in being considered for an internal vacancy, may request an informal meeting concerning an internal vacancy through the building administrator.

The administration shall have the sole discretion to approve or deny transfer requests.

Notice of acceptance or denial of a transfer requests shall be made within two (2) days of the decision.

### Consideration for a Transfer after June 1

Professional Employees must complete the digital internal transfer application available on the District website within three (3) days of the internal vacancy announcement.

Internal transfer shall only be considered through July 31 of each year.

### Involuntary Transfer

An involuntary transfer occurs when a Professional Employee is assigned to a new building by the administration and not at the request of the employee. No Professional Employee shall be involuntarily transferred more than one (1) time in any two (2) years. Involuntary transfers shall be made with advance notice and discussion with the Professional Employee involved.

Involuntary transfer shall be based on needs related to scheduling, enrollment and certification.

## **ARTICLE X**

### **PROFESSIONAL DEVELOPMENT REIMBURSEMENT FOR CREDIT**

#### 10.1 Reimbursement for Costs

The District will reimburse each Professional Employee for up to three (3) semester credits each calendar year in which the course was completed. The Professional Employee must present a receipt and proof of completion of the course for reimbursement. The reimbursement shall be for the tuition only. The maximum allowance shall be whatever is currently charged by the University of Idaho or the actual cost, whichever is the lesser.

In cases where the Professional Employee is enrolled in a summer program, only that proportional cost per credit, again not exceeding that charged by the University of Idaho, shall be allowed. In cases where the Professional Employee gains credit where the tuition and fees are paid by some other agency through scholarship or fellowship, including institutes, no reimbursement will be made.

**ARTICLE XI**  
**SAVINGS CLAUSE**

11.1 Severability

If any provision of the Agreement is held to be contrary to law, then such provision shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions shall continue in full force and effect. If such provisions exist which are contrary to law, at the request of either party negotiations shall immediately commence in order to alter said section(s) to comply with the law.

**ARTICLE XII**  
**EFFECT OF AGREEMENT**

12.1 Duration

The provisions of the Agreement will be effective as of July 1, 2023, and will continue and remain in full force and effect until June 30, 2024.

12.2 Changes in Agreement

During its term, the 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, through court order or other governmental action.

12.3 Agreement

This Agreement is signed this \_\_\_\_ day of \_\_\_\_\_, 2023 and shall be binding upon both parties.

IN WITNESS THEREOF:

***For the Association:***

***For the Board:***

\_\_\_\_\_  
President

\_\_\_\_\_  
President

\_\_\_\_\_  
Representative

\_\_\_\_\_  
Clerk



**APPENDIX A**

**INDEPENDENT SCHOOL DISTRICT #1  
LEWISTON, IDAHO**

**PROFESSIONAL EMPLOYEES SICK LEAVE BANK  
APPLICATION FOR A SICK LEAVE GRANT FORM**

I, \_\_\_\_\_, am applying for a grant of \_\_\_\_\_ days from the Professional Employees Sick Leave Bank. The grant will begin on \_\_\_\_\_ and end on \_\_\_\_\_.

To be eligible for the grant, I realize I must: (1) be currently enrolled in the Professional Employees Sick Leave Bank; (2) be absent from work due to a personal illness or accident; (3) have exhausted all accumulated sick leave and personal leave days; and (4) have had a salary reduction of two days' pay after the exhaustion of accumulated sick and personal leave.

The maximum number of days which may be granted in any one school year will be the smaller of the number of remaining scheduled work days or the number of days until the employee becomes eligible for long-term disability insurance payments. Within any five-year period, the number of days granted to a professional employee will not exceed one hundred ninety (190) days.

Include physician's proof of illness with this application. Proof may be requested periodically during the time of this grant.

If circumstances of the illness or accidents prevents a return to work as originally planned and documented, additional days may be requested from the sick leave bank through the completion of this application. The additional grant request must include proof of continued illness or inability to return to work.

- If this is a request for additional days from the sick leave bank for a grant previously approved, please indicate: \_\_\_\_\_(yes/no)
- Requests for additional days should be a result of a continued need to be absent for work due to the previously approved personal illness or accident.
- Request for additional leave should be completed prior to the end of the previously approved grant, unless it isn't feasible despite the employee's diligent, good faith efforts.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
School Date

**Send a copy of this application to:** Sick Leave Bank Committee  
Independent School District No. 1  
3317 12th Street  
Lewiston, Idaho 83501

<b><u>SEND FORM TO THE SICK LEAVE BANK COMMITTEE - A COPY WILL BE RETURNED TO YOU.</u></b>	
<b>SICK LEAVE BANK COMMITTEE USE ONLY:</b>	
This request is approved for _____ days to begin on _____ and end on _____	
This request is denied. Reason: _____	
_____	

、

_____	_____
Sick Leave Bank Committee Chairperson	Date

**APPENDIX B**

# REQUEST FOR ASSOCIATION LEAVE

Name \_\_\_\_\_

Building \_\_\_\_\_

Date(s) Absent \_\_\_\_\_

LEA or IEA business: \_\_\_\_\_

I will not need a substitute

I will need a substitute for \_\_\_\_\_ (list dates).

NOTE: The Association (LEA or IEA) will reimburse the District for the full cost of the substitute.

**Invoice to** (name/address): \_\_\_\_\_

\_\_\_\_\_  
Association Member

\_\_\_\_\_  
LEA President

Please submit form to the Director of Business Services five (5) days prior to the absence.

If, in extenuating circumstances, the total number of days used exceeds 25, the signature of the Superintendent is required for approval of Association Leave.

\_\_\_\_\_  
Superintendent

**APPENDIX C**

*INDEPENDENT SCHOOL DISTRICT NO. 1  
LEWISTON, IDAHO*

*SECTION 125 FLEXIBLE BENEFITS PLAN*

Administrator: American Fidelity Assurance Company

## SECTION 125 FLEXIBLE BENEFITS PLAN

### 1. SUMMARY OF REIMBURSEMENT ACCOUNT ARRANGEMENT

This is a summary of the Reimbursement Accounts portion of your Section 125 Flexible Benefit Plan. Some of the items covered are:

- Account Restrictions
- Types of expenses that may be covered
- Dependent day-care tax credit
- Making election changes

This is a summary only. Should you have more specific questions, please contact your employer, or in some instances, your tax advisor.

### 2. GENERAL INFORMATION

- \* You may allocate specified amounts of monthly salary or wages for the reimbursement of medical care expenses or dependent day-care expenses, or both.
- \* You may file a claim voucher for reimbursement of the eligible medical care or dependent day-care expenses which you have incurred.
- \* No reimbursements will be made until the first account deposit is received from your employer.

### 3. IMPORTANT RESTRICTIONS

- \* You must elect to participate prior to the beginning of each plan year. There is no allowance for late enrollment.
- \* The amount which you designate for medical reimbursement may not subsequently be used for reimbursement of dependent day-care expenses and vice versa.
- \* If you do not file sufficient claims for reimbursement, you will lose the unused amounts. This is often referred to as the “use it or lose it” rule.
- \* During an unpaid leave of absence, contributions to the unreimbursed medical account must be made on an after tax basis just like any insurance premiums. When the employee returns to work, the pre-tax contribution will resume.

### 4. ELECTION CHANGES

- \* A Section 125 Plan provides that participant elections are irrevocable for the period of coverage (the plan year), except for a change in family status which affects your need for an elected benefit. Examples of a change in family status include marriage, divorce or legal separation, death of a spouse or child, birth or adoption of a child, or change in employment status of you or your spouse. Election changes for any of the above reasons are permitted for the dependent day-care account; however, **no changes are permitted for the medical expense reimbursement account for any reason except for termination of employment.** Contact your employer for special rules affecting your plan.

## 5. **OPTIONS AT EMPLOYMENT TERMINATION**

- \* Upon termination of employment, you may elect to discontinue or to continue the medical expense reimbursement account payment on an after-tax basis (COBRA). If you elect to continue the contribution on an after-tax basis, the coverage under the medical expense account will continue until the premium ceases. Expenses incurred during the period of coverage will be reimbursed.

If you do not elect to continue the payments on an after-tax basis, only expenses incurred during the period of coverage will be reimbursed. Coverage under the reimbursement account ceases when the payments cease.

## 6. **CLAIM FOR REIMBURSEMENT**

- \* The medical expense reimbursement check will be for the expenses claimed up to the maximum benefit amount you elected for the year. The dependent day-care expense check will be for expenses you claimed up to the amount you have in your account. If the dependent day-care expense claim is in excess of your account balance, the balance of the amount due will be forwarded to you as additional payments are received.
- \* You may only be reimbursed for expenses which you incur during the plan year. However, you may submit your claim for reimbursement as late as 60 days after the end of the plan year during which you incurred your expenses.
- \* All voucher forms must be accompanied by the statement you received when the service was provided or an insurance company Statement of Benefits which has been provided by an independent third party. Only expenses properly verified by the independent third party will be reimbursed. Dependent day-care claims must be accompanied by a Dependent Day Care Provider Acknowledgment form which includes the provider's tax identification number or Social Security number.

## 7. **MEDICAL EXPENSE REIMBURSEMENT ACCOUNT**

- \* Maximum amount that may be contributed to the plan is \$2,850 per year.
- \* Your medical expense reimbursement account may be used to reimburse you for expenses incurred for treatment of yourself, your spouse, and your eligible dependents.
- \* Eligible medical expenses include deductible and coinsurance amounts under a group health plan, charges which are in excess of the amount reimbursed under a group health plan, and charges which are not covered by a group health plan such as certain corrective surgery, vision care, dental care and hearing aids. See the following list of expenses eligible for reimbursement.

8. **ELIGIBLE EXPENSES** – for current listing of eligible expenses please check out the American Fidelity Assurance Company website address:

<http://www.afadvantage.com/for-individuals/flexible-spending-accounts/health-flexible-spending-accounts/health-fsa-eligible-expenses.aspx>

Partial List of Eligible Expenses:

Acupuncture	Obstetrics
Alcohol and drug rehabilitation	Optometrist
Ambulance	Orthodontia expenses-as treatment is provided*
Anesthetist	Osteopath

Artificial limbs and teeth	Outpatient care
Birth control pills	Pediatrician
Chiropracist	Physical therapy by licensed therapist
Chiropractor	Physician
Podiatrist	Practice nurse
Dental care	Prescription drugs
Eye exam, eyeglasses, contact	Psychiatrist
Lenses	Psychologist
Gynecologist	Rental or purchase of medical equipment
Hospital and skilled nursing facility	Supportive or corrective devices
Insulin	Surgery
Laboratory fees	Transportation expenses relative to illness
Medical examinations	Midwife
Nursing care	Home health care persons
Lip-reading lessons (including doctor's office at current IRS rate)	
Hearing aids and batteries including special equipment for handicapped	

\* We cannot accept a claim for the entire contracted amount of orthodontia treatment. We will accept claims for the initial down payment usually associated with the appliances. Monthly payments will also be accepted as the charge for the medical services rendered for that month. Maximum amount that may be contributed to the plan is \$2,850 per year.

**9. INELIGIBLE EXPENSES**

Cosmetic procedures	Marriage counseling
Dancing or swimming lessons	OTC medicine – unless prescribed by doctor
Health club dues	Teeth Whitening
Health insurance premiums	Vacation
Expenses not incurred during plan year	
Expenses reimbursed under health plan	
Swimming pools, hot tubs, exercise equipment	

**10. DEPENDENT DAY-CARE EXPENSE REIMBURSEMENT ACCOUNT**

- \* Your dependent day-care expenses must be incurred to allow you (and your spouse if you are married) to work or look for work. (There are special rules relating to student spouses and disabled spouses explained later in this brochure).
- \* You must have income from work during the year.
- \* You (and your spouse if you are married) must keep up a home which you live in with your qualifying dependent(s).
- \* You must have made payments for dependent day care to someone you could not claim as a dependent and, if the person you made payments to was your child, he or she must have been age 19 or over by the end of the tax year.
- \* Child support payments and child care payments qualifying as alimony are not qualified expenses for reimbursement.

**11. WORK REQUIREMENT**

- \* Work may include actively looking for work.
- \* Unpaid volunteer work or volunteer work for a nominal salary does not qualify.

## 12. ELIGIBLE DEPENDENT DAY-CARE EXPENSES

- \* You may allocate up to \$5,000 per tax year for reimbursement of dependent day-care expenses (\$2,500 if you are married and file a separate return).
- \* The services of a housekeeper, maid or cook are usually considered necessary to run your home if performed in connection with care of the qualifying dependent.
- \* Dependent day-care center expenses are eligible if the care is for your dependent under age 13 or for any other qualifying dependent who regularly spends at least 8 hours each day in your household.
- \* A dependent day-care center or an individual providing dependent day care must comply with all federal, state and local regulations, if applicable.
- \* A dependent day-care center is a place which provides care for more than six persons (other than persons who live there) and receives a fee, payment, or grant for providing services for any of those persons, regardless of whether the center is run for profit.
- \* The cost of getting a qualifying dependent to and from your home and the care location is not an eligible expense.

## 13. QUALIFYING DEPENDENT

- \* A qualifying dependent lives in your home and is
  1. Your dependent under age 13 for whom you may claim an exemption deduction (See below--Child of Divorced or Separated Parents), or
  2. Your dependent who is physically or mentally not able to care for himself/herself and spends at least 8 hours in your home daily, or
  3. Your spouse who is physically or mentally not able to care for himself/herself, and spends at least 8 hours in your home daily.
- \* Persons who are not able to dress, clean, or feed themselves, or because of physical or mental problems are not able to care for themselves.

## 14. CHILD OF DIVORCED OR SEPARATED PARENTS

- \* If you are divorced or separated, your child or stepchild qualifies if he/she:
  1. Was under age 13 at the time the care was provided or not able to care for himself/herself, and
  2. You must be the custodial parent and the child must live in your home.

## 15. PAYMENTS TO RELATIVES

- \* Eligible dependent day-care expenses do not include payment to a person you may claim as a dependent for federal income tax purpose.
- \* Payments to your child are not eligible expenses unless your child was age 19 or over by the end of the year.

## 16. EARNED INCOME LIMIT

- \* Your eligible expenses during a calendar year may not be more than:
  1. Your earned income for the year, if you are single at the end of the calendar year, or
  2. The smaller of your earned income or your spouse's earned income for the year, if you are married at the end of the calendar year.



## 17. STUDENT SPOUSE OR DISABLED SPOUSE

- \* If you are married and, for any month, your spouse is either a full-time student or not able to care for himself/herself, your spouse will be considered to have earned income of \$200 a month if there is one qualifying dependent in your home, or \$400 a month if there are two or more qualifying dependents in your home.
- \* Your spouse is considered to have worked if:
  1. He/she was a full-time student during each of five (5) months during the calendar year, or
  2. He/she was physically or mentally not able to care for himself/herself.
- \* A full-time student is one who is enrolled at a school during each of five (5) calendar months of the calendar year, not necessarily consecutive, for the number of hours considered to be a full-time course of study.

## 18. TAX CREDIT ALTERNATIVE

- \* You should be aware that you may be able to take a federal tax credit of up to 30% of the amount you pay for dependent day-care expenses instead of participating in the dependent day-care expense reimbursement account.
- \* You may use up to \$2,400 of dependent day-care expenses to figure your credit if you have one qualifying dependent and up to \$4,800 if you have two or more qualifying dependents.
- \* Your credit can be as much as \$720 if you have one qualifying dependent or as much as \$1,440 if you have two or more qualifying dependents.
- \* The tax credit is a direct reduction of the tax you owe to the federal government, unlike the income exclusion of participating in the dependent day-care reimbursement account. Many states also provide a state tax credit for dependent day-care expenses.
- \* You should consult with your tax advisor as to whether the tax credit may be more favorable for you than participating in the dependent day-care expense reimbursement account. You may also wish to obtain IRS Publication 503 for more information about the federal tax credit.

## 19. IMPORTANT TAX INFORMATION

- \* Regardless of whether you participate in the dependent day-care plan under Section 125 or claim the credit on your income tax, you **must** provide the IRS with the name, address and taxpayer identification number (TIN) of your dependent day care provider(s) by completing Schedule 2 of Form 1040A or Form 2441 and attaching it to your annual income tax return.
- \* These requirements are subject to change by the IRS. Be sure to follow the current instructions given by the IRS for preparing your annual income tax return. Failure to provide this information to the IRS could result in loss of the pre-tax exemption for your dependent day-care expenses.

**APPENDIX D**

**GRIEVANCE REPORT FORM**

Grievant \_\_\_\_\_ Date Filed \_\_\_\_\_

School \_\_\_\_\_ Subject Area or Grade \_\_\_\_\_

1. Date Grievance Occurred: \_\_\_\_\_

2. Grievance:

a. Nature of Grievance \_\_\_\_\_

\_\_\_\_\_

b. The article, section, and item of either the Agreement or Rules and Regulations or the contract that the Grievant claims has been incorrectly or improperly interpreted or inequitably applied, and/or the event or condition that adversely affects the welfare and terms or conditions of work.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

c. Statement of how the interpretation has adversely affected the Grievant.

\_\_\_\_\_

\_\_\_\_\_

d. The name of the person(s) against whom the Grievance is claimed.

\_\_\_\_\_

e. The name of the person(s) claiming the Grievance.

\_\_\_\_\_

f. The relief sought: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
Signature of Grievant  
A/80

\_\_\_\_\_  
Date

**GRIEVANCE REPORT FORM**

**LEVEL I**

- 1. Name of person(s) claiming the Grievance \_\_\_\_\_
- 2. Date received by the principal or immediate supervisor \_\_\_\_\_
- 3. Decision of the principal or immediate supervisor: \_\_\_\_\_  
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Signature: Principal or Immediate Supervisor

\_\_\_\_\_  
Date

4. Grievant's Response:

- \_\_\_ I accept the above decision.
- \_\_\_ I hereby refer the above decision to Level II.

\_\_\_\_\_  
Signature of Grievant  
B/80

\_\_\_\_\_  
Date

**GRIEVANCE REPORT FORM**

**LEVEL II**

1. Name of person(s) claiming the Grievance\_\_\_\_\_
2. Date received by Superintendent or Designee \_\_\_\_\_
3. Decision of the Superintendent or Designee: \_\_\_\_\_

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Signature: Superintendent or Designee \_\_\_\_\_ Date

4. Grievant's Response:
  - \_\_\_I accept the above decision.
  - \_\_\_I hereby refer the above decision to Level III.

\_\_\_\_\_  
Signature of Grievant \_\_\_\_\_ Date  
C/80

**GRIEVANCE REPORT FORM**

**LEVEL III**

1. Name of person(s) claiming the Grievance \_\_\_\_\_
2. Date submitted to the Board of Education \_\_\_\_\_
3. Date of the hearing \_\_\_\_\_
4. Decision of the Board of Education: \_\_\_\_\_  
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Signature: Chairman of the Board

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Date

\_\_\_\_\_  
Signature of Clerk of the Board

\_\_\_\_\_  
Date

(To be filed in separate Grievance file; separate from personnel file of the Grievant.)  
D/80