

## 2013-2014 Negotiations

### NEGOTIABLE ITEMS:

#### Salary

- Base salary \$25795. Grant all credits and all years of service. Schedule F is attached.
- Education credits reimbursed – no limit depending upon federal funding reductions

#### Health Benefits

- Offer a PPO health plan and a high deductible health plan. Pay \$407.05 of monthly medical premium. Employee responsible for all monthly premiums in excess of \$407.05
- Pay \$26.50 monthly dental premium, 13-14 rate
- Pay \$8.85 monthly vision premium, 13-14 rate

#### Life Insurance Benefits

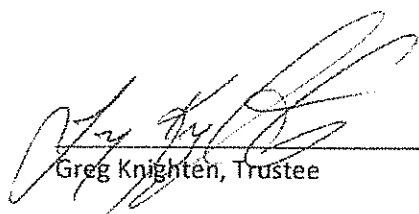
- District to pay \$8.00 monthly premium for \$40,000 policy

#### Leave

- Sick leave 9 days to a maximum of 200 in accordance with Idaho Code
- Personal Leave 2 days to a maximum of 7. Compensated at substitute teacher rate for days in excess of 7 that are not used
- Bereavement 3 days, no cumulative benefit

Health Insurance rebate received in 2013-2014 will be refunded ~~to~~ equally to employees paying out of pocket premiums in 2013-2014.

Accepted:

  
Greg Knighten, Trustee

5-8-13  
Date

  
Jason Vlcek, PEA Lead Negotiator

5-8-13  
Date

PAYETTE SCHOOL DISTRICT CERTIFIED TEACHER SALARY SCHEDULE 2013-14

SCHEDULE F

BASE	\$25795	3.75% PROGRESSIVE		184 days					
\$31000 * all FTE minimum salary									
Education Lane	1	2	3	4	5	6	7	8	
	BA	BA+12	BA+24	BA+36	MA BA+48	MA + 12 BA+60	MA+24 BA+72		EdS/EdD
STEP	EXPERIENCE								
0	0	25795	26762	27766	28807	29887	31008	32171	33377
1	1	25795	26762	27766	28807	29887	31008	32171	33377
2	2	25795	26762	27766	28807	29887	31008	32171	33377
3	3	26762	27766	28807	29887	31008	32171	33377	34629
4	4	27766	28807	29887	31008	32171	33377	34629	35928
5	5	28807	29887	31008	32171	33377	34629	35928	37275
6	6	29887	31008	32171	33377	34629	35928	37275	38673
7	7	31008	32171	33377	34629	35928	37275	38673	40123
8	8	32171	33377	34629	35928	37275	38673	40123	41628
9	9		34629	35928	37275	38673	40123	41628	43189
10	10		35928	37275	38673	40123	41628	43189	44808
11	11			38673	40123	41628	43189	44808	46488
12	12				41628	43189	44808	46488	48232
13	13					46488	48232	50040	52275
CAREER	19				43189	44808	48232	50040	52275

\*percentage enhancement

Letter of Intent or Contract must be signed to receive payment on spring/summer credits. Only credits after education certification and advanced degrees in education apply to this schedule. This provision does not apply to credits or advanced degrees previously granted. The District Office must be notified of horizontal movement by April 15 each year and proof must be by official transcript prior to September 10. Teachers receive \$50 per credit or the cost of credit if less than \$50.

There is no maximum number of credits for the 13-14 school year. All credits earned after June 1, 2013 and before May 31, 2014 will be reimbursed at \$50 each.

YEARLY FRINGE BENEFIT PACKAGE

Average credit reimbursement (4)	\$200
Blue Cross health with prescription card	approx. \$4885
Blue Cross dental & vision	approx. \$430
Standard life \$40,000	approx. \$100
Employer contribution to:	
social security	7.65%
retirement	12.48%
personal leave accumulative to 7	2
bereavement leave	3
sick leave accumulative to 200 & possible use of sick leave bank	9-12
average professional leave upon approval	2
protected by workman's comp. & district liability insurance (\$1,000,000 +)	