

PROFESSIONAL AGREEMENT

BETWEEN

THE BOARD OF TRUSTEES

JEFFERSON JOINT SCHOOL DISTRICT 251

AND

THE JEFFERSON COUNTY EDUCATION ASSOCIATION



**2025-2026
School Year**

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2025-2026
PROCEDURAL AGREEMENT
BETWEEN
BOARD OF TRUSTEES, JOINT DISTRICT #251
AND
JEFFERSON COUNTY EDUCATION ASSOCIATION

The following procedures are in accordance with Idaho Code 33-1271 through 33-1276 and are agreed to in an effort to provide good faith negotiations between the BOARD OF TRUSTEES, JOINT SCHOOL DISTRICT #251, hereinafter referred to as the “BOARD” and the JEFFERSON COUNTY EDUCATION ASSOCIATION hereinafter referred to as the “ASSOCIATION.”

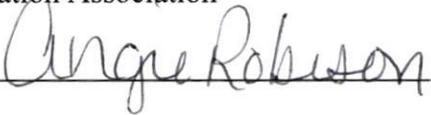
- (1) The BOARD recognizes the ASSOCIATION as the exclusive representative of all regular full-time and regular part-time certified employees of the School District, except the Superintendent, Assistant Superintendent, Principals, District Administrators, and all short term or casual substitute certificated employees.
- (2) In the event of a petition of challenge of said recognition signed by at least 30% of the teachers of JOINT SCHOOL DISTRICT #251, the BOARD will resolve such a challenge with an election. The election will be conducted under rules developed jointly by the ASSOCIATION and the BOARD. To be valid, a petition of challenge must be submitted by January 15. The election must be held and completed within 30 days. All employees represented by the ASSOCIATION are eligible to vote in said election. The BOARD will not recognize more than one such challenge per year.
- (3) The BOARD and the ASSOCIATION agree to meet and negotiate in good faith as follows:
 - a. On odd years, negotiations will be limited to salary and insurance.
 - b. On even numbered years, negotiations will include salary, fringe benefits, terms of employment of the employees represented by the ASSOCIATION, and other items mutually agreed upon in writing by the BOARD and the ASSOCIATION.
- (4) The BOARD and the ASSOCIATION agree that their respective negotiations teams will have the authority to reach tentative agreements.
- (5) The BOARD and the ASSOCIATION agree that each party will designate a negotiations contact person. Negotiations and communications relating to negotiations will be coordinated by such persons. Such contact persons will have the sole authority to sign and date tentative agreements.
- (6) Ratification of tentative agreements will be by complete package unless the parties agree otherwise.
- (7) During its term, this Agreement may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of both parties.

This Agreement shall be effective upon its signing and shall continue in full force and effect until June 30, 2026.

This Agreement by and between the TRUSTEES OF JOINT SCHOOL DISTRICT #251 and the JEFFERSON COUNTY EDUCATION ASSOCIATION is signed and adopted on May 29, 2025.

By: 

President, Jefferson County
Education Association

By: 

Chair, Board of Trustees
Jefferson Joint School District #251

ARTICLE I – RECOGNITION AND PURPOSE

THE BOARD OF TRUSTEES OF JEFFERSON COUNTY JOINT SCHOOL DISTRICT 251, hereinafter referred to as the "BOARD," recognizes the JEFFERSON COUNTY EDUCATION ASSOCIATION, hereinafter referred to as the "ASSOCIATION" as the exclusive representative of all regular full-time and all regular part-time certified employees, except the Superintendent and Assistant Superintendent, Principals, District Administrators and all short term or casual substitute certified employees.

In the event of a petition of challenge of said recognition signed by at least 30% of the teachers of Joint School District 251, the BOARD will agree to resolve such a challenge with an election. The election will be conducted under rules developed jointly by the ASSOCIATION and the BOARD. To be valid, a petition of challenge must be submitted to the BOARD by January 15. The election must be held and completed within 30 days. All employees represented by the ASSOCIATION are eligible to vote in said election. The BOARD will not recognize more than one such challenge per year.

ARTICLE II - MAINTENANCE OF STANDARDS

This Agreement shall not be interpreted or applied to deprive employees of advantages heretofore enjoyed unless expressly stated herein. Any changes dealing with salaries, fringe benefits and terms of employment covered by this Agreement shall be subject to negotiations.

ARTICLE III - BOARD RIGHTS

The BOARD, on its own behalf and on behalf of the District, hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the constitutions of the State of Idaho and of the United States.

ARTICLE IV - TEACHER RIGHTS and RESPONSIBILITIES

- (A) Teachers will not be required to perform any duty or act which threatens anyone's physical safety or well-being.
- (B) All rules and regulations governing employee activities and conduct shall be interpreted and applied uniformly throughout the District.
- (C) No personal religious or personal political philosophies shall be taught in the classroom.
- (D) **Appearances Before Employer**: When any teacher is notified in writing that he/she is required to appear before the BOARD or any administrator concerning the teacher's working conditions, continued employment or salary, either or both parties at any time during or before the interview shall be entitled to have a representative present to advise the teacher and represent the teacher during the meeting or interview.

(E) Personnel Files: Personnel files are open to the teacher, and should he/she desire anyone else to review this material, it is allowable with written teacher consent. A teacher will be notified in a timely manner of materials that are placed in his/her file and shall be given the opportunity to attach a rebuttal to any such materials.

(F) Certified Employee Evaluations The teacher will be evaluated according to the adopted policy and will be given a copy of that evaluation.

1. All Formal Observations must be scheduled with the employee at least (5) five working days prior to the Formal Observation taking place. Formal observations of certified staff shall include pre/post conferences held within one week prior to and following the formal observation.

All formal observations must be for a minimum of 30 minutes of uninterrupted teaching and observation time unless mutually agreed upon between teacher and administrator. An observation of less than 30 minutes shall be counted as an informal observation.

If a staff member disagrees with the outcome of his/her observation or evaluation he/she may write a response to his/her evaluation/observation or add an attachment, this is permissible provided response is submitted to the evaluator in writing within seven (7) days of the evaluation/observation.

2. The District, in conjunction with the Association, will provide evaluation training to Administrators and Certified Staff on an annual basis. This needs to be completed by October 1st of each year.
3. The District, in conjunction with the Association, will create a list of leadership positions.

(G) Lesson Plans for Substitute Teachers”: Teachers are expected to provide lesson plans anytime they have a substitute teacher in their classroom. An exception can be made when a long-term substitute teacher is being used in emergency circumstances. This should be worked out with the teacher and their administrator.

(H) Direct Deposit: The option of having monthly payroll checks deposited directly into the employee's personal bank account will be available to all District employees upon request. A monthly accounting shall be made to those employees who choose this option.

Those employees who choose not to participate in direct deposit shall receive their monthly check at the district office.

(I) Payroll Deductions: Teachers may make adjustments to payroll deductions any month by written notification to the district payroll clerk by the tenth day of the month.

(J) Peer Committee: If a teacher who is placed on probation wishes to have a support group established to help assist and overcome his/her areas of concern, the teacher may make such request of the principal. The principal and teacher may then establish a support committee. It is understood that some areas of concern may not be assisted by a peer committee.

(K) Experienced Teacher Mentoring: Certified teachers who are new to the district but who have at least three (3) years' experience as a teacher in other districts will be excused from participation in the district's New Teacher Mentoring program and attendance at New Teacher trainings. Instead, they will be assigned a mentor who will monitor their adjustment to the district for one year.

These teachers will remain on non-continuing contracts until after receiving “recommended to rehire” evaluations for three (3) consecutive years.

- (L) **Transfers Within District**: The District will notify employees two (2) days in advance of posting an available job within the district for the upcoming school year. Openings that occur during the current year will be posted both internally and externally at the same time. During the summer months, including the first two weeks before school starts for students and two weeks after school starts for students, positions will be posted both internally and externally at the same time. Any employee who meets the job requirements and wishes to be considered for the job can apply. A minimum of the top two in-district applicants with renewable contracts and/or letter of intent will receive an interview for the job in question.

ARTICLE V - ASSOCIATION RIGHTS

- (A) **Use of School Facilities**: The ASSOCIATION and its representatives shall have the right to use school facilities and equipment necessary for official meetings. Meetings shall be scheduled with the building principal in advance of such use as long as it does not interfere with school use, other prior scheduled events and is outside contract time.
- (B) Representatives and their affiliates shall be permitted to transact ASSOCIATION business on school property at all reasonable times, provided that this shall not disrupt teaching or planning hours.
- (C) The ASSOCIATION and its representatives shall have the right to post notices of activities and matters of ASSOCIATION concern on bulletin boards, at least one of which shall be provided in each school building. The ASSOCIATION may use the District mail, email services and teacher mailboxes to communicate with staff. Mass e-mailings to staff must receive prior approval from the Superintendent or his designee.
- (D) The BOARD agrees to make available to the ASSOCIATION upon written request all lawful information concerning the financial resources of the District, which is public record, including, but not limited to: annual financial reports, tentative budgetary requirements and allocations, agendas and minutes of all BOARD meetings, treasurer's reports, school census information, names, addresses and telephone numbers of all teachers, and the educational degree and placement upon the salary schedule of all teachers.
- (E) The ASSOCIATION shall be given the opportunity, after faculty meetings, to present, with prior arrangement, reports and announcements.
- (F) The ASSOCIATION may request items for BOARD consideration by following the BOARD'S approved policy for placing items on the agenda.
- (G) Designated representatives of the ASSOCIATION shall be allowed to receive phone call messages and other communiqués concerning ASSOCIATION business at any time during school hours so long as such does not interfere with assigned duties.

- (H) **Board Meetings**: An electronic copy of BOARD meeting agendas and notice of special meetings will be provided to the ASSOCIATION prior to these meetings. Other material such as budgets, attendance, financial reports, and any other public documents will be provided, upon request, at the District administration building.
- (I) **Association/District Meeting**: The BOARD and the ASSOCIATION shall meet at times and places mutually agreeable to discuss educational policies and those matters which are not included under terms and conditions of employment.
- (J) The ASSOCIATION may appoint two members to any District established calendar committee.
- (K) **Association Leave**: Association representatives shall be allowed leave without loss of pay to attend Idaho Education Association Delegate Assembly and not be required to reimburse the school district for those days.

The ASSOCIATION also shall be allowed a cumulative total of twenty-five (25) days' absence each year (excluding Delegate Assembly) for professional meetings of the National, State, and Local Associations.

It is understood that official representatives of the ASSOCIATION (not more than three (3) absent at a time) may use remaining ASSOCIATION leave days to attend ASSOCIATION activities and will reimburse the District substitute costs for those days. Whenever possible, the ASSOCIATION shall notify the district three (3) calendar days in advance of absence for ASSOCIATION business.

(L) Just Cause

No employee shall be disciplined or reprimanded except for just cause. Except in cases warranting immediate discharge or concerns of child safety, illegal activities, or a violation of the Professional Standards Commission Code of Ethics that may require immediate action, progressive discipline shall proceed as follows:

- Step 1: Oral warning
- Step 2: Formal written warning
- Step 3: Letter of reprimand including a Plan for Improvement-included in personnel file

Building administrators shall have the discretion to issue oral warning in lieu of a formal written warning as often as they choose.

The Superintendent or designee will provide training for all administrators (both building and district level) on consistent discipline, procedural, and evaluative policies regarding certificated staff. In addition, a secondary and an elementary representative from the JCEA will be included in the training to assist teachers in understanding the implementation of the policies.

ARTICLE VI - GRIEVANCE PROCEDURE

(A) Definitions:

- (I) A "grievance" is an alleged violation or misapplication of the provisions of this Agreement.

(II) A "grievant" may be a teacher, a group of teachers or the ASSOCIATION.

(III) The term "days" when used in this article, except where otherwise indicated, shall mean working school days.

(B) **Purpose:** The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may from time to time arise affecting the well-being of teachers.

(C) **General Procedures:** Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

(D) **Initiation and Processing:**

(I) **Level 1:** The grievant will first discuss his/her grievance with the principal or immediate supervisor. If the grievant desires, he/she may request to be represented by the ASSOCIATION'S designated representative.

(II) **Level 2:**

(a) If the grievant is not satisfied with the disposition of the grievance at level one, or if no decision has been rendered within five (5) school days after presentation of the grievance, he/she will file the grievance in writing with the Superintendent, and may file it with the chairman of the ASSOCIATION'S Grievance Committee if the grievant so desires.

(b) Within five (5) school days after receipt of the written grievance by the Superintendent, the Superintendent will meet with the grievant in an effort to resolve the grievance. The grievant may request an ASSOCIATION representative to be present at this meeting.

(c) If the written grievance is not forwarded to the Superintendent within thirty (30) days after the facts upon which the grievance is based occurred, then the grievance will be considered as waived.

(III) **Level 3:**

(a) If the grievant is not satisfied with the disposition of the grievance at level two, or if no decision has been rendered within ten (10) days after he/she has met with the Superintendent, the grievance may be referred to the BOARD. The Superintendent may also refer the grievance to the BOARD within five (5) days after receiving it.

(b) Within twenty (20) school days after receiving the written grievance, or at the next regular meeting of the BOARD, whichever is sooner, the BOARD will meet with the grievant for the purpose of resolving the grievance. The grievant may request an ASSOCIATION representative to be present at the meeting.

(c) The Board's decision is final.

(E) Rights of Teachers to Representation:

- (I) No reprisals of any kind will be taken by any party against any other participant in the grievance procedure by reason of such participation.
- (II) Nothing herein contained shall be construed as limiting the right of any individual teacher, or any group of teachers having a grievance from presenting, in person or through representatives of their own choosing, such grievance to any appropriate member of the administration, and having such grievance adjusted without intervention of the ASSOCIATION, provided the adjustment is not inconsistent with the terms of this Agreement. A copy of the final disposition of the grievance may be sent to the ASSOCIATION Grievance Committee by written consent of the grievant.

(F) Miscellaneous:

- (I) Decisions rendered at levels one, two, and three of this procedure will be in writing and set forth the decision and the reasons therefore, and will be transmitted promptly to all interested parties and to the chairman of the Grievance Committee, if requested by the grievant.
- (II) All documents, communications and records dealing with the processing of a grievance will be filed separately from the personnel files of the participants, and shall not be sent to other districts.
- (III) Both parties agree to make available to the other party and their representatives, all pertinent information in its possession or control and which is relevant to the issues raised by the grievance.

ARTICLE VII - LEAVES

(A) Sick Leave: Certificated employees shall be entitled to sick leave of nine (9) days per school year and unused sick leave has unlimited accumulation. Sick leave is to be used for absences caused by illness, pregnancy, adoption, accident or circumstances which render the teacher incapable of carrying on his/her teaching duties. It is further understood that for extreme illness of the teacher's spouse, children, and parents and siblings of the teacher and spouse, the teacher shall be allowed sick leave where the teacher is the one who must care for the person who is seriously ill.

(B) Bereavement Leave:

For death in the immediate family (as defined in the sick leave policy), the teacher may:

- (I) be allowed a maximum of three (3) days' absence without salary deduction per occurrence per year; one of which may be used at the discretion of the teacher for funeral services;
- (II) be allowed to use sick or personal leave as needed for absence beyond three (3) days.

Arrangements and prior approval must be made with the principal as soon as possible.

For funerals other than in the immediate family, such as a coworker or a student, and not covered in (I) above, the teacher shall be allowed a maximum of one and one-half

(1-1/2) days per year, with salary deduction of the certified substitute teacher only, provided that prior authorization is secured from the principal and that not less than one-half (1/2) day be charged against the teacher; such deduction to be made whether or not a substitute is used.

(C) Definition of "Immediate Family": Employee or spouse's immediate family--husband, wife, grandchild, grandparent, parent, stepparent, foster parent, aunt, uncle, brother, sister, son, daughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, foster children, niece, or nephew.

(D) Personal Leave: Personal leave shall be granted at the rate of three (3) days per year for any personal activity. Such leave shall be with full pay and no reduction of sick leave days. Teachers may carry over a maximum of three (3) days into the following year for a total of six (6) days. The carryover will be automatic unless the teacher notifies the District office of his/her intent not to carry over personal leave by June 1 of each year.

Teachers not using these options will be paid the 4-year degree base substitute hourly rate times 7.5 hours for each day this leave was not used. This payment will be made as salary in June. Prior arrangements must be made with the principal for the use of a personal leave day. Personal days used on professional development days may be limited.

(E) Leave of Absence: Teachers desiring a leave of absence must make formal application through the Superintendent to the BOARD. The BOARD shall review the request and may grant such without pay or increment, but in any event shall allow the following:

(I) No loss of accumulated benefits of sick leave and tenure.

(II) Allow teachers to participate in group insurance while on leave with the teacher paying the premiums provided the carrier agrees.

(III) Subject to BOARD approval, a written guarantee that upon return from the leave, the teacher shall be assigned to an equivalent position for which they are qualified. It is understood that elementary positions may have to be reassigned.

(IV) Leaves can be extended by BOARD approval beyond one (1) year with a written request showing good cause, from the teacher on leave, prior to May 1 of the year the leave would have ended.

Leaves of absence could be granted for many reasons and could include: personal illness, military service, child rearing and caring for sick family members, professional study and public office.

(F) Jury Duty: When teachers are called for jury duty, they shall receive paid leave and shall not be required to use personal or sick leave time. Any compensation received from the court for work day sessions shall be submitted to the District.

(G) Sick Leave Bank:

(I) Each professional employee of the District covered by this contract may participate in the sick leave bank. To join, each employee shall contribute two (2) days of his/her earned sick leave days to the sick leave bank prior to November 1 of the current contract year, or prior to any illness for which a claim is made, whichever is earlier. 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 professional employees upon recommendation of the Sick Leave Bank Committee.

- (II)** The Sick Leave Bank Committee shall consist of three (3) teachers appointed by the ASSOCIATION and three (3) members of the BOARD or their designees. In the event that a deadlock occurs, the BOARD shall have the final decision after a hearing between the teacher and the BOARD has been held. 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 records.
- (III)** Application for use of the bank shall be submitted to the Sick Leave Bank Committee for their recommendation. If the committee deems necessary, it shall require proof of illness at the time of application and from time to time after a grant has been made.
- (IV)** 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'S Executive Board and the BOARD of Trustees. 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.
- (V)** In order for a professional employee to be eligible to apply for sick leave benefits from the sick leave bank, the employee must first:
 - (a)** be a contributor to the bank; and
 - (b)** have been absent from work due to illness or accident for all his/her accumulated sick and personal leave days and suffered five (5) days' loss of salary.
- (VI)** The professional employee must apply for sick leave benefits after each additional illness. Twenty (20) days will be the maximum number granted per individual. Additional days not to exceed twenty (20) may be granted, based upon an individual's extenuating circumstances if approved by the Sick Leave Bank Committee. Employees receiving workmen's compensation will not be eligible to draw from the sick leave bank.
- (VII)** The maximum number of days that can be granted in any one (1) fiscal year will be the remaining number of days an employee is scheduled to work under his/her current contract. In no case will the granting of leave cause an employee to receive more than annual salary for that year.
- (VIII)** Bank grants to individual employees will not be carried over from one (1) fiscal year to another and all such grants will end at the termination of the school year.
- (IX)** If a teacher should resign or retire, the sick leave days donated to the sick leave bank remain in the bank and are forfeited by the teacher.

(H) Class Coverage:

- (A) After subbing for the equivalent of 1 full day, (equal to the number of class periods at the school), only when substitutes are not available, teachers may choose to be granted:
- a. One full compensation day to be arranged with the building administrator for a maximum of two days per school year. Compensation leave must be arranged in advance with the principal or designee. Accumulated days should be used in the same or following month that they are accrued unless other arrangements are made with the administrator. No days accumulated for subbing can be carried over to the next school year except for those accrued in the last 30 days of the current school year; accumulated leave days beyond 2 must be paid at \$125 day, or
 - b. Pay at \$125/day.

ARTICLE VIII - INSURANCE

- (A) Coverage shall begin upon the effective date of this contract and shall be continuous twelve-(12) month coverage or as long as employed, if less.
- (B) Coverage shall be by mutual agreement. The BOARD shall not change the group vision, medical or dental carrier without approval of the ASSOCIATION.
- (C) The BOARD agrees to the insurance committee's recommendation of the employees' premiums with the district's self-insured deductible to be five hundred dollars (\$500) with out-of-pocket reimbursement at a rate of 80/20. Term life insurance will be in the amount of fifty thousand dollars (\$50,000) per employee.
- (D) The BOARD and the ASSOCIATION shall appoint an insurance committee consisting of up to four (4) representatives appointed by the ASSOCIATION and four (4) representatives appointed by the BOARD. One of the BOARD appointees shall be the business manager who shall oversee and facilitate the work of the committee. This committee shall operate as an independent committee whose purpose it is to research options for insurance and make recommendations to the ASSOCIATION and BOARD regarding the insurance carrier and plan design. This committee shall meet as needed. This committee shall objectively evaluate all insurance options while maintaining their independent advisory status.

Rebate: Any monies received from insurance rebates shall go directly into the insurance pool in the year received as long as the pool continues by mutual agreement.

ARTICLE IX - HOURS OF WORK

- (A) **Work Year:** The school year for teachers shall be one hundred eighty (180) days with pay: one hundred sixty nine (169) student days, four (4) preparation days, five (5) professional development days, and two (2) comp days for parent teacher conferences. Teachers will forfeit one-half (1/2) personal day per session if they do not attend parent teacher conference, unless the absence is approved by administration. If no personal days are available, the teacher will be charged at his/her daily rate. The work year shall be set forth in the Board adopted Calendar. (Appendix B). No

mandatory 504's, IEP meetings, or other trainings will be held on non-contract days, unless compensated.

- (B) **Basic hours:** The basic hours of work for certified teachers shall be 8 hours per day which includes a daily (at least 30 minute) uninterrupted duty-free lunch.
- (C) **Exceptions:** On Fridays and days preceding holidays or vacation, the teacher's day shall end at the close of the typical Monday through Thursday student school day.
- (D) **Faculty Meetings:** Faculty meetings will be restricted to one hour per week.
- (E) **Professional Learning Communities:** A minimum of one hour per week will be designated for PLC's with a common time determined by the district and building administration.
- (F) **Elementary Prep Time:**
 - (1) Each full-time elementary teacher shall receive a minimum of 240 minutes of prep time within the contract day per 5-day work week which includes specials and when specialists are absent, substitutes shall be hired, as available, to cover their responsibilities.

G. Elementary Morning Contract Time

- (1) The use of the 15 minutes before school shall be determined by a majority vote of the staff in the in the elementary schools.

ARTICLE X - ASSOCIATION MEETINGS

Arrangements may be made with the Superintendent for certificated teachers to leave their buildings as soon as students are dismissed to attend up to six (6) ASSOCIATION meetings. The principals shall be notified at least one day in advance.

ARTICLE XI - PROFESSIONAL LEAVE (INSTRUCTIONAL)

At the discretion of the principal, teachers may be granted leave without loss of pay and substitutes provided for the following purposes directly related to improvement of instruction: attendance at professional meetings, workshops, conferences or seminars sponsored by an educational agency or organization, interschool or intraschool visiting, or other activities deemed appropriate by the District. Requests for such leave shall be made to the principal, subject to approval of the Superintendent, at least twenty (20) working days or as soon as possible in advance of the date of the leave.

ARTICLE XII - SALARY PAYMENTS

- (A) **Payday:** Teachers shall be paid in twelve (12) equal payments to be paid on or before the 20th of each month.

ARTICLE XIII - REDUCTION IN FORCE

Reduction in Force

It is recognized that the Board has the responsibility to maintain good public elementary and secondary schools and to implement the educational interest of the state, consistent with state and federal educational requirements, including District, improvement plans, accreditation requirements, and other school-based issues. However, recognizing also that it may become necessary to eliminate certificated staff positions in certain circumstances, this policy is adopted to provide a fair and orderly process should such elimination become necessary.

The Board has the sole and exclusive authority to determine the appropriate number of certificated employees and to eliminate certified staff positions consistent with the provisions of the State law. A reduction of certified employees may occur as a result of, but not be limited to, the following examples or from other conditions necessitating reductions:

- a. Decreases in student enrollment
- b. Changes in curriculum
- c. Financial conditions or limitations of the District

The need for implementation of a Reduction in Force and/or the elimination of certificated positions is left to the sole discretion of the Board provided however, that no such decision shall be made until after completion of the written evaluation for each certificated staff member and that the decision as to which employee(s) shall be subject to such reduction shall not be made solely on consideration of seniority or contract status.

The Board may choose to implement a RIF through:

- a. the elimination of an entire program or portions of programs;
- b. the elimination of positions in certain grade levels only;
- c. the elimination of positions by category;
- d. the elimination of positions in an overall review of the District;
- e. the elimination of positions through other considerations and implementation decisions;
- f. the elimination of a portion or percentage of a position(s) or any combination of the above.

PERSONNEL

5740PF

Name: _____

Location: _____

Subject of Instruction: _____

CRITERIA AND MEASURE	POINT VALUE	DATA SOURCE	TOTAL POINTS
TEACHER EVALUATION	30 Maximum Points Possible in this area		
For the most recent evaluation exceeding expectations on District Evaluation	30 points		
For the most recent evaluation meeting expectations on District Evaluation	25 points		
PROFESSIONAL STANDARDS AND CONDUCT	20 Maximum Points Possible in this area		
No documented offenses in violation of professional standards or District Policies.	20 points		
For each documented offense in violation of professional standards or District Policy, as documented through a reprimand, suspension or other documented notation, subtract 5 points from the total possible points.			
EDUCATIONAL CERTIFICATION AND CREDENTIALS	25 Maximum Points Possible		
Highly Qualified in currently assigned Subject Matter of Instruction	15 points		
Highly Qualified in Hard to Fill Position as Determined by Board*	20 points		
Highly Qualified in Multiple Subject Matters of Instruction	5 points per each subject matter of instruction for which Highly Qualified		
Advanced Degree – MA/MS	2 points per degree		
Advanced Degree – Doctorate	2 points per degree		
Other Advanced Degree	1 point per degree		
National Board Certification	10 points		
PROFESSIONAL CONTRIBUTIONS	25 Maximum Points Possible in this area		
Participated as a member of a School Leadership or District Leadership Team.	10 points		
Service as a grade level chair or department head.	5 points		
Service on a district level task force or committee (i.e. curriculum committee, ESL task force, etc.)	10 points		
Advisor of a co-curricular activity	5 points		
Advisor of extra-curricular activity	5 points		
LEVEL 1 TIE BREAKER			
Number of Certifications for which Highly Qualified	5 points per highly qualified endorsement or certification		
LEVEL 2 TIE BREAKER			
Years of service in the district	1 point per year		
TOTAL SCORE			

*Highly qualified hard to fill positions have been determined by the Board to Include: Speech Language Pathologists, School Psychologists, and Special Education Teachers.

ARTICLE XIV - EXTENDED PROGRAMS PAY

In-District Travel: When teaching assignments during the regular school year require that a teacher use part of a preparation period to travel at least six (6) miles one way between two schools, the teacher shall be reimbursed travel at the current mileage rate reimbursed in the District.

ARTICLE XV
ARTICLE XV 2025-2026 SALARY SCHEDULE
JEFFERSON SCHOOL DISTRICT 251
2026 CERTIFIED SALARY SCHEDULE

Rung	Base	Base+APE	BA+24	BA+24+APE	MA	MA+APE
R1	50,252		52,252		53,752	
R2	51,000		53,000		54,500	
R3	51,800		53,800		55,300	
P1	53,402		55,402		56,902	
P2	54,000		56,000		57,500	
P3	54,500		56,500		58,000	
P4	55,000		57,000		58,500	
P5	57,200		59,200		60,700	
P6/AP1	59,580	64,427	61,580	66,427	63,080	67,927
P7/AP2	62,358	65,500	64,358	67,500	65,858	69,000
P8/AP3	64,993	66,000	66,993	68,000	68,493	69,500
AP4				70,000		71,500
AP5				75,215		76,695
AP5+15 Years				78,340		79,840

Employees may not move into grey rungs.

Employees already located on grey rungs, will receive last year's amount +1.5%

Placements will be reviewed and employees that have a PE or APE, that are not at the minimum P1 or AP1 +APE level , will be issued a revised contract.

Teachers who meet the Advanced Professional Placement in the year 2021-22 will keep the AP status and continue to move on the salary ladder as long as they keep meeting the requirements for the next 4 years. After that it will be 4 out of 5 years.

Starting 2022-2023, teachers who are currently on rung P1 through AP5 who don't meet the **Professional Endorsement (PE) or Advanced Professional Endorsement (APE)** requirements will stay on their current rung (step) until they are eligible to move rungs again. He/she will receive the increases to the current rung(step) for the coming year.

Note: The District will work with the state to fix teacher **PE/APE designations** who have completed the requirements and are not recognized by the state.

New employees will be placed using the 2015-2016 Salary Crosswalk.

District must receive transcripts by September 1 for any movement due to additional credits or degrees earned relating to education allocations.

- (A) It shall be the responsibility of each and every teacher to ascertain whether or not he/she has been properly placed on the salary schedule prior to the signing of his/her annual contract. It is understood and agreed that while the District does maintain files containing individual teacher transcripts, the District does not review transcripts each year. If a contract is issued based upon inaccurate information provided by the teacher, the contract will be adjusted.
- (B) Certified Staff will be notified during the evaluation process, as soon as possible, that they may not qualify for the Professional or Advanced Professional requirement respectively.
- (C) New Hire Teachers working on an alternate Certification will stop on R3 until they finish all the requirements to earn their Certification. This restriction does not apply to out of state interim certificate holders.

ARTICLE XVI- EFFECT AND DURATION

(A) Effect of Agreement:

(I) This Agreement constitutes School Board policy for the terms of said Agreement, and the BOARD shall carry out the commitments contained herein and give them full force and effect as BOARD policy. The ASSOCIATION shall carry out its responsibilities and commitments.

(II) During its term, this Agreement may be altered, changed, added to, deleted. and signed amendment to this Agreement.

(III) If any provision of this 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.

(IV) This is the entire Agreement between the parties: there are no other oral or written understandings. During its term, this written contract satisfies the mutual obligation to bargain as specified in Idaho Code.

(B) Duration of Agreement:

(I) This Agreement shall be effective upon its signing and continue in full force and effect until June 30, 2024.

(II) This Agreement may be renewed for additional periods of one (1) year only if the BOARD and the ASSOCIATION agree. Not later than March 1 prior to the aforesaid expiration date or any anniversary thereof, either party shall give notice of its desire to reopen certain provisions of this Agreement and/or additions to this Agreement, and to negotiate over the terms of those provisions. The notice to reopen shall name those provisions.

Insurance Pool Procedure
June 9, 2008

The insurance plan is divided into 5 (five) categories: single, two party, single/child, single/children, and family.

The district contributes to the insurance plan with a set amount for each employee, which is determined through the negotiation process.

1. To determine the amount of the insurance pool, multiply the cost of the medical premium by .10 (10%) or a percentage amount of the medical portion adjusted annually to fund the pool as noted in #3 below.

Employees	Plan	Medical	Dental	Life	Total	Contribution	Pool	Total
A	Single	F	K	P	$F+K+P=T$	Q	.10F	$Q-T+.10F$
B	2 Party	G	L	P	$G+L+P=U$	Q	.10G	$U+.10G-Q-R$
C	Single and Child	H	M	P	$H+M+P=V$	Q	.10H	$V+.10H-Q-R$
D	Single and Children	I	N	P	$I+N+P=W$	Q	.10I	$W+.10I-Q-R$
E	Family	J	O	P	$J+O+P=X$	Q	.10J	$X+.10J-Q-R$

2. The 10% explained in item 2 shall be adjusted up or down to keep the pool within a range of a base of forty percent (40%) of the maximum exposure and a ceiling of sixty percent (60%) of the maximum exposure.

Maximum exposure occurs when all who are covered by the policy submit claims for maximum benefits. The adjustment shall be approved by the insurance committee.

APPENDIX B

Insurance Committee Negotiated Recommendation 2025-2026
Jefferson School District 251 -Insurance Committee

Date: May 6, 2025
 To: Negotiating Team
 RE: Insurance Committee Recommendations for 2025-2026
 Committee members attending:
 Kendell Lancaster, David Crasper, Jason Porter, Lannon Kinghorn, Bryce Bronson, David Meyers, Michelle Periera, and Amber Lords.
 Travis and AJ Argyle, from GBS, were also in attendance in an advisory role.

The Insurance committee makes the following recommendations for the FY 2026 school year: renew with Select Health with a 9.8% increase to premiums with employee premiums staying the same.

Select Health Option:

The table below compares FY 25 employee premiums with the recommended FY 26 employee premiums for the PPO option:

Category	Monthly Premium FY 26	Monthly Premium FY 25	Monthly Increase/Decrease
Employee only	0.00	0.00	0.00
2 Party	250.00	250.00	0.00
Single & Child	90.00	90.00	0.00
Single & Children	180.00	180.00	0.00
Family	500.00	500.00	0.00

Select Health H.S.A. Option:

The table below compares FY 25 employee premiums with the recommended FY 26 employee premiums for the H.S.A. option:

Category	Monthly Premium FY 26	Monthly Premium FY 25	Increase / Decrease	District H.S.A. Contribution
Employee only	0.00	0.00	0.00	100.00
2 Party	125.00	125.00	0.00	100.00
Single & Child	45.00	45.00	0.00	100.00
Single & Children	90.00	90.00	0.00	100.00
Family	250.00	250.00	0.00	100.00

Other Insurance Changes

- Dental Insurance: Renewing the Met Life Dental plan with an increase of 7% premiums. Willamette Dental (Delta Blue Connect) will have a 6.37% increase.
- Vision: The committee recommends accepting the Vision option at no change to the current rate.
- UsAble: The committee recommends accepting the Life Insurance option at no change to the current rate.
- The Buy-Down Pool is looking financially stable and will not need a change from the 6.5% pool contribution.

- The committee reviewed the use of Discretionary Funding (insurance) for FY 25 with a current excess of \$140,397 in funding. The committee unanimously agreed to the use of excess funds to help offset the increase in medical premiums in FY 2026.
- Open enrollment dates recommended: July 14th – August 16th, 2025. This enrollment will be passive (no need to make changes) except for those employees with a flex plan renewal, who will have to enter a new flex amount.

APPENDIX C

Jefferson Joint School District 251
2025-2026

July							January						
M	T	W	T	F	Teacher Days 19 Student Days 18		M	T	W	T	F		
	1	2	3	4	1-2 New Year's Day Holiday, No School 19 Martin Luther King Holiday, No School 28 Parent Teacher Conferences 4-7 29 Parent Teacher Conferences 4-7 30 PTC Comp Day No School					1	2		
7	8	9	10	11			5	6	7	8	9		
14	15	16	17	18			12	13	14	15	16		
21	22	23	24	25			19	20	21	22	23		
28	29	30	31				26	27	28	29	30		
August							February						
M	T	W	T	F	Teacher Days 9 Student Days 5		Teacher Days 19 Student Days 18		M	T	W	T	F
				1	19 Teacher Workday 20 Teacher Professional Development Day 21 Teacher Professional Development 21 Back To School Night 22 Teacher Work Day 22 6 th & 9 th Grade orientation 25 First Day of School		16 President's Day, No School 26 Last Day of 2 nd trimester 27 No School Teacher Work Day		2	3	4	5	6
4	5	6	7	8					9	10	11	12	13
11	12	13	14	15			16	17	18	19	20		
18	19	20	21	22			23	24	25	26	27		
25	26	27	28	29									
September							March						
M	T	W	T	F	Teacher Days 21 Student Days 21		Teacher Days 17 Student Days 17		M	T	W	T	F
1	2	3	4	5	1 Labor Day Holiday, No School		23-27 Spring Break		2	3	4	5	6
8	9	10	11	12					9	10	11	12	13
15	16	17	18	19			16	17	18	19	20		
22	23	24	25	26			23	24	25	26	27		
29	30						30	31					
October							April						
M	T	W	T	F	Teacher Days 23 Student Days 22		Teacher Days 21 Student Days 20		M	T	W	T	F
		1	2	3	8 Parent Teacher Conferences 4-7 pm. Early Release 9 Parent Teacher Conferences 4-7 p.m. Early Release 10 PTC Comp Day, No School		13 Teacher Professional Development No School				1	2	3
6	7	8	9	10					6	7	8	9	10
13	14	15	16	17			13	14	15	16	17		
20	21	22	23	24			20	21	22	23	24		
27	28	29	30	31			27	28	29	30			
November							May						
M	T	W	T	F	Teacher Days 13 Student Days 12		Teacher Days 20 Student Days 20		M	T	W	T	F
3	4	5	6	7	3 Teacher Professional Development No School 4 Teacher Professional Development No School 13 End of 1 st Trimester 14 Teacher Workday, No School 24-28 Thanksgiving Break, No School		25 Memorial Day, No School 29 Last Day of School 29 End of 3 rd Trimester Classes						1
10	11	12	13	14					4	5	6	7	8
17	18	19	20	21			11	12	13	14	15		
24	25	26	27	28			18	19	20	21	22		
							25	26	27	28	29		
December							June						
M	T	W	T	F	Teacher Days 13 Student Days 13		Teacher Days Student Days		M	T	W	T	F
1	2	3	4	5	22-31 Christmas Holiday Break, No School				1	2	3	4	5
8	9	10	11	12					8	9	10	11	12
15	16	17	18	19			15	16	17	18	19		
22	23	24	25	26			22	23	24	25	26		
29	30	31					29	30					

- Denotes Early Release
- Denotes No School
- Denotes Teacher Work Day, No School
- Denotes Teacher Professional Development Day, No School

	Teacher Days	Student Days
1 st Trimester	63	55
2 nd Trimester	58	57
3 rd Trimester	59	59
Total	180	169

Teacher Workdays	4
Teacher PD Days	5

1 st Trimester	August 25 – November 13	First Day of School:	August 25, 2025
2 nd Trimester	November 17 – February 26	Last Day of School:	May 29, 2026
3 rd Trimester	March 2 – May 29		