

**ARTICLE 9 – COMPENSATION & TERM**

9.1 Term: Agreement effective July 1, 2018 2020 through June 30, 2020 2022. See Appendix A.

9.2 Salary: See salary schedules for 2018-2019 2020-2021 and 2019-2020 2021-2022 attached in Appendix A.

9.2.1 Bargaining Unit members who qualify will continue to receive those benefits mandated by State law, which are State Teachers' Retirement System, Unemployment Insurance and Workers' Compensation.

9.2.2 A two three percent (2 3 %) increase will be applied on schedule to the 2018-2019 2019-2020 Certificated Salary Schedule retroactive effective to July 1, 2018-2020. An additional two percent (2%) off schedule for 2020-2021 will be paid effective July 1, 2020. A one percent (1%) increase off schedule will be applied to the 2019-2020 Certificated Salary Schedule retroactive to July 1, 2020.

A two percent (2%) increase will be applied on schedule to the 2020-2021 Certificated Salary Schedule, effective July 1, 2021.

9.3 Salary Schedule Advancement

9.3.1 Lower division courses normally will not be approved for salary credit. An exception may be made when it can be clearly demonstrated that a lower division course will materially contribute to the teacher's individual instructional needs and the needs of the District, as determined by the Director, Human Resources.

9.3.2 District workshops and or inservice training programs may be credited toward salary schedule advancement if prior approval is received from the Superintendent or designee. Fifteen (15) contact hours of workshop or inservice training attendance are required for determining a semester Unit. A teacher may earn a maximum of six (6) semester credits through approved workshops or inservice training, per salary class, toward advancement on the salary schedule. Teachers receiving compensation for such workshops or inservice training will not receive credit.

9.3.3 Whereas, when a teacher cannot benefit from workshop credits because of salary schedule status, Bargaining Unit Member will receive a stipend when completing the workshop.

9.3.4 The stipend for each workshop will be set by Human Resources in consultation with the Silver Valley Education Association.

9.3.5 Official college or university transcripts shall be submitted upon completion of coursework to the Human Resource Office for evaluation and appropriate placement on the salary schedule no later than November 1 for retroactive payments to the first of any school year. Clear indication of course titles, course numbers and quarter or semester unit breakdowns must be visible on the transcript(s). At times, colleges or universities are tardy in mailing official transcripts to Bargaining Unit Member. In that event, submission of course completion cards, grades, etc. will suffice until official transcripts are provided.

*R. Sandridge 5-18-2021* *5/19/2021*

9.4 Fringe Benefits

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9.4.1 The District will continue to provide the negotiated coverage for medical, vision, dental, and life insurance as Health and Welfare Benefits.

9.4.2 Effective July 1, 2011 the District will no longer provide income protection benefit to Bargaining Unit members covered under this article.

9.4.3 There shall be a joint labor-management insurance committee to provide recommendations to the certificated negotiations teams. The Association will have two members on the insurance committee

The District agrees to waive the Unit member's share of premium costs in excess of the targeted maximum until such time as the District agrees to seek bids from other health care providers.

The targeted maximum District contribution was \$12,200 per Bargaining Unit Member (composite rate) for 2005-2006. Each year the maximum District contribution shall be increased by the funded COLA percentage. The composite rate is computed by the total certificated bargaining unit cost for those unit members that receive benefits through the District of the premiums for health, vision, dental, and life divided by the certificated bargaining unit salary schedule FTEs.

	COLA %	Adjusted Base
2005-06 (Base Year)		\$12,200
2006-07	5.92%	\$12,922
2007-08	4.53%	\$13,508
2008-09	0%	\$13,508
2009-10	0%	\$13,508
2010-11	0%	\$13,508
2011-12	0%	\$13,508
2012-13	0%	\$13,508
2013-14	1.65%	\$13,731
2014-15	15.07% (as agreed)	\$15,800
2015-16	0% (as agreed)	\$15,800
2016-17	0%	\$15,800
2017-18	5.06% (as agreed)	\$16,600
2018-19	3.7%	\$17,214
2019-20	3.26%	\$17,775
2020-21	0%	\$17,775
2021-22	5.07%	\$18,676

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Premium costs in excess of the targeted maximum District contribution will be shared 50/50 between the District and the Bargaining Unit Member by a pre-tax payroll deduction on a tenthly

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basis. The District contribution amount in excess of the targeted maximum will be added to the targeted maximum in addition to the funded COLA percentage and become the new targeted maximum for the following year.

In the event that the Bargaining Unit Member's contribution to the health and welfare benefit premium exceeds \$50 tenthly (\$500 annually), either party may request immediate reopening of negotiations on health and welfare benefits and it shall be reopened.

**9.5 Early Retirement**

The District agrees to pay medical benefits for Bargaining Unit Members who elect retirement at age fifty-five (55) until the employee reaches age sixty-five (65) (or is eligible for full Medicare benefits), so long as the Bargaining Unit Member has served ten (10) consecutive years with the District. If the District's insurance provider permits, the retiree's spouse may purchase medical coverage until the retiree reaches age sixty-five (65) or is eligible for Medicare or is deceased, whichever occurs sooner. The District will not contribute any amount towards a retiree's spouse's coverage or premium. The District must be notified by the retiree of Medicare eligibility prior to age sixty-five (65). Retirees who do not notify will be responsible for the health benefit premium repayment.

9.5.1 For any Bargaining Unit Members hired on or after July 1, 2011, the District agrees to pay medical benefits for Bargaining Unit Members who elect retirement at age fifty-five (55) until the employee reaches age sixty-five (65), or is eligible for full Medicare benefits, so long as the Bargaining Unit Member has served fifteen (15) consecutive years with the District. If the District's insurance provider permits, the retiree's spouse may purchase medical coverage until the retiree reaches age sixty-five (65) or is eligible for Medicare or is deceased, whichever occurs sooner. The District will not contribute any amount towards a retiree's spouse's coverage or premium. The District must be notified, in writing, by the retiree of Medicare eligibility prior to age sixty-five (65). Retirees who do not notify the District will be responsible for the health benefit premium repayment.

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*Handwritten signature: Kelly Atkinson 5-18-21*