



Board of Trustees of Joint School District No. 2 (West Ada School District)

# Negotiated Agreement 2026-2027

West Ada Education Association



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## I. Definitions

- For purposes of the Negotiated Agreement, the following definitions are used throughout:
  - Negotiated Agreement (“Agreement”): The collaborative document between West Ada School District and the recognized Local Education Organization (LEO), West Ada Education Association, which serves as the contractual agreement between certificated staff and the district, per Idaho code 33-1271
  - Board of Trustees of Joint School District #2 (“Board”): The governing body of the West Ada School District
  - Joint School District #2 (“District”): Also referred to as West Ada School District
  - West Ada Education Association (“Association”): The recognized LEO for the employees of the District
  - Certificated Professional Employee, covered by this Negotiated Agreement (“Employee”):
    - Certificated instructional employee(s): also referred to as teachers, are those employees who are currently teaching in a West Ada School District classroom/school and hold a valid Idaho instructional teaching certificate.
    - Certificated non-instructional employee(s): are those employees who are required to hold a valid Idaho instructional teaching certificate or a valid Idaho pupil personnel services certificate, but do not meet the definition of certificated instructional employees.

## II. Work Day

### A. Contracted Days

- i. For the 2026-2027 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.
- ii. The 188-day contract consists of:
  - One hundred seventy-two (172) instructional days for high school teacher, and one hundred seventy (170) instructional days for elementary and middle school teachers. Instructional days include direct student contact hours during scheduled class times.
  - Five (5) paid holidays Paid holidays are calendar days recognized by the District during which educators receive regular pay and are not required to report to work. Paid holidays are not counted as instructional or non-instructional time.
  - Eleven (11) non-instructional days for all Employees. Non-instructional days consist of time dedicated to the completion of professional duties without scheduled class times. 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:
      - Three (3) hours for District Professional Learning
      - One (1) hour for Lunch/Transition
      - Three (3) hours for Building Professional Learning
      - One (1) hour for 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. 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) compensatory day in the first semester for Policy Review, Back-to-School Night, and parent activities
    - One (1) flex day at the end of the second semester for end-of-the-year responsibilities and checkout during non-instructional time. The last

contract day for the school year may be utilized as a flex day. All required duties and check out must be completed by the end of the last contract day.

- One (1) non-instructional day for elementary and middle school teachers to conduct Parent-Teacher conferences
  - One (1) additional non-instructional day for elementary and middle school teachers
- iii. Contract Day Exceptions: 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.

## B. Work Day

- i. *Work Day Policy:* 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-02\* Work Day).  
The District will work collaboratively with the Association should a revision to 401.10 AR-02\* Work Day be necessary. This collaboration will occur prior to any revisions being presented to the Board of Trustees.
- ii. *Employee Travel for Duty:* 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-instructional days.
- iii. *Class Coverage:* 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.
- iv. *Flex Time:* Up to thirty (30) minutes daily of non-instructional time may be utilized as flex time with Building Administrator approval for personal needs of the Employee. The flex time must be made up on the same day it is taken, +/- one day, unless approved by the building administrator. If the employee fails to make up the time, personal time will be charged. If flex time is denied, it is not grievable.

### III. Compensation

#### A. Salary Schedule

2026-2027 Salary Schedule						
	BA		BA +24		MA	
		APE*		APE*		APE*
<b>R1</b>	\$50,252					
<b>R2</b>	\$51,502		\$53,502**		\$55,002**	
<b>R3</b>	\$52,552		\$54,552**		\$56,052**	
<b>P1</b>	\$53,602		\$55,602		\$57,102	
<b>P2</b>	\$55,702		\$57,702		\$59,202	
<b>P3</b>	\$56,752		\$58,752		\$60,252	
<b>P4</b>	\$57,802	\$64,427	\$59,802	\$64,427	\$61,302	\$64,427
<b>P5</b>	\$60,371	\$64,427	\$62,371	\$64,427	\$63,871	\$64,427
<b>P6</b>	\$61,905	\$64,427	\$63,905	\$64,427	\$65,405	\$65,905
<b>P7</b>	\$63,481	\$64,427	\$65,481	\$65,981	\$66,981	\$67,481
<b>P8</b>	\$65,100	\$65,600	\$67,100	\$67,600	\$68,600	\$69,100
<b>L1</b>	\$66,766	\$67,266	\$68,766	\$69,266	\$70,266	\$70,766
<b>L2</b>	\$68,629	\$69,129	\$70,629	\$71,129	\$72,129	\$72,629
<b>L3</b>	\$70,834	\$71,334	\$72,834	\$73,334	\$74,334	\$74,834
<b>L4</b>	\$73,116	\$73,616	\$75,116	\$75,616	\$76,616	\$77,116
<b>L5</b>	\$75,479	\$75,979	\$77,479	\$77,979	\$78,979	\$79,479
<b>L6</b>	\$77,923	\$78,423	\$79,923	\$80,423	\$81,423	\$81,923
<b>L7</b>	\$80,754	\$81,254	\$82,754	\$83,254	\$84,254	\$84,754
* Advanced Professional Endorsement must be attained to qualify						
**Professional Endorsement must be attained to qualify						

- i. *Minimum Salary:* 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.
- ii. *Career Enhancement:* 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 table below is greater than the amount they receive through Career Enhancement.

iii. *Loyalty Enhancement:*

<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

**B. Placement**

- i. *New Hire Placement:* Placement on the 2026-2027 Salary Schedule for experienced new hires for 2026-2027 will be placed on the Salary Schedule according to Appendix A.
- ii. *State Career Ladder Placement:* Employees will be issued contracts for the 2026-2027 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.
- iii. *Salary Schedule Placement:* Certified staff who complete a year of experience with the District during the 2025–2026 school year, and who have worked at least one semester as a 1.0 full-time equivalency (FTE) employee under contract or one full contract year at 0.50 FTE or greater, will be placed on the 2026–2027 Salary Schedule at a rung that is equivalent to one rung advancement on the 2025-2026 salary schedule.
  - a. *Compression of Rungs -*
    - i. The professional endorsement rung two (P2) listed in the 2025-2026 Salary Schedule will be condensed into professional endorsement rung three (P3), which will be known as the professional endorsement rung two (P2) in the 2026-2027 Salary Schedule.

- ii. The professional endorsement rung six (P6) listed in the 2025-2026 Salary Schedule will be condensed into professional endorsement rung seven (P7), which will be known as the professional endorsement rung five (P5) in the 2026-2027 Salary Schedule.
- iv. *Salary Schedule Alignment:* The number of Professional rungs on the salary schedule has been reduced beginning in the 2026-2027 school year. Employees will first advance one rung on the 2025-2026 salary schedule, which will then be translated to the 2026-2027 salary schedule to determine final salary schedule placement for the 2026-2027 school year.
  - a. The table below shows the conversion of rungs. To identify placement for the 2026-2027 school year, first advance a step on the 2025-2026 salary schedule in the left column, and then identify the equivalent step for the 2026-2027 salary schedule in the right column.

2025-2026 Salary Schedule Rung Titles	2026-2027 Salary Schedule Rung Titles
R1	R1
R2	R2
R3	R3
P1	P1
P2	P2
P3	
P4	P3
P5	P4
P6	P5
P7	
P8	P6
P9	P7
P10	P8
L1	L1
L2	L2
L3	L3

L4	L4
L5	L5
L6	L6
L7	L7

- v. *BA+24 and Masters Allocation:* The third through sixth column of the Salary Schedule include the BA+24 and the MA allocation. To qualify for these allocations, the Employee must possess a Professional Endorsement as defined in Idaho Code 33-1201A. To receive these allocations, credits must be submitted to the District on or before the last Friday of September. 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. Employees should request and review full and official transcripts from all universities prior to submitting the transcript(s) to the District.
- vi. *Advanced Professional Endorsement:* Placement on the Advanced Professional Endorsement (APE) columns depends upon certified employees being verified for the APE by the state. To achieve the APE, certified employees must first fulfill criteria to earn the Professional Endorsement (PE). Certified employees earn the PE after three years of: a) holding an Idaho instructional or pupil service certificate; b) holding employment by a public or private accredited school; c) evaluations which demonstrate proficient or higher ratings on all components (with no unsatisfactory or basic ratings) of the state framework for teaching evaluation; and d) PLP data which show a majority of students met measurable achievement or success indicator targets.
  - a. After earning the PE, certified employees must fulfill criteria to earn the APE. Certified employees earn the APE after five additional years (with the PE) of: a) holding an Idaho instructional or pupil service certificate and b) holding employment by a public or private accredited school.
  - b. During three of these five years, certified employees must also achieve: a) evaluations which demonstrate proficient or higher ratings on all components (with no unsatisfactory or basic ratings) and distinguished overall in Domain II (classroom environment) or Domain III (instruction and use of assessment) of the state framework for teaching evaluation; b) PLP data which show 75% or more of students met measurable achievement or success indicator targets; c) service in a building or district leadership role in an Idaho public school (for three of these five years); and e) possession of an individualized professional learning plan developed with a district supervisor.

- vii. *Individual Adjustment*: 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.
- viii. *Corrections to Salary*: Corrections to an Employee's contracted salary amount from the 2025-2026 school year must be requested on or before December 1, 2026, and the correction will be made within the next sixty (60) calendar days.

### C. Stipends

- i. *PD Stipend*: A professional development stipend of \$480.00 annually will be provided to all Employees. 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.
- ii. *SpEd Paperwork Days*: Allow up to two paperwork days for Special Education classroom teachers based on need and determination through the Special Education Help Desk system, with building administrator approval. Days shall be scheduled on Tuesday, Wednesday, or Thursday and be performed on-site within the building.
- iii. *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:
  - a. The Elementary Employee must be on the Professional Rung 1 or beyond.
  - b. The Elementary Employee must not be on an improvement plan.
  - c. The Elementary Employee must not have any documented classroom management concerns in the current or previous school year.
  - d. 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:
  - e. \$200 per month per student over the stated enrollment levels identified in Policy 601.30
  - f. This amount will be prorated during the month(s) based upon number of days that the overcrowded situation existed.

- g. 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).
- h. 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).

#### D. Non-instructional Certified

- i. *Occupational Specialist Certificate Allocation:* 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 the District receives 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 (Article III.B.iii).
- ii. *Qualified Specialist Enhancement:* Qualified Employees employed as Occupational Therapists, Physical Therapists, Licensed Clinical Counselors (LPC, LCPC), Licensed Clinical Social Workers (LSW, LCSW), and Board Certified Behavioral Analysts (BCBA) will receive an enhancement that is equal to 14% of Legacy Rung 7 multiplied by their FTE as a Qualified Specialist (Enhancement).

Requirements to qualify for the Enhancement are as follows:

- a. 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.
- b. 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.
- c. Licensed Clinical Counselor: Must be working in the capacity of billable clinical counseling services.
- d. 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.

- e. 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.
- iii. *School Psychologists and SLPs*: 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:

- a. 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.
  - b. 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.
- iv. *School Nurses*: 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.
- v. *Positions Requiring a Master’s Degree*: All certified staff (including but not limited to counselors, speech language pathologists, occupational therapists, physical therapists) who are required under Idaho law to earn a master’s degree prior to receiving a teaching certificate will be paid the MA education allocation prior to receiving their professional endorsement. Initial placement for counselors shall be on Residency 3.

## E. Supplemental Salary Schedule

- i. No changes or additions to supplemental salaries may be paid without being approved by the Association and the Board.
- ii. *Effect of Previous Supplemental Salary Schedule*: 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 Employees 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 2026-2027 Supplemental Salary Schedule produces a higher salary amount.

- iii. *Supplemental Extra Duty Requirements:* All persons assigned to the positions listed below 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.
- iv. *Shared Roles:* If increments or percentages are to be split or shared with two or more people, the following condition must first be met:
  - a. Individuals receiving less than a full increment as listed for the position in the negotiated agreement must agree in writing.
- v. *New Coach Placement:* New coaches to the District will enter at Experience Level 1 (Excluding Head Varsity Coaches). Total coaching experience is calculated by combining previous coaching/advising experience with the current year.
- vi. *High School Schedules*

West Ada School District							
Supplemental Salary Schedule for High School Activities							
2026-2027							
<b>Base= \$35,000</b>							
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
	Assistant	8.00%	\$2,800.00	\$2,940.00	\$3,080.00	\$3,220.00	\$3,360.00
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 (Girls and Boys)	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
	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

vii. *Additional Stipends:* 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: 75 athletes
- Track & Field: 160 athletes

- Wrestling: 60 or more athletes or 12 female athletes
- \*6% Stipend will be issued for all additional coaching positions

West Ada School District  
 Supplemental Salary Schedule for High School Activities  
 2026-2027

**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)
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

viii. *Professional Technical Student Organizations (PTSO):* The CTE Teacher Quality Program Stipend recognizes CTE teachers for their time, leadership, and

professional engagement beyond contracted duties. Stipends are intended to support continuous program improvement, student leadership development, and alignment with state and local CTE quality standards

*Program Leadership and Quality Expectations:* As part of maintaining a high-quality CTE program, stipend recipients are expected to demonstrate engagement in the following areas:

- **CTSO Advisor:** Serve as an active and affiliated member/advisor for the applicable Career and Technical Student Organization (CTSO), including supporting student leadership development, facilitating chapter activities, and promoting participation in regional, state, or national events where appropriate. Integrate CTSO activities as part of the instructional program and enhance student learning through leadership development, collaboration, and real-world application.
- **Technical Advisory Committee (TAC) Engagement:** Organize, attend, and/or actively participate in TAC meetings to ensure alignment with industry standards. This includes collaborating with business and industry partners to inform curriculum, equipment, and program direction.
- **Program Review & Continuous Improvement:** Participate in program review processes (local, district, or state-level), including data analysis, reflection, and implementation of improvement strategies aligned to CTE quality indicators.
- **Program Oversight & Compliance:** Maintain accurate program documentation and ensure alignment with district, state, and federal CTE requirements. This includes supporting appropriate use of resources, maintaining inventory as required, and contributing to reporting or monitoring processes.

*Stipend:*

- CTE Quality Program Stipend: **\$1500**
  - **BPA, HOSA, FCCLA, FFA, Skills USA**
- CTE Quality Program Magnet Stipend: **\$2000**
  - **FFA (one lead stipend)**

*Compliance and Accountability:* All stipend payments are contingent upon compliance with district policies and applicable requirements. Documentation or evidence of participation, implementation, and program engagement may be required.

ix. *Middle School Athletics and Activities*

- a. *MS Activities Director*: The Board agrees to provide two (2) additional release periods for the Middle School Activities Directors.

West Ada School District							
Supplemental Salary Schedule for Middle School Activities							
2026-2027							
<b>Base= \$35,000</b>							
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	Head Coach	5.80%	\$2,030.00	\$2,131.50	\$2,233.00	\$2,334.50	\$2,436.00

(Girls and Boys)	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				
Theatre	Advisor		\$150 per after school performance with a maximum of four per year. \$600 possible				

**Galileo**

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				

- x. 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.
- xi. 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

#### F. Hourly Rates

- 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 \$30.00 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

#### G. Annual Rates

- 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

#### H. Extended Contracts

- i. High School Guidance Counselors: Current Teacher Contract + 20 days

- ii. Middle School Guidance Counselors: Current Teacher Contract + 15 days
- iii. Middle School Media Specialist: Current Teacher Contract + 3 days
- iv. High School Media Specialist: Current Teacher Contract + 5 days
- v. Athletic Trainers: The six large High Schools will have the following extended day availability:
  - a. 100 total Extended Days per High School
  - b. No Athletic Trainer will be allotted more than 75 extended days
  - c. Head Athletic Trainer with an extra prep period must be allotted a minimum of 50 Extended Days
  - d. Head Athletic Trainer must be a teacher in the building and teach the higher-level athletic training classes
    - i. One additional prep period per semester per school
    - ii. Athletic Trainers with 50 extended days or more can split the prep period by semester
    - iii. Athletic Trainer with the additional prep period is expected to be on school property during contract hours
  - e. 25 Extended Days = 3 days in a 2-week cycle
  - f. 50 Extended Days = 6 days in a 2-week cycle
  - g. 75 Extended Days = 9 days in a 2-week cycle
    - i. Sporting events must be distributed according to the split on extended days
    - ii. For buildings with athletic trainers who have teams that progress past week 10 of the state football playoffs
      - 1. Athletic Trainers that are splitting extended days can be paid for a total of 10 hours at a rate of \$30.55
      - 2. This will be available for each week a team moves in the quarterfinals, semi-finals, and state championship
  - h. 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:
    - i.  $\$50,252/188 \text{ days} = \$67.23 \text{ per day}/8 \text{ hours} = \$33.41$
  - i. 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.

## IV. Fringe Benefits

### A. Health Benefits

- i. 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, 2027. The Board agrees to pay employee-only group medical premiums each month through June 30, 2027, less the \$70 monthly employee contribution.
- ii. 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.
- iii. 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.

### B. Monthly Premium Payments

- i. Monthly premium payments shall be applied as follows:
  - a. Employee \$50,000 Term Life Insurance with accidental death and dismemberment
  - b. Group Medical Insurance
  - c. Employee Assistance ProgramCarriers and plans shall be determined by the District Insurance Committee.

### C. Purchase of Benefits

- i. 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:
  - a. Group Medical Insurance
  - b. Cancer Insurance
  - c. Dental Insurance
  - d. Vision Insurance
  - e. Group Term Life Insurance
  - f. Dependent Care Reimbursement Plan
  - g. Medical Expense Reimbursement Plan
- ii. 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. Open Enrollment Period

- i. 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 1, 2026, through November 22, 2026, except for qualifying events.
- ii. 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 2027 calendar year will be from November 1, 2026, through December 31, 2026. Employees first hired for the 2026-2027 school year will have an option to defer salary for the remainder of calendar year 2026 upon their hire.

#### E. Early Contract Payoffs

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

## V. Leaves With Pay

### A. General Information

- i. Employees utilizing any approved leave (e.g., health leave contract leave, sick leave, FMLA, bereavement, or other leave) must use that leave for its intended purpose. Approved leave may not be used to engage in employment with another employer, unless approved by Human Resources.

### B. Sick Leave

- i. 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 up to three-hundred-forty (340) sick leave days (2720 hours). Full-Time Employees shall be credited with a pro-rata computation of sick leave allowance based upon their FTE.
  - a. 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.
  - b. Portability of Sick Leave: For new hires for the 2026-2027 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.
  - c. 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.

1. 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.

### C. Personal Leave

- i. Personal leave shall be granted for any reason deemed necessary by the Employee.
- ii. Certified Employees shall earn personal leave at the rate of four (4) days (32 hours) of personal leave per school year.
- iii. Employees that work more than 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.
- iv. Employees may carry forward six (6) days (48 hours) personal leave from the 2025-2026 school year to the 2026-2027 school year, in addition to the personal leave days granted to each respective Employee at the commencement of the 2026-2027 school year.
- v. Employees may use no more than six (6) personal days (48 hours) per year, unless for approved FMLA.

- vi. 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.
  - a. The established rate of compensation for unused personal leave days beyond six (6) (48 hours) is the rate substitutes are paid as of October 1st of each year.
  - b. The payment for unused personal leave days will be calculated and paid in June.
- vii. 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.
- viii. Upon retirement, all remaining personal leave days will be compensated at the rate of 1.5 times the established rate for short-term substitutes.
- ix. Personal leave may not be taken the last two weeks of school without permission of the Building Administrator.
- x. No more than 10% of the Employees in any building may be gone on personal leave at one time.

#### D. Bereavement Leave

- i. 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.
- ii. Bereavement days may be taken continuously or intermittently, within two weeks of the death unless otherwise approved by the building administrator. Bereavement includes the ability to use bereavement leave when a qualified family member is at the end of life, prior to the actual death.
- iii. 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.

#### E. Professional Leave

- i. Paid Professional Leave may be granted to each Employee upon their request with approval of their Building Administrator.
  - a. Professional leave shall be requested no less than twenty-four (24) hours in advance.

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

## F. Court Duty

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

## G. Adoption Leave

- i. 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.

## VI. Leaves Without Pay

### A. General Information

- i. Employees utilizing any approved leave (e.g., health leave contract leave, sick leave, FMLA, bereavement, or other leave) must use that leave for its intended purpose. Approved leave may not be used to engage in employment with another employer, unless approved by Human Resources.
- ii. 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 1st or later, certified employees must submit in writing within thirty (30) calendar days their intent to return to the district the following year.
- iii. Unpaid leaves of absence may only be granted for one (1) complete school year.
- iv. 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.
- v. While on leave, the employee has the right to continue the insurance coverage at the employee's expense.

### B. Family Medical Leave Act (FMLA)

- i. 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](#)

### C. Parental Leave

- i. 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".
- ii. Requests for parental leave of absence shall be submitted in writing, indicating the approximate beginning and ending date of the parental leave of absence.
- iii. Parental leave of absence may be given at any time, but must start consistent with one of the following:
  - a. School year break
  - b. Semester break
- iv. Parental leave of absence must end, and the Employee return to work at the beginning of one of the following:
  - a. School year break
  - b. Semester break

- v. The District may, at its discretion, choose to waive the provisions of section C and D of this Article in an emergency situation.
- vi. 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.
- vii. 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.

#### D. Legislative Leave

- i. A professional employee elected or appointed to the Idaho State Legislature, for which the required commitment is less than full-time, shall be granted leave with pay and benefits, minus the daily rate for a long-term substitute based on the applicable position's current District substitute rate. This leave will be for those days or portions of days requiring absence for the purpose of performing the duties of office during the legislative session.
- ii. Whenever the professional employee is compensated for duties accompanying release time and whenever the daily compensation rate is less than the District's daily compensation rate for the professional employee, the District shall pay the difference to the professional employee.
- iii. In the event the professional employee must participate in legislative duties outside of or before the legislative session begins (August through December), or after the legislative session ends, the professional employee shall receive pay and benefits at their daily rate for days or portions thereof, minus the cost for a substitute, not to exceed fifteen (15) days. Thereafter, the professional employee shall pay the cost of the substitute for additional days or portions thereof.
- iv. 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
- v. All rights of renewable contract status, retirement, accrued sick leave, salary schedule placement, and other benefits provided herein shall be preserved and available to the professional employee upon returning to the district.

- vi. Requests for absence(s) shall be made known to the professional employee's building administrator or supervisor as early as possible to allow for adequate planning and to secure a substitute. It will be required that the professional employee work with their building administrators or supervisor to secure a substitute, regardless of the position held in the school and whether or not a substitute is typically secured for their absence. If a substitute is not secured, the daily rate for a substitute, based on the applicable position's current District substitute rate, will still be deducted from the professional employee's paycheck. Professional employees who are elected or appointed to the Idaho State Legislature shall not let campaign activities and/or official public duties interfere with the effectiveness of their position or the instructional program of the school. They are expected not to bring their campaign and/or official duties into the classroom and/or school, nor make use of students in campaign or political activities during school hours.

#### E. Military Leave

- i. 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.
- ii. 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.

#### F. Health Leave

- i. 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.

### G. Contract Leave

- i. 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.
- ii. 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.
- iii. Contract leave will not be granted for employment by another school district.
- iv. Not more than ten percent of the certified employees in any given building may be granted contract leave at any one time.
- v. 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.

## VII. 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

- i. There are certain, basic responsibilities that all Employees must adhere to in all classroom situations. They are as follows:
  - a. 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.
  - b. Employees will not use profanity in the presence of students.
  - c. Employees will follow approved curriculum guidelines.
  - d. Employees will follow District policy, state, and federal laws, rules, and regulations.
- ii. 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

- i. 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.
- ii. 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

- i. 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

- i. 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.

## VIII. Association Rights

- i. 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.
- ii. The Association and its representatives shall have the ability to use the building for meetings provided this does not interfere with school or other scheduled operations and is in compliance with State Law.
- iii. 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). Any time during contract hours for these purposes shall be reported to the District no less than twice per year in increments rounded to the nearest quarter hour. The District shall bill the Association a prorated value of compensation in conjunction with receipt of these hours. Employees may also utilize personal leave or flex time.
  - a. Initial committee/group meeting times will be set and communicated with at least ten (10) business days' notice.
  - b. Representatives on the Insurance Committee will meet to assist District in making decisions directly regarding benefits plans as well as discuss their monetary impact.
  - c. All three levels (elementary, middle, and high school) may have Association representation on the Calendar committee.
  - d. Notes from committee/group meetings will be reported out to District employees at all levels if appropriate.
- iv. The District will offer employment as a District Employee to the Association President for the FTE increment negotiated annually between the District and the Association. If the FTE increment as a District Employee 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 for the amount in which they are not employed as a District Employee. 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.

- v. The Association and the District will share the cost of the facilitator of negotiations sessions if needed.
- vi. 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. Any time during contract hours for these purposes shall be reported to the District no less than twice per year in increments rounded to the nearest quarter hour. The District shall bill the Association a prorated value of compensation in conjunction with receipt of these hours. Employees may also utilize personal leave or flex time.
- vii. **For the 2026-2027 school year, the following items are considered null and void, due to Idaho Code 33-1275(4), and will not be enforceable or grievable.**
  - *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.*
  - *The Association and its representatives shall have the opportunity to speak briefly at the end of faculty meetings with prior scheduling and approval of the building administrator.*
  - *The Association and its representatives shall have the right to post notices of activities and matters of Association concern on designated teacher bulletin boards.*
  - *The Association team may use members' mailboxes or email for communication to members.*

- *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.*
- *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.*
- *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.*
- *Costs for substitutes during bargaining sessions shall be negotiated as needed.*

## IX. Certified Grievance Procedure (401.18 AR-05\*)

- i. Please refer to the Policy Manual posted on the District's website to locate the full text of 401.18 AR-05: 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.
- ii. 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.
- iii. 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.



X. Agreement

- i. Terms and conditions in this Agreement supersede all previous Contracts.

Agreed to this \_\_\_\_ day of May, 2026, and shall be binding upon the parties.

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

For the Association: Shelly Johnson, President, West Ada Education Association

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

X  
\_\_\_\_\_  
Shelly Johnson, President  
West Ada Education Association

XI. Appendixes

A. Appendix A – New Employee Salary Schedule Placement

Completed Years of Certified Service	Placement on West Ada Salary Schedule	
-	Residency	1
1	Residency	2
2	Residency	3
3-4	Professional	1
5-6	Professional	2
7	Professional	3
8	Professional	4
9-10	Professional	5
9-11	Professional	6
12-15	Professional	7
16-18	Professional	8
19	Legacy	1
20	Legacy	2
21	Legacy	3
22- 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).

## B. Appendix B – Policies Referenced

Policies and/or Administrative Regulations referenced in this Agreement:

- 401.18 AR-05: Certificated Grievance Procedure
- 401.10 AR-02: Work Day
- 403.60 AR-08: Family and Medical Leave Act
- 403.60 AR-05: Certificated Personnel Leaves
- 403.60 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).

### C. Appendix C – Hourly Rates of Pay

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				
2026-2027				
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		\$ 30.00	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

D. Appendix D – School Psychologist and Speech Language Pathologist  
Salary Schedule

RES1	\$69,761
RES2	\$71,116
RES3	\$72,271
PRO1	\$73,426
PRO2	\$75,777
PRO3	\$76,841
PRO4	\$77,902
PRO5	\$80,633
PRO6	\$82,320
PRO7	\$84,052
PRO8	\$85,832
LEG1	\$87,633
LEG2	\$89,624
LEG3	\$92,048
LEG4	\$94,557
LEG5	\$97,155
LEG6	\$99,842
LEG7	\$102,862

## E. Appendix E – Leadership Roles

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