

Negotiated Agreement  
between the  
Board of Trustees  
of Joint School District No. 2  
(West Ada School District)

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and the  
West Ada Education Association



**WAEA**

School Year 2025-2026

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## DEFINITIONS

For purposes of the Negotiated Agreement, the following definitions are used through-out:

- A. Negotiated Agreement ("Agreement")
- B. Board of Trustees of Joint School District #2 ("Board")
- C. Joint School District #2 ("District")
- D. West Ada Education Association ("Association")
- E. Certificated Professional Employee, covered by this Negotiated Agreement ("Employee")

## ARTICLE I: SALARY SCHEDULE

For the 2025-2026 school year only, the following provisions shall be in effect. The standard base contract, and the corresponding Salary Schedule, shall be based on 188 days.

Teachers are contracted to work 188 days consisting of:

- One hundred seventy-two (172) instructional days
- Five (5) paid holidays.
- Eleven (11) non-instructional days. The eleven (11) non-instructional days are as follows:
  - Four (4) full non-student contact days, termed Professional Learning Days, through the school year that are to be used as follows:
    - Elementary – 8:00 – 11:00 (Building PD), 11:00 – 12:00 (Building PLC), 12:00 – 1:00 (Lunch/Transition), 1:00 – 4:00 (District PD & PLC)
    - Secondary - 8:00 – 11:00 (District PD & PLC), 11:00 – 12:00 (Lunch/Transition), 12:00 – 3:00 (Building PD), 3:00 – 4:00 (Building PLC)
  - Three (3) days of preparation before the start of instructional days, of which a minimum of seventeen (17) hours will be dedicated to teacher prep time. For the 2025-2026 school year, the first contract day before the school year can be utilized as a flex day by certified employees and may be used any weekday after administration returns to the building.
  - One (1) compensatory day for evening Parent-Teacher conferences
  - One (1) teacher preparation day at the beginning of the second semester
  - One (1) floating day in the first semester for Policy Review, Back-to-School Night, and parent activities
  - One (1) flex day in the second semester for end-of-the-year responsibilities and checkout during non-instructional time.

	<b>2025-2026 Salary Schedule</b>					
	<b>BA</b>	<b>BA + APE</b>	<b>BA +24</b>	<b>APE+BA+24</b>	<b>MA</b>	<b>APE+MA</b>
<b>R1</b>	\$ 50,252					
<b>R2</b>	\$ 51,302					
<b>R3</b>	\$ 52,352					
<b>P1</b>	\$ 53,402		\$ 55,402		\$ 56,902	
<b>P2</b>	\$ 54,452		\$ 56,452		\$ 57,952	
<b>P3</b>	\$ 55,502		\$ 57,502		\$ 59,002	
<b>P4</b>	\$ 56,552		\$ 58,552		\$ 60,052	
<b>P5</b>	\$ 57,602		\$ 59,602		\$ 61,102	
<b>P6</b>	\$ 58,681	\$ 59,181	\$ 60,681	\$ 61,181	\$ 62,181	\$ 62,681
<b>P7</b>	\$ 60,171	\$ 60,671	\$ 62,171	\$ 62,671	\$ 63,671	\$ 64,171
<b>P8</b>	\$ 61,705	\$ 62,205	\$ 63,705	\$ 64,205	\$ 65,205	\$ 65,705
<b>P9</b>	\$ 63,281	\$ 63,781	\$ 65,281	\$ 65,781	\$ 66,781	\$ 67,281
<b>P10</b>	\$ 64,900	\$ 65,400	\$ 66,900	\$ 67,400	\$ 68,400	\$ 68,900
<b>L1</b>	\$ 66,566	\$ 67,066	\$ 68,566	\$ 69,066	\$ 70,066	\$ 70,566
<b>L2</b>	\$ 68,429	\$ 68,929	\$ 70,429	\$ 70,929	\$ 71,929	\$ 72,429
<b>L3</b>	\$ 70,634	\$ 71,134	\$ 72,634	\$ 73,134	\$ 74,134	\$ 74,634
<b>L4</b>	\$ 72,916	\$ 73,416	\$ 74,916	\$ 75,416	\$ 76,416	\$ 76,916
<b>L5</b>	\$ 75,279	\$ 75,779	\$ 77,279	\$ 77,779	\$ 78,779	\$ 79,279
<b>L6</b>	\$ 77,723	\$ 78,223	\$ 79,723	\$ 80,223	\$ 81,223	\$ 81,723
<b>L7</b>	\$ 80,254	\$ 80,754	\$ 82,254	\$ 82,754	\$ 83,754	\$ 84,254

<b>Loyalty Enhancement*</b>	
In order to be eligible for Loyalty Enhancement, employees must have a professional endorsement and either a BA +24 or Master's degree.	
<b>Completed Years of District Service</b>	<b>Amount of Enhancement</b>
18-19	\$500
20-24	\$1,000
25-29	\$1,500
30-34	\$2,000
35+	\$3,000

Employees will be compensated at least the minimum salary as designated by state code. Any employee under those minimums according to the WASD pay scale will be compensated the difference in pay through a supplement paid out over the remainder of their contract.

Employees will be issued contracts for the 25-26 school year based on current placement on the state career ladder. If any employees advance on the state career ladder, and will qualify



for an increased supplement, their contract will be reissued with the updated salary as soon as the district can confirm placement and no later than December.

*\*Employees who have been continuously employed by the District and who received Career Enhancement during the 2014-2015 school year at a higher rate than they would be entitled to receive per the table above will be grandfathered in. They will continue to receive Career Enhancement at the same rate as received in 2014-2015 until such time the amount to which they are entitled per the above table is greater than the amount they receive through Career Enhancement.*

- A. All Certified Staff with a year of experience with the District during the 2024-2025 school year will advance one rung on the salary schedule for the 2025-2026 school year. Eligible employees must have worked one semester as a 1.0 full time equivalency (FTE) employee under contract or one contract year of .50 FTE or greater employment in order to advance a rung.
- B. Placement on the 2025-2026 Salary Schedule for experienced new hires for 2025-2026 will be placed on the salary schedule according to Appendix A.
- C. Employees must request and review full and official transcripts from all universities prior to submitting the transcript(s) to the District. Only those official transcripts submitted to the District by the last Friday in September will be eligible for Salary Schedule placement purposes and for the BA +24 or master's allocation.
- D. The third through sixth column of the salary schedule include the BA +24 and the MA allocation. Placement on the APE columns is based on the attainment of the Advanced Professional Endorsement for the purposes of the state career ladder. To receive these allocations, credits must be submitted to the District on or before the last Friday of September. To qualify for these allocations, the Employee must possess a professional endorsement as defined in Idaho Code 33-1201A.
- E. To receive the Professional with Occupational Specialist Certificate (OSC) allocation, the certificated employee must be holding an occupational specialist certificate in the area for which they are teaching as a part of the career technical education instructional staff. The funding that we receive from the State of Idaho for an individual employee will be passed through to that employee as the OSC allocation. Employees eligible for either the BA +24 or master's allocation in addition to the OSC allocation will receive these monies in the same manner stated above (section D).
- F. Qualified employees employed as Occupational Therapists, Physical Therapists, licensed clinical counselor (LPC, LCPC), licensed clinical social worker (LSW, LCSW), and board certified behavioral analyst (BCBA) will receive an enhancement that is equal to 11.5% of Legacy Rung 7 multiplied by their FTE as a Qualified Specialist (Enhancement).

Requirements to qualify for the Enhancement are as follows:

- i. Occupational Therapist: Pupil Personnel Certificate from the Idaho State Department of Education, licensed through the Division of Occupational and Professional Licenses (DOPL) and continuing education for renewal.
- ii. Physical Therapist: Pupil Personnel Certificate from the Idaho State Department of Education, licensed through the Division of Occupational and Professional Licenses (DOPL) and continuing education for renewal.

- iii. Licensed Clinical Counselor: Must be working in the capacity of billable clinical counseling services.
- iv. Licensed Clinical Social Worker: Pupil Personnel Certificate from the Idaho State Department of Education, licensed through the Division of Occupational and Professional Licenses (DOPL) and continuing education for renewal.
- v. Board Certified Behavioral Analyst: Pupil Personnel Certificate from the Idaho State Department of Education, licensed through the Division of Occupational and Professional Licenses (DOPL) and continuing education for renewal.

G. ~~Qualified employees employed as School Psychologists or Speech Language Pathologists will utilize the salary schedule located on Appendix D.~~

Requirements to qualify for the salary schedule on Appendix D are as follows:

- i. School Psychologist: Completion of an accredited program in school psychology; a minimum of 1,000-hour school psychology internship completed including clinical practicum; and Idaho certification as a School Psychologist.
  - ii. Speech Language Pathologist: Idaho pupil service personnel certificate as a Speech Language Pathologist; ASHA certification (CCCs); and licensed through the Division of Occupational and Professional Licenses (DOPL) and continuing education for renewal.
- H. Individual adjustment to the Salary Schedule shall not be made except as provided for in the Supplemental Salary Schedule or as otherwise addressed in this Agreement.
- I. Requirements for School Nurses are as follows: A state-certified "R.N." will be considered equivalent to a BA. Initial placement on the Salary Schedule will be on Professional Rung 1. Continuing education units (CEU) will be accepted at a ratio of fifteen (15) CEUs for one (1) college credit.
- J. A professional development stipend of \$480.00 annually will be provided to all Employees for the 2025-2026 school year. This amount will be prorated based upon the Employee's FTE. This stipend will be paid out one twelfth (1/12) per month and separately identified as a professional development stipend on the Employee's pay stub.
- K. For the 2025-2026 school year only, certified Special Education classroom teachers will receive a stipend of \$1,500 based upon a 1.0 FTE. This stipend is intended to compensate for work that is required to be done outside of the normal 188-day contract, including but not limited to legal compliance, plan updates, etc.
- L. Corrections to an Employee's contracted salary amount from the 2024-2025 school year must be requested on or before December 1, 2025, and the correction will be made within the next sixty (60) calendar days.
- M. Employees retained to replace an Employee on official leave will be issued a contract for the length of the leave of the Employee they are replacing. Accordingly, the contract may be for a duration of less than 188 days.

N. The Board agrees to provide two (2) additional release periods for the Middle School Activities Directors.

O. All full-time equivalent Employees shall have an eight (8) hour workday, during which time they are expected to be present on the school's property, unless otherwise arranged through the Employee's Building Administrator (refer to 401.10 AR-09\* Work Day).

The District will work collaboratively with the Association should a revision to 401.10 AR-09\* Work Day be necessary. This collaboration will occur prior to any revisions being presented to the Board of Trustees.

P. Any Employee who travels between schools for their assignment, and whose travel between schools occurs during their preparation period or duty-free lunch shall communicate such concern to their Building Administrator for review and possible accommodations where appropriate. If a Building Administrator finds that an Employee has an assignment that cannot be accommodated through discussion at the building level, the District shall be contacted to address possible solutions for the accommodations. In addition, Employees who travel between schools shall be given notice of expected locations, times, and critical development meetings for non-contact days.

If administration requests or requires an Employee cover a class other than their own or supervise student(s) on their prep or lunch, the Employee will be compensated at \$40.00 per hour.

Q. Elementary Overcrowded Stipend – Pursuant to Board Policy 601.30, elementary classrooms are eligible for one hour of overcrowded aide assistance for every student that is enrolled in the classroom over the enrollment numbers stated in Policy 601.30. Elementary Employees shall have the option to waive the opportunity to have an aide in the classroom at their discretion, provided they meet the following requirements:

- i. The Elementary Employee must be on the Professional Rung 1 or beyond.
- ii. The Elementary Employee must not be on an improvement plan.
- iii. The Elementary Employee must not have any documented classroom management concerns in the current or previous school year.
- iv. The only exception to the above requirements is when an aide is not available or cannot be placed in the classroom during instructional time. If this is the case, the Elementary Employee will be compensated pro rata for the time that the aide was not available to assist during the allotted instructional time.

The stipend amount available to the Elementary Employee is as follows:

- i. \$200 per month per student over the stated enrollment levels identified in Policy 601.30
  - a. This amount will be prorated during the month(s) based upon number of days that the overcrowded situation existed.
- ii. The option available for Kindergarten through Third grade will be limited to the first two students above the enrollment level (this limit will be waived if no aide is available).
- iii. The option available for Fourth and Fifth grade will be limited to the first three students above the enrollment level (this limit will be waived if no aide is available).



- R. Placement for all certified staff, including but not limited to counselors, speech language pathologists, occupational therapists, physical therapists, that are required under Idaho law to earn a master's degree prior to receiving a teaching certificate.
- i. Initial placement for counselors shall be on Residency 3
  - ii. Will be paid the MA education allocation prior to receiving their professional endorsement
- S. Terms and conditions in this Agreement supersede all previous Contracts.

## ARTICLE II: SUPPLEMENTAL SALARY SCHEDULE

- A. The percentage pay structure for supplemental salaries changed for the 2018-19 school year; some activities have increased in the salary amount, and some activities have decreased in the salary amount. All new Employee's hired for these positions after the 2017-18 school year will be paid using the Supplemental Salary Schedule below. Any existing Employee who was paid a higher amount based upon the 2017-18 Supplemental Salary Schedule, will continue to receive that amount until the 2025-2026 Supplemental Salary Schedule produces a higher salary amount.

### B. Schedules

<p style="text-align: center;">West Ada School District Supplemental Salary Schedule for High School Activities 2025-2026</p> <p style="text-align: center;"><b><u>Base= \$35,000</u></b></p>							
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	12.00%	\$4,200.00	\$4,410.00	\$4,620.00	\$4,830.00	\$5,040.00
	Varsity Assistant	9.00%	\$3,150.00	\$3,307.50	\$3,465.00	\$3,622.50	\$3,780.00
	Varsity Assistant	9.00%	\$3,150.00	\$3,307.50	\$3,465.00	\$3,622.50	\$3,780.00
Boys Soccer	Varsity Head	12.00%	\$4,200.00	\$4,410.00	\$4,620.00	\$4,830.00	\$5,040.00
	Varsity Assistant	9.00%	\$3,150.00	\$3,307.50	\$3,465.00	\$3,622.50	\$3,780.00
	Junior Varsity	9.00%	\$3,150.00	\$3,307.50	\$3,465.00	\$3,622.50	\$3,780.00
Girls Soccer	Varsity Head	12.00%	\$4,200.00	\$4,410.00	\$4,620.00	\$4,830.00	\$5,040.00
	Varsity Assistant	9.00%	\$3,150.00	\$3,307.50	\$3,465.00	\$3,622.50	\$3,780.00
	Junior Varsity	9.00%	\$3,150.00	\$3,307.50	\$3,465.00	\$3,622.50	\$3,780.00
	Frosh / Sophomore	6.00%	\$2,100.00	\$2,205.00	\$2,310.00	\$2,415.00	\$2,520.00
Swimming	Varsity Head	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
Volleyball	Varsity Head	12.00%	\$4,200.00	\$4,410.00	\$4,620.00	\$4,830.00	\$5,040.00
	Junior Varsity	9.00%	\$3,150.00	\$3,307.50	\$3,465.00	\$3,622.50	\$3,780.00
	Frosh / Sophomore	9.00%	\$3,150.00	\$3,307.50	\$3,465.00	\$3,622.50	\$3,780.00
	Freshman Head	6.00%	\$2,100.00	\$2,205.00	\$2,310.00	\$2,415.00	\$2,520.00
Football	Varsity Head	20.00%	\$7,000.00	\$7,350.00	\$7,700.00	\$8,050.00	\$8,400.00
	Varsity Assistant	11.00%	\$3,850.00	\$4,042.50	\$4,235.00	\$4,427.50	\$4,620.00

	Varsity Assistant	11.00%	\$3,850.00	\$4,042.50	\$4,235.00	\$4,427.50	\$4,620.00
	Varsity Assistant	11.00%	\$3,850.00	\$4,042.50	\$4,235.00	\$4,427.50	\$4,620.00
	Varsity Assistant	11.00%	\$3,850.00	\$4,042.50	\$4,235.00	\$4,427.50	\$4,620.00
	Junior Varsity Head	11.00%	\$3,850.00	\$4,042.50	\$4,235.00	\$4,427.50	\$4,620.00
	Junior Varsity Assistant	8.00%	\$2,800.00	\$2,940.00	\$3,080.00	\$3,220.00	\$3,360.00
	Junior Varsity Assistant	8.00%	\$2,800.00	\$2,940.00	\$3,080.00	\$3,220.00	\$3,360.00
	Freshman Head	8.00%	\$2,800.00	\$2,940.00	\$3,080.00	\$3,220.00	\$3,360.00
	Freshman Asst.	6.00%	\$2,100.00	\$2,205.00	\$2,310.00	\$2,415.00	\$2,520.00
Girls Basketball	Varsity Head	16.00%	\$5,600.00	\$5,880.00	\$6,160.00	\$6,440.00	\$6,720.00
	Varsity Assistant	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Junior Varsity	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Frosh / Sophomore	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Freshman Head	6.00%	\$2,100.00	\$2,205.00	\$2,310.00	\$2,415.00	\$2,520.00
Boys Basketball	Varsity Head	16.00%	\$5,600.00	\$5,880.00	\$6,160.00	\$6,440.00	\$6,720.00
	Varsity Assistant	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Frosh / Sophomore	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
Wrestling	Varsity Head	16.00%	\$5,600.00	\$5,880.00	\$6,160.00	\$6,440.00	\$6,720.00
	Varsity Assistant	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Varsity Assistant	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Varsity Assistant	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
Girls Lacrosse	Varsity Head	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Varsity Assistant	8.00%	\$2,800.00	\$2,940.00	\$3,080.00	\$3,220.00	\$3,360.00
	Junior Varsity Head	8.00%	\$2,800.00	\$2,940.00	\$3,080.00	\$3,220.00	\$3,360.00
Girls Rugby	Varsity Head	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Varsity Assistant	8.00%	\$2,800.00	\$2,940.00	\$3,080.00	\$3,220.00	\$3,360.00
Baseball	Varsity Head	16.00%	\$5,600.00	\$5,880.00	\$6,160.00	\$6,440.00	\$6,720.00
	Varsity Assistant	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Junior Varsity Head	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Junior Varsity Assistant	8.00%	\$2,800.00	\$2,940.00	\$3,080.00	\$3,220.00	\$3,360.00
Softball	Varsity Head	16.00%	\$5,600.00	\$5,880.00	\$6,160.00	\$6,440.00	\$6,720.00
	Varsity Assistant	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Junior Varsity Head	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Junior Varsity Assistant	8.00%	\$2,800.00	\$2,940.00	\$3,080.00	\$3,220.00	\$3,360.00
	Freshman Head	8.00%	\$2,800.00	\$2,940.00	\$3,080.00	\$3,220.00	\$3,360.00
	Freshman Assistant	6.00%	\$2,100.00	\$2,205.00	\$2,310.00	\$2,415.00	\$2,520.00
Track	Varsity Head	16.00%	\$5,600.00	\$5,880.00	\$6,160.00	\$6,440.00	\$6,720.00
(Girls and Boys)	Varsity Assistant	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Varsity Assistant	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Varsity Assistant	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Varsity Assistant	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Varsity Assistant	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Varsity Assistant	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
Golf	Varsity Head	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Varsity Assistant	8.00%	\$2,800.00	\$2,940.00	\$3,080.00	\$3,220.00	\$3,360.00
Tennis	Varsity Head	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
	Varsity Assistant	8.00%	\$2,800.00	\$2,940.00	\$3,080.00	\$3,220.00	\$3,360.00
Cheerleading	Varsity Head	20.00%	\$7,000.00	\$7,350.00	\$7,700.00	\$8,050.00	\$8,400.00
	Junior Varsity	11.00%	\$3,850.00	\$4,042.50	\$4,235.00	\$4,427.50	\$4,620.00
Dance Team	Advisor	16.00%	\$5,600.00	\$5,880.00	\$6,160.00	\$6,440.00	\$6,720.00
	Varsity Assistant	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00

**New coaches to the District will enter at Experience Level 1 (Excluding Head Varsity Coaches).**

**High school programs will be eligible for an additional stipend if the participation number reaches:**

- Cross Country: 75 athletes
- Football: 150 athletes
- Lacrosse: 45 athletes
- Swimming: 40 athletes
- Track & Field: 160 athletes
- Wrestling: 60 or more athletes or 12 female athletes

\*6% Stipend will be issued for all additional coaching positions

<p style="text-align: center;">West Ada School District Supplemental Salary Schedule for High School Activities 2025-2026</p> <p style="text-align: center;"><b><u>Base= \$35,000</u></b></p>							
Activity	Position	Position Percentage	Experience Levels				
			I (0-3 years)	II (4-6years)	III (7-9years)	IV (10-12years)	V (13(+) years)
Band	Varsity Head	27.60%	\$9,660.00	\$10,143.00	\$10,626.00	\$11,109.00	\$11,592.00
	Varsity Assistant	11.00%	\$3,850.00	\$4,042.50	\$4,235.00	\$4,427.50	\$4,620.00
Choir	Director	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
Drama	Advisor	14.00%	\$4,900.00	\$5,145.00	\$5,390.00	\$5,635.00	\$5,880.00
	Assistant/Stagecraft	8.00%	\$2,800.00	\$2,940.00	\$3,080.00	\$3,220.00	\$3,360.00
Debate	Advisor	14.00%	\$4,900.00	\$5,145.00	\$5,390.00	\$5,635.00	\$5,880.00
Speech	Advisor	5.00%	\$1,750.00	\$1,837.50	\$1,925.00	\$2,012.50	\$2,100.00
Academic Decathlon	Advisor	8.00%	\$2,800.00	\$2,940.00	\$3,080.00	\$3,220.00	\$3,360.00
Newspaper	Advisor	5.00%	\$1,750.00	\$1,837.50	\$1,925.00	\$2,012.50	\$2,100.00
Yearbook	Advisor	5.00%	\$1,750.00	\$1,837.50	\$1,925.00	\$2,012.50	\$2,100.00
Orchestra	Director	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
<b>Renaissance High School</b>							
Band / Orchestra	Advisor	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
Choir	Advisor	8.00%	\$2,800.00	\$2,940.00	\$3,080.00	\$3,220.00	\$3,360.00
Yearbook / Newspaper	Advisor	5.00%	\$1,750.00	\$1,837.50	\$1,925.00	\$2,012.50	\$2,100.00

**Total coaching experience is calculated by combining previous coaching/advising experience with the current year.**

**Professional Technical Student****Organizations****Magnet****Program**

		Stipend
FFA	Lead Advisor	\$1,925.00
TSA	Advisor	\$1,100.00

**Non-Magnet Program**

BPA	Advisor	\$1,100.00
DECA	Advisor	\$1,100.00
FCCLA	Advisor	\$1,100.00
HOSA	Advisor	\$1,100.00
Skills USA	Advisor	\$1,100.00

0-4 State/National Paid Member 0 5-9 State/National Member \$550.00 10-34 State/National Paid Members \$1,100.00 35 and above State/National Paid member= Extra Advisor
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\* All recipients of a stipend must meet criteria set forth by the Professional Technical Administrator

**OTHER:**

- Noon Duty \$15.56 per hour
- Noon Duty – Middle School \$40.00 per hour
- Saturday Detention \$17.50 per hour
- Tobacco Cessation/Parent Drug Ed Class \$25.00 per hour
- Homebound Tutors (must be certified) \$25.00 per hour
- District Curriculum Development \$25.00 per hour
- Special Ed, Extended School Year Teacher \$25.50 per hour
- Speech/Language Pathologist, Extended School Year \$30.00 per hour
- Occupational Therapist, Extended School Year \$30.00 per hour
- Physical Therapist, Extended School Year \$30.00 per hour
- Teacher Orientation and Training \$25.00 per hour
- High School Department Chairs \$1,500 per year
  - Maximum of 8 positions per high school
- Middle School Department Chairs \$1,250 per year
  - Maximum of 6 positions per middle school
- High School Student Council \$2,000 per year
- Middle School Student Council \$1,200 per year

**EXTENDED CONTRACTS:**

- High School Guidance Counselors: Current Teacher Contract + 20 days
- Middle School Guidance Counselors: Current Teacher Contract + 15 days
- Middle School Media Specialist: Current Teacher Contract + 3 days
- High School Media Specialist: Current Teacher Contract + 5 days
- Athletic Trainers: The six large High Schools will have the following extended day availability:
  - 100 total Extended Days per High School
  - No Athletic Trainer will be allotted more than 75 extended days

- Head Athletic Trainer with an extra prep period must be allotted a minimum of 50 Extended Days
- Head Athletic Trainer must be a teacher in the building and teach the higher-level athletic training classes
  - One additional prep period per semester per school
  - Athletic Trainers with 50 extended days or more can split the prep period by semester
  - Athletic Trainer with the additional prep period is expected to be on school property during contract hours
- 25 Extended Days = 3 days in a 2-week cycle
- 50 Extended Days = 6 days in a 2-week cycle
- 75 Extended Days = 9 days in a 2-week cycle
  - Sporting events must be distributed according to the split on extended days
  - For buildings with athletic trainers who have teams that progress past week 10 of the state football playoffs
    - Athletic Trainers that are splitting extended days can be paid for a total of 10 hours at a rate of \$30.55
    - This will be available for each week a team moves in the quarterfinals, semi-finals, and state championship
- Any Athletic Trainer that is not a certified staff member will follow the approved certified salary schedule for teachers to determine hourly rate of pay as follows:
  - $\$50,252/188 \text{ days} = \$67.23 \text{ per day}/8 \text{ hours} = \$33.41$
- Each of the six large high schools will also have available \$3,000 for additional support paid at the rate of \$30.55 per hour. These employees may work at multiple schools

No changes or additions to supplemental salaries may be paid without being approved by the Association 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. Activity and Advisor salary amounts will be reflected on a Supplemental Extra Duty Contract. Extended Contract salary amounts will be reflected on a Supplemental Extra Day Contract.

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 negotiated agreement must agree in writing.*



West Ada School District  
Supplemental Salary Schedule for Middle School Activities  
2025-2026

**Base= \$35,000**

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 "A" Coach	5.80%	\$2,030.00	\$2,131.50	\$2,233.00	\$2,334.50	\$2,436.00
	8th "B" Coach	4.50%	\$1,575.00	\$1,653.75	\$1,732.50	\$1,811.25	\$1,890.00
	8th "C" Coach	4.50%	\$1,575.00	\$1,653.75	\$1,732.50	\$1,811.25	\$1,890.00
	7th "A" Coach	4.00%	\$1,400.00	\$1,470.00	\$1,540.00	\$1,610.00	\$1,680.00
	7th "B" Coach	4.00%	\$1,400.00	\$1,470.00	\$1,540.00	\$1,610.00	\$1,680.00
Girls Basketball	8th Head "A" Coach	5.80%	\$2,030.00	\$2,131.50	\$2,233.00	\$2,334.50	\$2,436.00
	8th "B" Coach	4.50%	\$1,575.00	\$1,653.75	\$1,732.50	\$1,811.25	\$1,890.00
	8th "C" Coach	4.50%	\$1,575.00	\$1,653.75	\$1,732.50	\$1,811.25	\$1,890.00
	7th "A" Coach	4.00%	\$1,400.00	\$1,470.00	\$1,540.00	\$1,610.00	\$1,680.00
	7th "B" Coach	4.00%	\$1,400.00	\$1,470.00	\$1,540.00	\$1,610.00	\$1,680.00
Cross Country	Head Coach	4.80%	\$1,680.00	\$1,764.00	\$1,848.00	\$1,932.00	\$2,016.00
	Assistant Coach	4.00%	\$1,400.00	\$1,470.00	\$1,540.00	\$1,610.00	\$1,680.00
Football	Head Coach	7.40%	\$2,590.00	\$2,719.50	\$2,849.00	\$2,978.50	\$3,108.00
	Assistant Coach	5.80%	\$2,030.00	\$2,131.50	\$2,233.00	\$2,334.50	\$2,436.00
	Assistant Coach	5.80%	\$2,030.00	\$2,131.50	\$2,233.00	\$2,334.50	\$2,436.00
	Assistant Coach	5.80%	\$2,030.00	\$2,131.50	\$2,233.00	\$2,334.50	\$2,436.00
Tennis	Head Coach	4.80%	\$1,680.00	\$1,764.00	\$1,848.00	\$1,932.00	\$2,016.00
	Assistant Coach	4.00%	\$1,400.00	\$1,470.00	\$1,540.00	\$1,610.00	\$1,680.00
Track (Girls and Boys)	Head Coach	5.80%	\$2,030.00	\$2,131.50	\$2,233.00	\$2,334.50	\$2,436.00
	Assistant Coach	4.50%	\$1,575.00	\$1,653.75	\$1,732.50	\$1,811.25	\$1,890.00
	Assistant Coach	4.50%	\$1,575.00	\$1,653.75	\$1,732.50	\$1,811.25	\$1,890.00
	Assistant Coach	4.50%	\$1,308.15	\$1,373.56	\$1,438.97	\$1,504.37	\$1,569.78
	Assistant Coach	4.50%	\$1,575.00	\$1,653.75	\$1,732.50	\$1,811.25	\$1,890.00
	Assistant Coach	4.50%	\$1,575.00	\$1,653.75	\$1,732.50	\$1,811.25	\$1,890.00
Volleyball	7th/8th Head "A" Coach	5.80%	\$2,030.00	\$2,131.50	\$2,233.00	\$2,334.50	\$2,436.00
	7th/8th "B" Coach	4.50%	\$1,575.00	\$1,653.75	\$1,732.50	\$1,811.25	\$1,890.00
	7th/8th "C" Coach	4.50%	\$1,575.00	\$1,653.75	\$1,732.50	\$1,811.25	\$1,890.00
Wrestling	Head Coach	5.80%	\$2,030.00	\$2,131.50	\$2,233.00	\$2,334.50	\$2,436.00
	Assistant Coach	4.50%	\$1,575.00	\$1,653.75	\$1,732.50	\$1,811.25	\$1,890.00
	Assistant Coach	4.50%	\$1,575.00	\$1,653.75	\$1,732.50	\$1,811.25	\$1,890.00
Activities Coordinator	Director	10.00%	\$3,500.00	\$3,675.00	\$3,850.00	\$4,025.00	\$4,200.00
Cheerleading	Advisor	5.80%	\$2,030.00	\$2,131.50	\$2,233.00	\$2,334.50	\$2,436.00
	Assistant Coach	4.50%	\$1,575.00	\$1,653.75	\$1,732.50	\$1,811.25	\$1,890.00
Yearbook	Advisor	4.00%	\$1,400.00	\$1,470.00	\$1,540.00	\$1,610.00	\$1,680.00
Band	Advisor	-	\$150 per concert with a maximum of seven per year. \$1,050 possible				
Orchestra	Advisor	-	\$150 per concert with a maximum of seven per year. \$1,050 possible				
Choir	Advisor	-	\$150 per concert with a maximum of seven per year. \$1,050 possible				

Band	Advisor	-	\$150 per concert with a maximum of seven per year. \$1,050 possible
Choir	Advisor	-	\$150 per concert with a maximum of seven per year. \$1,050 possible
Orchestra	Advisor	-	\$150 per concert with a maximum of seven per year. \$1,050 possible

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.

**Middle School programs will be eligible for an additional stipend if an additional team is necessary, or participant numbers reach the following:**

- Basketball: 1 per team
- Cross Country: 60 athletes and for each 100 additional athletes
- Football: 60 athletes
- Track: 150 and 175 athletes
- Tennis: 60 athletes
- Volleyball: 1 per team
- Wrestling 42 athletes

\*Stipend issued will be equivalent to similar assistant

### **ARTICLE III: INSURANCE**

- A. For each Employee working as a .75 - 1.0 FTE, the Board agrees to provide employer-paid fringe benefits (these benefits are listed below) through June 30, 2026. The Board agrees to pay employee-only group medical premiums each month through June 30, 2026, less the \$70 monthly employee contribution.
- B. For each Employee working equal to or greater than twenty (20) hours per week, the Board agrees to provide prorated employer-paid dental insurance (at the employee only Delta Dental rate), and life insurance.

Employees working equal to or greater than twenty (20) hours (Full-Time Employee) per week are eligible for dental insurance, vision insurance and employer-paid life insurance.

Monthly premium payments shall be applied as follows:

- i. Employee \$50,000 Term Life Insurance with accidental death and dismemberment
- ii. Group Medical Insurance
- iii. Employee Assistance Program

Carriers and plans shall be determined by the District Insurance Committee.

- C. Subject to the limitations identified in Item B. above, each full-time Employee may allocate funds for the purchase of benefits for themselves and/or for their dependents. Available pre-tax options include:
  - i. Group Medical Insurance

- ii. Cancer Insurance
- iii. Dental Insurance
- iv. Vision Insurance
- v. Group Term Life Insurance
- vi. Dependent Care Reimbursement Plan
- vii. Medical Expense Reimbursement Plan

Each eligible Employee may elect to purchase after tax disability insurance. The Board agrees to pay up to \$12 per month to help cover the cost of Short-Term Disability Insurance. Long Term Disability Insurance will be a cost to the Employee.

- D. The individual changes in allocation of benefits or payroll deductions may be made only during the Open Enrollment Period. The Open Enrollment Period for this contract will be from November 2, 2025, through November 21, 2025, except for qualifying events.

Employees may elect to defer a portion of their salary into a flexible spending medical reimbursement account or a dependent care reimbursement account. The enrollment period for the 2025 calendar year will be from November 1, 2025, through December 31, 2025. Employees first hired for the 2025-2026 school year will have an option to defer salary for the remainder of calendar year 2025 upon their hire.

- E. Employees electing early contract payoffs will be dropped from District-paid benefits at the time their last paycheck is issued.

## **ARTICLE IV: SICK LEAVE**

- A. At the beginning of each school year, each Employee shall be credited with ten (10) days (80 hours) or more of sick leave allowance as referred to in this Article or as allowed by Idaho Code 33-1216. Sick leave days shall be accumulated to three-hundred-forty (340) sick leave days (2720 hours).
  - i. Full-time Employees shall be credited with a pro-rata computation of sick leave allowance based upon their FTE.
- B. Employees that are not Full-Time Employee but have earned sick leave while they were a Full-Time Employee will continue to be able to utilize these earned sick leave hours. These Employees will not accrue any sick leave as a less than Full-Time Employee.
- C. Portability of Sick Leave: For new hires for the 2025-2026 school year, the District shall accept an Employee's accumulated sick leave from another district in Idaho, up to the maximum accumulated amount described in paragraph A of this Article.
  - i. Employees who transferred more than ninety (90) days (720 hours) of accumulated sick leave, accepted and credited to the Employee by the District prior to the 2013-14 school year, shall retain the right to such transferred days. However, these excess days are not eligible for PERSI sick leave benefits upon retirement.
- D. Sick leave is to be used for absences caused by illness, mental health or physical disability, including childbearing of the Employee or the Employee's spouse, as well as the illness,

mental health or physical disability of a resident of the Employee's immediate household, such as a dependent, minor children, or parents.

- i. If family illness outside the immediate family should arise, sick leave may be used with the approval of the Building Administrator.
  - ii. For a natural birth, six calendar weeks is the maximum time that sick leave can be used; for a Caesarean delivery, eight calendar weeks is the maximum time that sick leave can be used. Leave beyond this period requires the Employee provide a doctor's note stating the Employee is not fit for duty.
    - a. Extension to a leave of absence requires doctor certification and approval by Human Resources.
- E. Written notice shall be given to the Building Administrator when it is known in advance that the Employee will be unable to perform their duties satisfactorily due to an event defined as sick leave. The notice shall indicate the approximate dates of expected absence.
- F. If absence from work exceeds a period of ten (10) consecutive working days, the Employee shall provide Human Resources a doctor's note that verifies that the Employee is unable to perform their duties satisfactorily, and said doctor's note shall also set forth the anticipated time when the Employee can return to work.
- G. Upon receipt of a doctor's certification as outlined above, Human Resources shall grant the Employee the amount of sick leave days prescribed by the medical certification, or until accumulated sick leave days are exhausted by the Employee.
- H. Upon request, return to work verification shall be submitted to Human Resources prior to returning for duty following any medical procedure that may require any work accommodations upon the Employee's return.
- I. The Human Resources Department may request, upon observation of a pattern or suspected abuse of sick leave, that the Employee provide a doctor's note or other verification for the use of sick leave.

## **ARTICLE V: PERSONAL LEAVE**

Personal leave shall be granted for any reason deemed necessary by the Employee.

Certified Employees shall earn personal leave at the rate of four (4) days (32 hours) of personal leave per school year.

Employees that work between 20 hours per week and less than 40 hours per week shall be credited with an adjusted computation of personal leave allowance based upon their FTE.

- A. Employee may carry forward six (6) days (48 hours) personal leave from the 2024-2025 school year to the 2025-2026 school year, in addition to the personal leave days granted to each respective Employee at the commencement of the 2025-2026 school year.
- B. Employees may use no more than six (6) personal days (48 hours) per year.
- C. Employees will be compensated for each unused personal leave day beyond six (6) (48 hours), at the rate of 1.5 times the established rate for short-term substitutes.

- i. The established rate of compensation for unused personal leave days beyond six (6) (48 hours) is the rate substitutes are paid as of October 1<sup>st</sup> of each year.
  - ii. The payment for unused personal leave days will be calculated and paid in June.
- D. Employees that are not Full-Time Employee but have earned personal leave while they were a Full-Time Employee will continue to be able to utilize these earned personal leave hours. These Employees will not accrue any personal leave as a less than Full-Time Employee.
- E. Upon retirement, all remaining personal leave days will be compensated at the rate of 1.5 times the established rate for short-term substitutes.
- F. Personal leave may not be taken the last two weeks of school without permission of the Building Administrator.
- G. No more than 10% of the Employees in any building may be gone on personal leave at one time.

## **ARTICLE VI: PARENTAL LEAVE**

- A. An Employee may request up to one (1) year leave of absence, without pay, for the purpose of raising a child during the first year after birth or first year after adoption placement. This leave shall be referred to as "Parental Leave of Absence".
- B. Requests for parental leave of absence shall be submitted in writing, indicating the approximate beginning and ending date of the parental leave of absence.
- C. Parental leave of absence may be given at any time, but must start consistent with one of the following:
  - i. School year break
  - ii. Semester break
- D. Parental leave of absence must end, and the Employee return to work at the beginning of one of the following:
  - i. School year break
  - ii. Semester break
- E. The District may, at its discretion, choose to waive the provisions of section C and D of this Article in an emergency situation.
- F. With the exception of a Category 1 contracted Employee, a qualifying Employee may return to the District in a position for which they are qualified but is not guaranteed the same position nor assignment they left.
- G. Employees qualify for parental leave once every thirty-six (36) months. If the Employee qualifies for Family Medical Leave Act (FMLA), the FMLA runs concurrently with parental leave.



## **ARTICLE VII: 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, resident of the Employee's immediate household, child, grandchild, niece, nephew, foster child, stepchild, expectant child, aunt, uncle, cousin, or same individuals related through marriage) for the purpose of attending services, travel, and/or emotional support of family.
- B. Bereavement days may be taken continuously or intermittently, as needed. This is to include the ability to use bereavement leave when a qualified family member is at the end of life, prior to the actual death.
- C. Bereavement leave and additional time may be granted under unusual circumstances. Requests for bereavement leave or additional time should be directed through the Building Administrator to Human Resources.

## **ARTICLE VIII: PROFESSIONAL LEAVE**

- A. Paid Professional Leave may be granted to each Employee upon their request with approval of their Building Administrator.
  - i. Professional leave shall be requested no less than twenty-four (24) hours in advance.
- B. General Paid Professional Leave will be distributed at one (1) day per Certificated FTE (less Certificated Administrative FTE) and administered by a Certified Leave Committee (CLC) established at each school. The CLC will be comprised of three (3) to five (5) Employees. The selection of this committee will be determined by Employees at the building level.

The CLC may establish a Paid Professional Leave bank from which Employees may request Paid Professional leave. Criteria for granting Paid Professional leave will be determined by the CLC.

Final ratification of Paid Professional Leave recommended by the CLC for all Employees will be the responsibility of the Building Administrator. Any Employee who is on probation or on a District intensified growth plan will not be granted Paid Professional Leave without District approval.

- C. Employees requesting Paid Professional leave must write an application which must include:
  - i. An outline of objectives and expected outcome
  - ii. A description of the professional activities
  - iii. If appropriate, a willingness to conduct a workshop for other District employees

## **ARTICLE IX: OTHER LEAVES**

## **LEAVES OF ABSENCE WITHOUT PAY**

### **LEGISLATIVE LEAVE**

Any employee may request a leave of absence for the purpose of serving in the State Legislature.

Certified employees granted legislative leave will have their salaries reduced by 50% of their daily rate of pay based on the number of days on leave. The maximum total deduction will not exceed the annual salary paid to legislators.

While on legislative leave, the individual will continue the oversight of their contractual responsibilities as determined by his/her supervisor. For example, a teacher's responsibilities may include:

- A. student achievement
- B. the development of daily lesson plans
- C. meeting with the substitute on a weekly basis
- D. the calculation and reporting of student grades
- E. communication with parents

### **MILITARY LEAVE**

The Uniformed Services Employment and Reemployment Rights Act (USERRA) is a federal law protecting the job rights of persons who leave their jobs voluntarily or involuntarily to undertake military service or service in the National Disaster Medical System. USERRA affects employment, reemployment, and retention in employment, when employees serve or have served in the uniformed services. 38 U.S.C. § 4301-4334.

Employees who are members of the National Guard or other military reserve units are entitled to leave without pay for the purpose of participating in training or deployment activities. Written requests for military leave shall be submitted to the building principal immediately after notification of status by the Guard or Reserve. In the event that district daily compensation exceeds military daily compensation, the National Guard and Reserve unit personnel are eligible for limited compensation to the difference between the taxable income they receive from the Guard and Reserve while on approved military leave and their school district pay. This compensation is limited to a maximum of three (3) weeks per year. In the event that military pay exceeds district pay, the employee will not receive district compensation. Military leave beyond three (3) weeks shall be leave without district pay.

### **HEALTH LEAVE**

Upon written request, the board of trustees may grant a leave of absence for personal or family health reasons. Health leave shall be for a maximum of one (1) year. A certified employee who is granted health leave will not be guaranteed a specific position and is only guaranteed a certified position, subject to the Reduction in Force (RIF) policy.

### **CONTRACT LEAVE**

Upon written request, the board of trustees may grant contract leave for a minimum of one (1) semester and a maximum of one (1) year.

Certified employees are eligible for contract leave after completing five (5) consecutive years

of full time service without another unpaid leave of absence. The use of contract leave of any length requires that the employee complete another five (5) years of full time service before becoming eligible for another contract leave.

Contract leave will not be granted for employment by another school district.

Not more than ten percent of the certified employees in any given building may be granted contract leave at any one time.

A certified employee who is granted contract leave will not be guaranteed a specific position and is only guaranteed a certified position subject to the RIF policy.

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### **GENERAL INFORMATION**

Certified employees on unpaid leave must submit in writing prior to February 1st their intent to return to the district the following year. In the event that the unpaid leave begins on February 1<sup>st</sup> or later, certified employees must submit in writing within thirty (30) calendar days their intent to return to the district the following year.

Unpaid leaves of absence may only be granted for one (1) complete school year.

A certified employee on an unpaid leave of absence retains existing contract status and sick leave accumulation as of the date the leave begins. Further accrual does not take place while on leave.

While on leave the employee has the right to continue the insurance coverage at the employee's expense.

### **FAMILY MEDICAL LEAVE ACT LEAVE**

The Family and Medical Leave Act (FMLA) entitles eligible employees to take up to twelve (12) work weeks of unpaid, job-protected leave each year for specified family and medical reasons. To learn more about eligibility for FMLA please visit this site: [Human Resources & Payroll | West Ada School District](#)

## **LEAVES OF ABSENCE WITH PAY**

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### **COURT DUTY**

School district personnel summoned to serve on juries are allowed their regular compensation. This policy also applies to district personnel summoned as a court witness because of their school position or summoned as a witness in a criminal trial as a direct result of actually witnessing a crime in progress.

Other court appearances may be accommodated through the use of personal leave, leave without pay, or with pay by prior approval of the Board.

### **ADOPTION LEAVE**

District employees may be granted paid adoption leave with prior approval of the Board. The Chief Human Resources Officer will determine the number of leave days allowed, depending on circumstances of the adoption case, up to a maximum of 10 working

days. Adoption leave may be taken intermittently within the maximum time period of one calendar year starting from the first day adoption leave is taken.

## ARTICLE X: ACADEMIC FREEDOM AND RESPONSIBILITY

The Board and the Association agree that Employees should have academic freedom in their assigned area in order to teach without undue interference. With the freedom to meet their obligations to teach the meaningful skills and content knowledge of their subject(s) of their lesson comes the responsibility to meet the requirements of the District education program. Accordingly, both parties agree as follows:

- A. Basic Responsibilities – There are certain, basic responsibilities that all Employees must adhere to in all classroom situations. They are as follows:
- i. Employees will follow the Code of Ethics for Idaho Professional Educators, including but not limited to reporting requirements of suspected child abuse and suicidal tendencies to the Idaho Department of Health and Welfare and Law Enforcement (SRO).  
*(If an Employee makes an abuse or suicidal tendency report, the Employee shall likewise notify the Building Administrator, the Student Resource Officer or police department in their jurisdiction and Building Counselor at the earliest time practical.)*
  - ii. Employees will not use profanity in the presence of students.
  - iii. Employees will follow approved curriculum guidelines.
  - iv. Employees will follow District policy, state, and federal laws, rules, and regulations.
  - v. Employees will respect the individual's sex, race, color, national origin, age, religious beliefs, ethnic background, or disability of their students and community.
- B. Controversial Material – Employees shall be allowed freedom in classroom presentations and discussions to introduce political, religious, or otherwise controversial material without bias or prejudice and without advocating personal views, provided that said material is directly relevant to the current classroom study as well as course content and aligns with the District curriculum.  
  
*(Should an Employee have knowledge that they are going to be raising a controversial issue during an upcoming class, it is advisable that the Employee confer with Building Administration and discuss any concerns they may have about the classroom activity.)*
- C. Student Grades – Employees have initial and primary responsibility for assigning student grades. The Employee, in collaboration with the Multidisciplinary Team (MDT), shall be responsible for determining and assigning grades for inclusion students. Students/parents may appeal a teacher's assigned grades through communication to the Building Administrator; however, any suggested alterations to a final course grade cannot be made without a conversation that includes the Employee, the Building Administrator, and the Director of Instruction.
- D. Resolving Issues/Complaints - When there are issues/problems between a parent and/or student and an Employee, every effort will be made to resolve the problem(s) at the lowest level. The lowest level is the parent and/or student and the Employee working together to solve the problem. However, it is understood and agreed that the District cannot force



meeting(s) between a parent/student and an Employee to resolve a problem, and thus the lowest level in any given situation may be at an administrative level.

## **ARTICLE XI: ASSOCIATION RIGHTS**

- A. The West Ada School District and the West Ada Education Association recognize that student, parent and community member behaviors can infringe on an employee's right to a safe and secure workplace. The district shall effectively establish, communicate and enforce policies that protect employees. Administrators and employees can refer to the appropriate handbook and/or policies for details on how to respond to safety violations. An employee may request a meeting with an administrator, up to and including the Director of Safety and Behavior, to address concerns and create a plan of action.
- B. The Association and its representatives will be permitted to transact official Association business on school property at any time provided this does not disrupt school operations.
- C. The Association and its representatives shall have the right to use the building for meetings provided this does not interfere with school or other scheduled operations. This includes the opportunity to speak briefly at the end of faculty meetings with prior scheduling and approval of the building administrator.
- D. The Association and its representatives shall have the right to post notices of activities and matters of Association concern on designated teacher bulletin boards.
- E. The Association team may use members' mailboxes or email for communication to members.
- F. The Association shall have the authority to designate representatives for attendance on committees/groups including, but not limited to, the following: Ambassadors, Budgeting, Calendar, Insurance, and any Emergency Response Committee that is required to be created to respond to pandemics or other natural disasters that may affect the delivery of instruction, closure of schools, modifications of staff expectations, staff evaluations, or modifications of school calendars. The District will make every effort to schedule meetings before or after contract hours, or with respect to substitute allocation procedures (four-hour block).
  - i. Initial committee/group meeting times will be set and communicated with at least ten (10) business days' notice.
  - ii. Representatives on the Insurance committee will meet to assist District in making decisions directly regarding benefits plans as well as discuss their monetary impact.
  - iii. All three levels (elementary, middle, and high school) may have Association representation on the Calendar committee.
  - iv. Notes from committee/group meetings will be reported out to District employees at all levels if appropriate.
  - v. The special education committee shall meet no less than two (2) times during the 2025-2026 school year. The committee will release meeting minutes to all committee members within one week of each meeting.
- G. The District will offer employment as a classroom teacher to the Association President for the FTE increment negotiated annually between the District and the Association. If the FTE



increment as a classroom teacher is anything less than one (1), then the Association may choose to provide the District an amount equal to any and all compensation, contributions to the public employee retirement system of Idaho and any other amounts paid to or accrued in the name of said employee during such period. This arrangement shall follow the requirements of Idaho Code 33-1216(d). In this case, the Association President will remain as an employee of the District and have all rights and benefits of any certified employee. This agreement will only be made on a one (1) year basis. Following the end of the association president's term, the association president will be entitled to a contract with the district at the same FTE as they were prior to becoming the association president. The process for returning to West Ada will follow the procedures used for any certified leave of absence. The association president will need to apply for positions in the District and attempt to earn a position. If no position is earned in this manner, the association president will be placed in a position by the Chief Human Resources Officer.

- H. The District will provide the Association President or a representative appointed by the Association President with a reasonable time on the agenda of the new certified training program, as agreed upon by the District and the Association President in advance, to introduce and explain Association matters.
- I. The Association President may have up to 10 days' additional release time to attend to the duties and responsibilities of his/her office as the need arises; this includes Delegate Assembly. The Association shall reimburse the District for the cost of any substitutes.
- J. Duly elected delegates may have release time to attend regularly scheduled official meetings of the state teacher's association. The costs for substitutes shall be negotiated as needed.
- K. The Association and the District will share the cost of the facilitator of negotiations sessions if needed.
- L. Costs for substitutes during bargaining sessions shall be negotiated as needed.
- M. An employee shall be entitled to have a representative present at any meeting of an investigatory nature which the employee reasonably believes might lead to disciplinary action. Administrators will make every effort to provide advanced notification if adverse employment action may take place so that the employee may be given a reasonable opportunity to obtain a representative. If an employee cannot obtain a representative within a reasonable time, and if the Association president is available, they will be released to attend the meeting. The employee may reasonably request to pause a meeting to secure an advocate or prepare adequately for the topic of the meeting.
- N. The following Memorandum of Understanding (MOU) is in effect for the 2025-2026 school year:

The Association will appoint someone to lead work on all MOU's. Process to begin no later than October 26, 2025. The work should be complete no later than January 31, 2026.

- Due Process
- Public Service Leave
- Develop job description requirements for high school band/orchestra/choir supplementary stipends.

## **ARTICLE XII: CERTIFICATED GRIEVANCE PROCEDURE (401.18 AR-06\*)**

Please refer to the Policy Manual posted on the District's website to locate the full text of 401.18 AR-06: Certificated Grievance Procedure\*. The administration will work collaboratively with the association should a revision to this policy be necessary. This collaboration will occur prior to any revisions being presented to the school board.

There shall be a district Problem Solving team (PST) which will make every attempt to meet at least three (3) times between the months of September through May. In time of an emergency, the Superintendent and Association President can request to meet for an emergency meeting. An emergency PST meeting can occur between the Association President or designee and the District Superintendent or designee. The PST shall discuss issues and provide recommendations for solutions of these issues. The agenda of these meetings shall be initiated by the Association President with input from all of the members of the committee and provided to the District no later than seven (7) days prior to the set meeting. The team shall consist of the Superintendent, the Association President, three (3) members selected by the Superintendent or designee, and delegates from the Executive Board of the Association. Serving on the PST shall count as a leadership position discussed as criteria in Idaho Code pertaining to advanced professional endorsement. The PST may invite visitors to present during the meetings who are not part of the eight (8) core team members. At the initial meeting of each school year, norms shall be created regarding the conduct of meetings and how decisions by this team will be made or recommended to move forward.

In good faith, the District and the Association will convene an emergency PST meeting prior to publicly speaking out against each other on any matter.

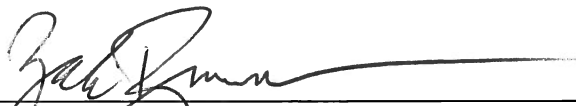
## **ARTICLE XIII: AGREEMENT**

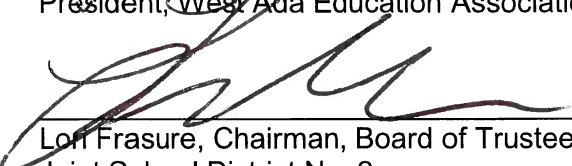
Agreed to this 13th day of May 2025.

For the District: Lori Frasure, Chairman, Board of Trustees

For the Association: Zachary Borman, President, West Ada Education Association

This Contract is signed this 13<sup>th</sup> day of May, 2025 and shall be binding upon the parties.

  
\_\_\_\_\_  
Zachary Borman  
President, West Ada Education Association

  
\_\_\_\_\_  
Lori Frasure, Chairman, Board of Trustees  
Joint School District No. 2

## APPENDIX A

Completed Years of Certified Service	Placement on West Ada Salary Schedule	
-	Residency	1
1	Residency	2
2-3	Residency	3
4	Professional	1
5	Professional	2
6	Professional	3
7	Professional	4
8	Professional	5
9	Professional	6
10	Professional	7
11-14	Professional	8
15-17	Professional	9
18	Professional	10
19	Legacy	1
20	Legacy	2
21-23	Legacy	3
24	Legacy	4
25	Legacy	5
26	Legacy	6
27 or Greater	Legacy	7

New employees will be placed on the Salary Schedule based upon qualified completed years of service according to Idaho Code 33-1004A(2).

## APPENDIX B

Policies and/or Administrative Regulations referenced in this Agreement:

- 401.18 AR-06\*: Certificated Grievance Procedure
- 401.10 AR-09\*: Work Day
- 403.90 AR-09\*: Family and Medical Leave Act
- 403.90 AR-06\*: Certificated Personnel Leaves
- 403.90 AR-03\*: Leave of absence with Pay
- 601.30 – Class Size & Load

The Association President shall be informed via email of any revision, addition, or alteration to the policies referenced in this Agreement when a first reading is scheduled on the agenda in accordance with the timeline specified in Idaho Code 74-204 (Idaho Open Meeting Law).

**\*Please note that the policy and administrative regulation numbering currently listed is subject to change, as a comprehensive policy review is underway and not expected to be finalized until July 2025.**

## APPENDIX C

This page is for informational purposes only. Below is a table showing the hourly rates of pay for both Certified and Classified Personnel; positions negotiated as part of the Agreement are indicated in the fifth column, all other rates of pay are determined by District committee with input from the Association.

Hourly Rate of Pay 2025-2026				
Position	Certified	Classified	Rate of Pay	Negotiated Agreement
Dist Curriculum Development	x		\$ 25.00	yes
Driver's Education	x		\$ 30.00	no
ELL Home Visits	x		\$ 20.00	no
ELL Translator - verbal (after school)	x	x	\$ 20.00	no
ELL Translator - written (after school)	x	x	\$ 25.00	no
ERI Teacher (veteran)	x		\$ 25.00	no
ESY OT/PT/SLP	x		\$ 30.00	yes
ESY Paraprofessional (step 8/0)		x	\$ 15.45	no
ESY Teacher	x		\$ 25.50	yes
Extra Clerical - 40 hrs help @ beg of SY		x	varies	no
Homebound Tutors	x		\$ 25.00	yes
In-service Training (preparatory pay/building)	x		\$ 25.00	no
Instructor PD (8 class burst)			\$1200.00/8 class	no
Interpreter - Sign Language		x	\$ 20.00	no
Interpreter - Sign Language - Licensed (non-educational)		x	\$ 30.00	no
Kindergarten Intervention	x		\$ 25.00	no
Mandt Training (step 8/0)		x	\$ 15.45	no
New Teacher Orientation and Training (August)	x		\$ 25.00	no
Noon Duty - Middle School Certified	x		\$ 40.00	yes
Noon Duty/Detention - Certified	x		\$ 15.56	yes
Saturday Detention - Certified	x		\$ 17.50	yes
Saturday Detention - Classified		x	\$ 12.14	no
Special Ed Training (MANDATORY)	x		\$ 25.00	no
Summer Enrollment Fair (student registration)	x	x	\$ 25.00	no
Summer School Substitute (certified)	x		\$ 20.00	no
Summer School Substitute (not certified) (step 2/0)		x	\$ 15.15	no
Summer School Teacher	x		\$ 25.00	no
Testing Cadre/Proctor (classified - step 8/0)		x	\$ 15.45	no
Trainer (daily rate of pay)			varies	no
Training - Administrative Staff Only (sit & get for non-credit)			\$ 35.00	no
Training - Certified Staff Only (sit & get for non-credit)	x		\$ 25.00	yes
Title 1 Intervention Teacher	x		\$ 25.00	no
Tobacco Cessation & Parent Education Class	x		\$ 25.00	yes



## APPENDIX D

### 2025-2026 SALARY SCHEDULE QUALIFIED SCHOOL PSYCHOLOGISTS AND SPEECH LANGUAGE PATHOLOGISTS

R1	\$	69,761
R2	\$	70,916
R3	\$	72,071
P1	\$	73,226
P2	\$	74,506
P3	\$	75,577
P4	\$	76,641
P5	\$	77,702
P6	\$	78,795
P7	\$	80,433
P8	\$	82,120
P9	\$	83,852
P10	\$	85,632
L1	\$	87,433
L2	\$	89,424
L3	\$	91,848
L4	\$	94,357
L5	\$	96,955
L6	\$	99,642
L7	\$	102,362

## APPENDIX E

In accordance with Idaho Code 33-1201A, the Leadership Roles as reported on individual evaluations and for the purpose of the Advanced Professional Endorsement on the Idaho State Career Ladder shall include, but are not limited to:

<b>(i) Instructional specialist or instructional coach</b>
AP/IB Teacher
Digital Integration Lead
AVID Elective Teacher
GT Lead
EL Case Manager/Lead (at both magnet and non-magnet schools)
IEN Teachers
Concurrent Credit / Dual Credit Teacher
<b>(ii) Mentors</b>
Mentors (1st year)
Mentors (2nd year)
Mentors (new to West Ada)
<b>(iii) Curriculum or assessment committee member</b>
Assessment Lead
Academy Teacher Lead
SAT / ACT Lead
State Dept. of Ed Committee
WASD Priority Standards, Proficiency Scale, Assessment, Adoption Committees, Curriculum Development/Revision Committee, etc. (coordinators/coaches can provide a list)
Visible Learning Lead
ERI Lead
<b>(iv) Team or committee leadership position</b>
MTSS Lead / Committee member (RTI/BRTI)/MTSS District Liaison
Tech Lead
Tech Support
PLC Lead
Department Head/ Content Area Lead
Student Council
Leadership Council/ Grade Level Lead
NHS and NJHS Advisors
Brand Ambassador
<b>(v) Data coach</b>
Data Lead
<b>(vi) Other leadership positions identified by the school district</b>
HRS Lead / Committee member
Intervention Teacher
Flex position

Athletic/Activities/Co-Curricular
Student Case Management
School/Site Committee (i.e. yearbook, social, assembly, Girls on the Run, etc.)
VSH Lead Satellite Teacher
Writing Center Director/Co-Director
Special Education Teacher / Case manager
Speech-Language Pathologist
Burst instructor/PD Provider
504 case manager
Leadership role in state or local organization (IASA, ISPA, etc.)
Cooperating teacher for student teaching or internship placement
Accreditation Committee Members
Building Professional Leave Lead
Trainer/Presenter for district meetings, conferences, and local/national professional associations
Enrich trainer/building support
Any role an administrator and the evaluated employee agree is a leadership role as approved by the district