

MERIDIAN EDUCATION ASSOCIATION

MASTER CONTRACT

BETWEEN THE ASSOCIATION AND THE BOARD
OF TRUSTEES

**2011-2012
SCHOOL YEAR**

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**ARTICLE I
2011-2012
SALARY SCHEDULE**

For the 2011-2012 school year only, the following provisions shall be in effect. Educational lane changes are granted.

Suspended Items:

- Salary schedule steps and supplemental salary schedule shall be frozen at the 2009- 2010 level.

(For salary placement, credits earned must be subsequent to initial certification)

Base 11-12: \$29,070; Base 08-10 \$28,223

		BA +0	BA+12	BA+24	MA BA + 36	MA+12 BA+48	MA +24 BA + 60	MA +36 BA+ 72
LEVEL 1	0 A	31,750	31,750	31750	32,465			
	1 B	31,750	31,750	32,465	33,682			
	2 C	31,750	32,465	33,682	34,945			
LEVEL 2	3 A		33,682	34,945	36,255	37,615	39,026	40,488
	4 B		34,945	36,255	37,615	39,026	40,488	42,008
	5 C	**34,945	36,255	37,615	39,026	40,488	42,008	43,581
LEVEL 3	6 A			39,026	40,488	42,008	43,581	45,216
	7 B			40,488	42,008	43,581	45,216	46,912
	8 C			42,008	43,581	45,216	46,912	48,672
	9 D				45,216	46,912	48,672	50,496
	10 E				46,912	48,672	50,496	52,390
	11 F					50,496	52,390	54,355
	12 G						54,355	56,394
13 H						56,394	58,648	

**for initial placement of school nurses only

***CAREER ENHANCEMENT CHART**

LAST CELL IN COLUMN	YEARS OF TEACHING	AMOUNT OF ENHANCEMENT
Cell F MA + 12 or BA + 48	20+	\$500
Cell G MA + 24 or BA + 60 &	20-24	\$500
Cell G MA + 36 or BA+72	25+	\$1000
Cell H MA + 36 or BA +72	17-19	\$360
	20-24	\$860
	25-29	\$1720
	30-24	\$2580
	35-39	\$3300
	40+	\$3660

* Eligibility for Career Enhancement is determined by total years teaching in a state accredited school and only applies to the last step in columns MA + 12/BA + 48, MA + 24/BA+60 or the last two steps MA + 36/BA + 72.

New hires' placement on the salary schedule will be according to the number of years of full-time teaching and credits earned after their initial certification. New hires with one or two years experience will be placed in level 1. Placement in level 2 or 3 will be as follows:

3 years BA + 12 credits on Step A, Level 2	10 years BA + 36 or MA on Step E, Level 3
4 years BA + 12 credits on Step B, Level 2	11 years BA + 48 or MA + 12 credits on Step E, Level 3
5 years BA + 12 credits on Step C, Level 2	12 years BA + 48 or MA + 12 credits on Step F, Level 3
6 years BA + 24 credits on Step A, Level 3	13 years BA + 60 or MA + 24 credits on Step F, Level 3
7 years BA + 24 credits on Step B, Level 3	14-15 years BA + 60 or MA + 24 credits on Step G, Level 3
8 years BA + 24 credits on Step C, Level 3	16-17 years BA + 72 or MA + 36 credits on Step G, Level 3
9 years BA + 36 or MA on Step D, Level 3	18 + years BA + 72 or MA + 36 credits on Step H, Level 3

To move from level 1 to level 2, you must: 1) have earned a BA+12 and, 2) have a successful evaluation (not on a growth plan or probation). To move from level 2 to level 3, you must have a BA + 24 credits and a successful evaluation (not on a growth plan or probation).

		BA +0	BA +12	BA +24	MA BA +36	MA +12 BA +48	MA +24 BA +60	MA +36 BA +72
Level 1	0 A	30,000.00	30,000.00	30,000.00	30,072.42			
	1 B	30,000.00	30,000.00	30,072.42	31,200.14			
	2 C	30,000.00	30,072.42	31,200.14	32,370.14			
Level 2	3 A		31,200.14	32,370.14	33,584.02	34,843.42	36,150.05	37,504.75
	4 B		32,370.14	33,584.02	34,843.42	36,150.05	37,504.75	38,913.07
	5 C	32,370.14	33,584.02	34,843.42	36,150.05	37,504.75	38,913.07	40,369.50
Level 3	6 A			36,150.05	37,506.61	38,913.07	40,369.50	41,884.35
	7 B			37,504.75	38,913.07	40,369.50	41,884.35	43,455.05
	8 C			38,913.07	40,369.50	41,884.35	43,455.05	45,085.57
	9 D				41,884.35	43,455.05	45,085.57	46,775.35
	10 E				43,455.05	45,085.57	46,775.35	48,529.46
	11 F					46,775.35	48,529.46	50,350.28
	12 G						50,350.28	52,238.41
	13 H						52,238.41	54,326.11

SALARY SCHEDULE

A. Advancement from Level 1 to Level 2 on the salary schedule will require a certified employee to complete twelve (12) credits, as shown on the salary schedule. No retroactive advancement from Level 1 to Level 2 will be granted prior to the 2008-09 contract year.

All certified employees new to the district are strongly encouraged to complete the Meridian School District Curriculum for the classroom teachers.

B. Personnel on probation will not advance vertically. Any certified employee who successfully completes probation will be placed the following school year at the contracted salary amount that they would have earned had they not been on probation. Vertical advancement is limited to one step per year; however, such advancement is not automatic, but occurs only through action of the Board of Trustees. All vertical advancements are frozen for 2011-2012.

C. In the event a bargaining unit position cannot be filled due to a shortage of (1) qualified personnel within the district and (2) qualified applicants from outside the district, critical need may be declared by the superintendent. When critical need has been declared, a qualified applicant may be hired and placed on the salary schedule with a maximum placement as high as his or her experience warrants. Critical need will be used sparingly and will only be implemented by board action. Critical need cannot apply retroactively. The District will notify the Association of declarations of critical need and supply the Association with the written job descriptions for the positions being filled. The

names, positions and salary schedule placement of those hired under the critical need declaration will promptly be submitted to the MEA president.

D. To qualify for the supplemental amount for school psychologist requires: a 60 credit hour Masters degree; 30 graduate credits subsequent to the Masters degree; at least a 1,000 clock hour internship including clinical practicum; and certification as a school psychologist.

E. One semester of full-time employment under contract or one contract year of half-time employment will be treated as one year of experience for all certificated employees covered by this contract.

F. For the purpose of salary placement regarding current employees and new hires, credits earned must be subsequent to initial state teacher certification. For placement on the salary schedule at the Masters plus level, credits earned must be subsequent to a Masters degree received after initial state certification.

For the purpose of scholarship funds, credits must meet one of the following conditions:

- be graduate credit from an accredited college/university; or
- be in individual’s major/minor academic field of study (undergraduate education classes do not qualify); or
- be in the area of humanities, mathematics or sciences. Professional education classes do not qualify; or
- be in an identified area of critical need as identified by the superintendent prior to hiring new employees. Critical need cannot be applied retroactively and does not affect any employees transferring from a non-critical need assignment to a critical need assignment.

G. Employees must request full and official transcripts from any and all universities to be sent to them for review prior to submitting the transcript to the District by October 1st for salary credit purposes. Transcripts displaying single classes only will not be accepted.

H. Terms and conditions of salary in this contract supersede all previous contracts.

I. Individual adjustment in the negotiated salary schedule shall not be made except as provided for in the supplemental salary schedule.

J. For School Nurses: A State-certified “R.N.” will be considered equivalent to a “BA.” Initial placement on the salary schedule will be on Level 2, Step C. Continuing education units (CEU) will be accepted at a ratio of fifteen (15) CEUs for one (1) college credit.

K. Corrections made to a certified employee’s contracted salary amount from the previous year must be on or before December 1st of each year.

Meridian School District
Supplemental Salary Schedule for **High School Activities**
2011-2012

Base= \$28,223

Activity	Position	Position Percentage	Experience Levels				
			I (0-3 years)	II (4-6years)	III (7-9years)	IV (10-12years)	V (13+ years)
Cross Country	Varsity Head	11.60%	\$3,273.87	\$3,437.56	\$3,601.25	\$3,764.95	\$3,928.64
	Varsity Assistant	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
Boys Soccer	Varsity Head	11.60%	\$3,273.87	\$3,437.56	\$3,601.25	\$3,764.95	\$3,928.64
	Junior Varsity	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
Girls Soccer	Varsity Head	11.60%	\$3,273.87	\$3,437.56	\$3,601.25	\$3,764.95	\$3,928.64
	Junior Varsity	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
Volleyball	Varsity Head	11.60%	\$3,273.87	\$3,437.56	\$3,601.25	\$3,764.95	\$3,928.64
	Junior Varsity	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
	Frosh / Sophomore	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
	Freshman Head	5.80%	\$1,636.93	\$1,718.78	\$1,800.63	\$1,882.47	\$1,964.32
Football	Varsity Head	20.00%	\$5,644.60	\$5,926.83	\$6,209.06	\$6,491.29	\$6,773.52
	Varsity Assistant	10.00%	\$2,822.30	\$2,963.42	\$3,104.53	\$3,245.65	\$3,386.76
	Varsity Assistant	10.00%	\$2,822.30	\$2,963.42	\$3,104.53	\$3,245.65	\$3,386.76
	Varsity Assistant	10.00%	\$2,822.30	\$2,963.42	\$3,104.53	\$3,245.65	\$3,386.76
	Varsity Assistant	10.00%	\$2,822.30	\$2,963.42	\$3,104.53	\$3,245.65	\$3,386.76
	Junior Varsity Head	10.00%	\$2,822.30	\$2,963.42	\$3,104.53	\$3,245.65	\$3,386.76
	Junior Varsity Assistant	7.40%	\$2,088.50	\$2,192.93	\$2,297.35	\$2,401.78	\$2,506.20
	Junior Varsity Assistant	7.40%	\$2,088.50	\$2,192.93	\$2,297.35	\$2,401.78	\$2,506.20
	Freshman Head	7.40%	\$2,088.50	\$2,192.93	\$2,297.35	\$2,401.78	\$2,506.20
Girls Basketball	Varsity Head	20.00%	\$5,644.60	\$5,926.83	\$6,209.06	\$6,491.29	\$6,773.52
	Junior Varsity	10.00%	\$2,822.30	\$2,963.42	\$3,104.53	\$3,245.65	\$3,386.76
	Frosh / Sophomore	10.00%	\$2,822.30	\$2,963.42	\$3,104.53	\$3,245.65	\$3,386.76
Boys Basketball	Varsity Head	20.00%	\$5,644.60	\$5,926.83	\$6,209.06	\$6,491.29	\$6,773.52
	Junior Varsity	10.00%	\$2,822.30	\$2,963.42	\$3,104.53	\$3,245.65	\$3,386.76
	Frosh / Sophomore	10.00%	\$2,822.30	\$2,963.42	\$3,104.53	\$3,245.65	\$3,386.76
Wrestling	Varsity Head	11.60%	\$3,273.87	\$3,437.56	\$3,601.25	\$3,764.95	\$3,928.64
	Varsity Assistant	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
	Varsity Assistant	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
	Varsity Assistant	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
Baseball	Varsity Head	11.60%	\$3,273.87	\$3,437.56	\$3,601.25	\$3,764.95	\$3,928.64
	Varsity Assistant	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
	Junior Varsity Head	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
	Junior Varsity Assistant	6.60%	\$1,862.72	\$1,955.85	\$2,048.99	\$2,142.13	\$2,235.26
Softball	Varsity Head	11.60%	\$3,273.87	\$3,437.56	\$3,601.25	\$3,764.95	\$3,928.64
	Varsity Assistant	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
	Junior Varsity Head	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
	Junior Varsity Assistant	6.60%	\$1,862.72	\$1,955.85	\$2,048.99	\$2,142.13	\$2,235.26
Track (Girls and Boys)	Varsity Head	11.60%	\$3,273.87	\$3,437.56	\$3,601.25	\$3,764.95	\$3,928.64
	Varsity Assistant	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
	Varsity Assistant	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
	Varsity Assistant	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
	Varsity Assistant	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
	Varsity Assistant	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
	Varsity Assistant	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
Golf	Varsity Head	11.60%	\$3,273.87	\$3,437.56	\$3,601.25	\$3,764.95	\$3,928.64
	Varsity Assistant	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
Tennis	Varsity Head	11.60%	\$3,273.87	\$3,437.56	\$3,601.25	\$3,764.95	\$3,928.64
	Varsity Assistant	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
Cheerleading	Varsity Head	18.60%	\$5,249.48	\$5,511.95	\$5,774.43	\$6,036.90	\$6,299.37
	Junior Varsity	6.60%	\$1,862.72	\$1,955.85	\$2,048.99	\$2,142.13	\$2,235.26
Dance Team	Advisor	18.60%	\$5,249.48	\$5,511.95	\$5,774.43	\$6,036.90	\$6,299.37
Trainer Certified Trainers teaching full-time will receive an additional prep period.	Certified	30.00%	\$8,466.90	\$8,890.25	\$9,313.59	\$9,736.94	\$10,160.28
	Certified or	30.00%	\$8,466.90	\$8,890.25	\$9,313.59	\$9,736.94	\$10,160.28
	Non-Certified	20.00%	\$5,644.60	\$5,926.83	\$6,209.06	\$6,491.29	\$6,773.52

Meridian School District
 Supplemental Salary Schedule for **High School Activities**
 2011-2012

Base= \$28,223

Activity	Position	Position Percentage	Experience Levels				
			I (0-3 years)	II (4-6years)	III (7-9years)	IV (10-12years)	V (13(+) years)
Band (excludes pep band responsibilities)	Varsity Head	20.00%	\$5,644.60	\$5,926.83	\$6,209.06	\$6,491.29	\$6,773.52
	Varsity Assistant	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
Choir	Director	10.00%	\$2,822.30	\$2,963.42	\$3,104.53	\$3,245.65	\$3,386.76
Drama	Advisor	10.00%	\$2,822.30	\$2,963.42	\$3,104.53	\$3,245.65	\$3,386.76
	Assistant/Stagecraft	3.00%	\$846.69	\$889.02	\$931.36	\$973.69	\$1,016.03
Debate and Speech (reduced expectations)	Advisor	10.00%	\$2,822.30	\$2,963.42	\$3,104.53	\$3,245.65	\$3,386.76
Academic Decathlon	Advisor	8.30%	\$2,342.51	\$2,459.63	\$2,576.76	\$2,693.89	\$2,811.01
Newspaper	Advisor	8.00%	\$2,257.84	\$2,370.73	\$2,483.62	\$2,596.52	\$2,709.41
Yearbook	Advisor	10.00%	\$2,822.30	\$2,963.42	\$3,104.53	\$3,245.65	\$3,386.76
Student Council	Advisor	5.00%	\$1,411.15	\$1,481.71	\$1,552.27	\$1,622.82	\$1,693.38
Orchestra	Director	4.00%	\$1,128.92	\$1,185.37	\$1,241.81	\$1,298.26	\$1,354.70
Department Chair	Maximum of 6 per school		\$1,257.00	N/A	N/A	N/A	N/A

Renaissance High School

Band / Orchestra	Advisor	4.00%	\$1,128.92	\$1,185.37	\$1,241.81	\$1,298.26	\$1,354.70
Choir	Advisor	7.50%	\$2,116.73	\$2,222.56	\$2,328.40	\$2,434.23	\$2,540.07
Yearbook / Newspaper	Advisor	3.30%	\$931.36	\$977.93	\$1,024.49	\$1,071.06	\$1,117.63
Student Council	Advisor	3.30%	\$931.36	\$977.93	\$1,024.49	\$1,071.06	\$1,117.63

**Total coaching experience is calculated by combining previous coaching/advising experience with the current year.
 New coaches to the district will enter at Experience Level 1 (Excluding Head Varsity Coaches)**

Professional Technical Student Organizations

Magnet Program

		Stipend
FFA	Lead Advisor	\$1,750.00
	Advisor	\$1,000.00

Non-Magnet Program

BPA	Advisor	\$1,000.00	1-9 Students = .5 Stipend 10-50 Students = 1 Stipend 51 and above = 2 Stipends
DECA	Advisor	\$1,000.00	
FCCLA	Advisor	\$1,000.00	
HOSA	Advisor	\$1,000.00	
Skills USA	Advisor	\$1,000.00	
TSA	Advisor	\$1,000.00	

* All recipients of a stipend must meet criteria set forth by the Professional Technical Administrator

Meridian School District
Supplemental Salary Schedule for **Middle School** Activities
2011-2012

Base= \$28,223

Activity	Position	Position Percentage	Experience Levels				
			I (0-3 years)	II (4-6years)	III (7-9years)	IV (10-12years)	V (13+) years)
Boys Basketball	8th Head Coach	4.80%	\$1,354.70	\$1,422.44	\$1,490.17	\$1,557.91	\$1,625.64
Girls Basketball	8th Head Coach	4.80%	\$1,354.70	\$1,422.44	\$1,490.17	\$1,557.91	\$1,625.64
Cross Country	Head Coach	4.80%	\$1,354.70	\$1,422.44	\$1,490.17	\$1,557.91	\$1,625.64
	Assistant Coach	4.00%	\$1,128.92	\$1,185.37	\$1,241.81	\$1,298.26	\$1,354.70
Football	Head Coach	4.80%	\$1,354.70	\$1,422.44	\$1,490.17	\$1,557.91	\$1,625.64
	Assistant Coach	4.00%	\$1,128.92	\$1,185.37	\$1,241.81	\$1,298.26	\$1,354.70
	Assistant Coach	4.00%	\$1,128.92	\$1,185.37	\$1,241.81	\$1,298.26	\$1,354.70
Tennis	Head Coach	4.80%	\$1,354.70	\$1,422.44	\$1,490.17	\$1,557.91	\$1,625.64
	Assistant Coach	4.00%	\$1,128.92	\$1,185.37	\$1,241.81	\$1,298.26	\$1,354.70
Track (Girls and Boys)	Head Coach	4.80%	\$1,354.70	\$1,422.44	\$1,490.17	\$1,557.91	\$1,625.64
	Assistant Coach	4.00%	\$1,128.92	\$1,185.37	\$1,241.81	\$1,298.26	\$1,354.70
	Assistant Coach	4.00%	\$1,128.92	\$1,185.37	\$1,241.81	\$1,298.26	\$1,354.70
	Assistant Coach	4.00%	\$1,128.92	\$1,185.37	\$1,241.81	\$1,298.26	\$1,354.70
Volleyball	Head Coach	4.80%	\$1,354.70	\$1,422.44	\$1,490.17	\$1,557.91	\$1,625.64
Wrestling	Head Coach	4.80%	\$1,354.70	\$1,422.44	\$1,490.17	\$1,557.91	\$1,625.64
	Assistant Coach	4.00%	\$1,128.92	\$1,185.37	\$1,241.81	\$1,298.26	\$1,354.70
Activities Coordinator	Director	9.00%	\$2,540.07	\$2,667.07	\$2,794.08	\$2,921.08	\$3,048.08
Cheerleading	Advisor	4.80%	\$1,354.70	\$1,422.44	\$1,490.17	\$1,557.91	\$1,625.64
Yearbook	Advisor	4.80%	\$1,354.70	\$1,422.44	\$1,490.17	\$1,557.91	\$1,625.64
Band	Advisor		\$100 per concert with a maximum of four per year				
Orchestra	Advisor		\$100 per concert with a maximum of four per year				
Choir	Advisor		\$100 per concert with a maximum of four per year				
Department Chair	Maximum of 4 per school		\$1,257.00	N/A	N/A	N/A	N/A

Galileo and Christine Donnell (7th and 8th Grade)

Band	Advisor	\$100 per concert with a maximum of four per year
Choir	Advisor	\$100 per concert with a maximum of four per year
Orchestra	Advisor	\$100 per concert with a maximum of four per year

**Total coaching experience is calculated by combining previous coaching/advising experience with the current year.
New coaches to the district will enter at Experience Level 1 (Excluding Head Varsity Coaches)**

SUPPLEMENTAL SALARY SCHEDULE
OTHER DISTRICT

District Curriculum Development	\$23.50 per hour (Director appointed)
Teacher Orientation and Training	\$12.00 per hour
Saturday Detention	\$16.00 per hour
Tobacco Cessation/Parent Drug Ed. Class	\$23.50 per hour
Homebound Tutors (must be certified)	\$23.50 per hour
Psychologists	11.5% (of Level 3, MA+36, Step H)
4 th Grade Rendezvous Coordinator	5.0% (2 maximum per District)
Special Ed. Summer School Teacher	\$90.00 per day
Speech Therapist Summer School	\$90.00 per day
Psychologist Summer School	\$100 per day

EXTENDED CONTRACTS

High School Guidance Counselors	Maximum 196 days
Middle School Guidance Counselors	Maximum 191/196 days*
Middle School Media Specialist	Maximum 179 days
High School Media Specialist	Maximum 181 days

No changes or additions to supplemental salaries may be paid without being approved by the Meridian Education Association Executive Committee and the Board.

All persons assigned to the positions listed above shall be required to perform the duties associated with the positions listed and shall be paid according to this schedule. Assignment of positions requires prior Board approval and issuance of supplemental contracts.

If increments or percentages are to be split or shared with two or more people, the following condition must first be met: Individuals receiving less than a full increment as listed for the position in the master contract must agree in writing.

*Grandfathered – If hired prior to 2009-10

ARTICLE III
SECTION 125 CAFETERIA FLEXIBLE BENEFITS PLAN

- A. For each full-time employee, the Board agrees to provide employer-paid fringe benefits up to \$510.82 per month for the 2011-2012 contract year. Certified employees will pay \$25.00 toward benefit costs per month. For each part-time employee .50 to .99 full time equivalent, the Board agrees to provide prorated employer-paid fringe benefits. Employees less than .50 full time equivalent are not eligible for employer-paid fringe benefits. Monthly premium payments shall be applied as follows:
1. Employee \$50,000 Term Life Insurance with accidental death and disbursement
 2. Employee Health and Accident Insurance
 3. Employee Assistance Program

Carriers and plans shall be mutually determined by the District and the Association.

- B. Each full-time professional employee may allocate funds for the Flexible Spending Plan for benefits for themselves and/or for their dependents. Available options include:

1. Group Hospital and Surgery Insurance
2. Disability Income Insurance
3. Cancer Insurance
4. Dental Insurance
5. Group Term Life Insurance
6. Dependent Care Assistance Plan
7. Medical Expense Reimbursement Plan

- C. The individual changes in allocation of benefits or payroll deductions may be made only during December of each year, except for family status changes.

- D. Early retired certified employees shall be in the same group as the regular certified employees and have the same premium.

- E. Benefits for part-time employees will be pro-rated on the basis of full-time equivalency. Employees electing early contract payoffs will be dropped from district paid benefits at the time their last paycheck is issued.

- F. Employees who begin work after January 31st will have their pay calculated to the last day worked and are not eligible for benefits.

ARTICLE IV SHORT TERM DISABILITY INSURANCE

For each full time professional employee electing to purchase Short Term Disability Insurance, the Board agrees to pay up to \$12.00 per month to defray the cost of the insurance.

ARTICLE V SICK LEAVE

- A. At the beginning of each school year, each certified employee shall be credited with ten (10) days or more of sick leave allowance as referred to in this Article (V-B) or as allowed by Idaho Code 33-1216. Sick leave days shall be accumulated to two hundred sixty (260) sick leave days.

- B. Portability of Sick Leave
Effective with the new hires for 2003-2004, the district shall accept an individual's accumulated sick leave from another district in Idaho, up to that district's maximum number of sick leave days and not to exceed the number allowed by this contract. It is the intent of the district to make this item retroactive, if possible.

- D. Sick leave is to be used for absences caused by illness or physical disability, including childbearing of the certified employee or to the certified employee's spouse, dependent or minor children or parents. If family illness outside the immediate family should arise, sick leave may be used with the approval of the building principal. For a normal birth, six calendar weeks are the maximum time that sick leave can be used. The use of additional days requires doctor certification and approval by the Assistant Superintendent.

- E. Written notice shall be given to the building principal when it is known in advance that the certified employee will be unable to perform his/her duties satisfactorily. The notice shall indicate the medical reason and the approximate dates of expected absence.

- F. If absence from work exceeds a period of ten (10) consecutive working days, the employee must furnish to the Superintendent a doctor's certification that medical complications are such that the employee is unable to carry on his/her duties satisfactorily, and said certification shall also set forth the anticipated time period before the employee can return to work.

- G. Upon receipt of a doctor's certification as outlined above, the Superintendent shall grant to the employee the amount of sick leave days prescribed by the medical certification, or until accumulated sick leave days are exhausted by the employee.

ARTICLE VI PERSONAL LEAVE

Personal leave shall be granted for any reason deemed necessary by the professional employee at the rate of two (2) days for Category A and B employees and four (4) days for professional employees on grandfathered renewable contracts per school year.

- Six (6) days may be carried over from one school year to the next, in addition to the two (2) or four (4) days granted at the beginning of the next school year.
- Employees may use no more than five (5) personal days per year.
- Employees will be paid for each day beyond six (6) at the rate of 1.5 times the established rate for short-term substitutes. The established rate is the rate substitutes are paid as of October 1st of each year. The payment for personal leave days will be calculated and paid in June.
- Upon retirement, all remaining personal days will be paid for at the rate of 1.5 times the established rate for short-term substitutes.
- Personal Leave may not be taken the last two weeks of school without permission of the building administrator.
- No more than 10% of the staff may be gone on leave at one time.

ARTICLE VII PARENTAL LEAVE

- A. Parental leave of absence for child rearing will be granted to certified employees, without pay for up to one (1) year. Requests for parental leave of absence shall be submitted in writing, indicating the approximate beginning and ending date of the leave of absence.
- B. Parental leave of absence may be given at any time, but must begin at some logical breaking point, i.e., a grading period or vacation period, except in the event of an emergency.
- C. Parental leave of absence shall end so as to have the employee return to work at the beginning of the grading period.
- D. The employee may return to the District in a position for which he/she is qualified, but is not guaranteed the same position and assignment he/she left.
- E. Parental leave will not be granted beyond the Family Medical Leave Act more than once in a 36-month period.

ARTICLE VIII
BEREAVEMENT LEAVE

- A. The Board agrees to grant to each employee up to five (5) days bereavement leave for each death in the immediate family (grandfather, grandmother, father, mother, brother, sister, husband, wife, child, grandchild, foster or step child, father-in-law or mother-in-law, step-parent, step-sibling, aunt, uncle, cousin) for the purpose of attending services, travel, and/or emotional support of family.
- B. Additional time may be granted under unusual circumstances. Requests for additional time should be directed through the principal to the superintendent.

ARTICLE IX
PROFESSIONAL LEAVE

- A. Professional leave, with pay, may be granted to each certified employee upon request, within the available days listed below. This leave shall be requested in advance.

<u>Professional Leave</u>	
184	Inservice
21	Staff Development
45	Instructional model
<u>1252</u>	General Professional Leave Days
1502	Total Professional Leave

- B. General professional leave will be distributed at one (1) day per FTE (less ancillary FTE) and administered by a Professional Leave Committee (PLC) established at each school. The PLC will be comprised of three (3) to five (5) certificated employees. The selection of this committee will be determined by certificated employees at the building level.

The PLC may establish a professional leave bank from which certificated employees may request professional leave. Criteria for granting professional leave will be determined by the PLC.

Final ratification of professional leave recommended by the PLC for all certificated employees will be the responsibility of the building administrator. Any certificated employee who is on probation or on a district intensified growth plan will not be granted professional leave without district approval.

- C. Personnel requesting professional leave shall make written application to include:
1. an outline of objectives and expected outcome
 2. a description of the professional activities
 3. if appropriate, a willingness to conduct a workshop for other District employees.

ARTICLE X
LEAVE TIME FOR ASSOCIATION PRESIDENT,
NEGOTIATIONS TEAM, AND STATE DELEGATES

- A. The Association president shall have release time to attend to the duties and responsibilities of his/her term of office with salary and benefits to be paid by the Association. At the end of the President's term a reasonable attempt will be made to reinstate the former Association President:
1. to the same level
 2. to a like position
 3. to the same building
- B. An employee elected president of the State Association will be granted unpaid leave for the term of that office, not to exceed three (3) years. The employee may return to the District in a position for which he/she is qualified, but is not guaranteed the same position and assignment he/she left.
- C. Duly elected delegates may have release time to attend the convention of the State Association. The Association shall reimburse the District for the cost of any substitute.
- D. Members of the Association negotiations team may have release time to prepare for and attend bargaining sessions. The Association will reimburse the District for the cost of any substitute.

ARTICLE XI
DURATION

The provisions of this agreement related to salary and benefits will remain in force and effect until modified by negotiations or through November 30th, 2012.

ARTICLE XII
AGREEMENT

If additional funding becomes available in the 2011-2012 school year, a good faith effort will be made to restore the days furloughed from the work year. Any reimbursement of furloughed days shall be dispersed as a stipend.

When funds become available, a good faith negotiations effort will be made to allow teachers to “catch up” to their appropriate placements on the salary schedule.

Any reference to Work Year Defined that does not reflect this agreement can be remedied by mutual agreement between the two parties.

Agreed to this 6th day of June 2011.

For the District: _____

For the Association: _____

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

President, Meridian Education Association

Date

Chairperson, Board of Trustees
Meridian Joint School District #2

Date