

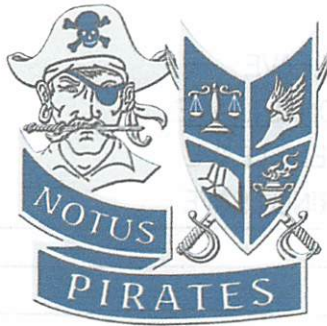
# MASTER AGREEMENT

between

NOTUS EDUCATION ASSOCIATION

and

NOTUS BOARD OF TRUSTEES



**2026-2027**

**SCHOOL YEAR**

**Ratified - 09/14/2026**

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# **Master Agreement**

## **I. PREAMBLE**

The Board of Trustees of Notus School District 135 and the Notus Education Association recognize and declare that providing an excellent education for the students of the District is their mutual goal and that the character of such education is reflected in the morale of the staff. To promote an open, honest, and transparent relationship between the teachers and administrators, promoting the positive morale of all parties, and opportunity for teacher input will be provided in formulating district policies, procedures, and budgets. To assist in the accomplishment of this goal, the Notus Education President(s) or their designee, will be provided the opportunity to submit written input in these areas, and upon the request of the Board or its designee, may be called upon to provide input on specific policies, procedures, and budgets designed to improve instruction and the educational environment. Any such request and input shall be done in a manner consistent with the 2026 Idaho Legislature.

## **II. NEGOTIATION PROCEDURE**

### **A. EXCLUSIVE REPRESENTATION**

This Agreement is developed and entered into by and between the Board of Trustees of the Notus School District 135 and the Notus Education Association as the exclusive representative organization of the certificated employees of the District except the Superintendent, building Principals and any other position at the District for which an Administrative Certificate is a pre-requisite for the position.

The Notus Education Association, as per Idaho Code 33-1271, has a majority of membership of 50% + one (1) of certificated employees of the District and has certified this status to a third party, mutually agreed upon by the Association and the District.

The Board and Association agree to meet and negotiate in good faith on matters relating to compensation as defined by the Idaho Code.

### **B. SCOPE OF NEGOTIATIONS:**

The Notus Board and Notus Association agree to negotiate as to the following issues:

- a) Salary
- b) Insurance Benefits
- c) Sick Leave
- d) Personal Leave
- e) Professional Leave
- f) Union Leave
- g) Bereavement Leave
- h) Child Rearing Leave
- i) Sick Leave Bank
- j) Extra-Curricular Salary
- k) Other items as agreed to by both Parties

### **C. NEGOTIATION TEAMS**

Each of the parties shall select a Negotiations Team that shall be comprised of not more than four (4) members, and a consultant as deemed necessary by each team.

Each Negotiation Team shall select one person to serve as the spokesperson in carrying out negotiations. The team spokesperson will serve as the chief negotiator for each team, but such individual may invite comments from other team members' relative to the item under discussion.

Each team shall have one vote on determining proposals to be advanced beyond the negotiating team.

#### D. COMMENCEMENT OF NEGOTIATIONS

Both parties agree to negotiate in good faith pursuant to the process and parameters established by the Idaho Code. Prior to the commencement of negotiations, each party shall submit to the other a written list of the members of the Negotiations Team, with identification of a spokesperson.

#### E. MODIFICATION

This agreement shall not be modified by amendment during the term of this contract year unless done so, in writing, agreed to by both parties or by court or other governmental action.

### III. COMPENSATION

#### A. TERMS

The contract length set by the Notus School Board Trustees for the 2026-2027 school year will be 169 days. Notus School District Certified Salary Schedule will be used for determining compensation. Personnel employed less than full time or less than the stated contract length shall be paid a pro-rated amount of the Certified Salary Schedule values.

##### 1. Additional Compensation for Class Coverage

If a Certified Employee is asked by the Administration to substitute teach or supervise students during the Certified Employee's assigned preparation period or during another scheduled class period and the Certified Employee agrees, the Certified Employee shall be compensated at the rate of \$15.00 per class period.

The Certified Employee shall document all additional assignments on the designated coverage tracking form maintained in the building office. Compensation for approved assignments shall be paid in the June payroll.

Movement on the Notus School District Certified Salary Schedule will be permitted only if the individual employee meets the requirements per State Statute.

#### B. SALARY SCHEDULE PLACEMENT AND MOVEMENT

Although there are differences between the Career Ladder for Teachers identified in Idaho Code and the Salary Schedule identified within this Master Agreement, placement on and movement within this Master Agreement's Salary Schedule shall be consistent with the intent of Idaho Code 33-1004B parts (1), (2), (3), (4), (5), (7), and (9). The Notus School District Salary Schedule's R1-R3 rows are for those that hold an Idaho Certificate in their first three years, the Notus School District Salary Schedule's N1-N10 rows are for those that hold a professional or advanced professional endorsement consistent with Idaho Code 33-12-01A parts (2) and (3).

#### C. SALARY SCHEDULE

| Notus Rungs | BA       | BA+24    | MA       | State Rung<br>for<br>placement<br>for incoming<br>employees | 25-26<br>placement | 26-27 placement |
|-------------|----------|----------|----------|-------------------------------------------------------------|--------------------|-----------------|
| R1          | \$50,252 | \$50,252 | \$50,252 | R1                                                          | R1                 | R2              |
| R2          | \$51,302 | \$51,302 | \$51,302 | R2                                                          | R2                 | R3              |
| R3          | \$52,352 | \$52,352 | \$52,352 | R3                                                          | R3                 | N1              |
| N1          | \$53,402 | \$55,402 | \$56,902 | P1                                                          | P1                 | N2              |
| N2          | \$55,239 | \$57,239 | \$58,739 | P2                                                          | P2                 | N3              |
| N3          | \$57,077 | \$59,077 | \$60,577 | P3                                                          | P3                 | N4              |
| N4          | \$58,914 | \$60,914 | \$62,414 | P4                                                          | P4                 | N5              |
| N5          | \$60,752 | \$62,752 | \$64,252 | P5                                                          | P5                 | N6              |

|                    |          |          |                                                   |     |                     |     |
|--------------------|----------|----------|---------------------------------------------------|-----|---------------------|-----|
| N6                 | \$64,427 | \$66,427 | \$67,927                                          | AP1 | P6                  | N6  |
| N7                 | \$66,527 | \$68,527 | \$70,027                                          | AP2 | P7                  | N6  |
| N8                 | \$68,627 | \$70,627 | \$72,127                                          | AP3 | P8                  | N6  |
| N9                 | \$70,727 | \$72,727 | \$74,227                                          | AP4 | P9                  | N7  |
| N10                | \$72,827 | \$74,827 | \$76,327                                          | AP5 | AP1                 | N7  |
|                    |          |          |                                                   |     | AP2                 | N8  |
|                    |          |          |                                                   |     | AP3                 | N9  |
|                    |          |          |                                                   |     | AP4                 | N10 |
|                    |          |          |                                                   |     | AP5                 | N10 |
|                    |          |          |                                                   |     | Cross Walk Proposal |     |
| Commitment Stipend |          |          | Longevity Stipend                                 |     |                     |     |
|                    |          |          | \$0 discontinued after the 2025-2026 school year. |     |                     |     |
| 10-14 years        | \$900    |          |                                                   |     |                     |     |
| 15+                | \$1450   |          |                                                   |     |                     |     |

For the 2026-2027 school year, The district shall provide a one time stipend of \$729 for D. Shada and L. Ahlborn and \$1,819 for K. Barker to adjust for the transition to matching the state scale.

#### One-Time Transition Stipend

For the 2026-2027 school year, the District shall provide a one-time stipend of \$779.50 each to B. Huter and C. Striefel to support the transition to the proposed salary schedule.

#### Salary Schedule Transition Cost

The District agrees to fund the \$18,424.76 increase necessary to implement the proposed salary schedule for the 2026-2027 school year.

Note: The crosswalk intention is to transition current Notus employees in the Notus salary scale to the concurrent cells as the state career ladder.

#### D. ADDITIONAL STIPENDS

Certified employees employed for less than full contract duration or part-time shall be paid a pro-rated share of these stipends. Stipends are cumulative meaning that an employee can earn more than one stipend.

##### i. COMMITMENT STIPEND

Commitment stipends are as follows:

10-14 years = \$900

15+ years = \$1,450

#### F. EXTRA-CURRICULAR SALARIES

##### BASE SALARY

**\$41,500**

Supplemental extra-curricular contract amounts are based on the current 2025-2026 career ladder base salary of \$41,500.00

|                                                | PERCENT OF BASE | AMOUNT OF SALARY |
|------------------------------------------------|-----------------|------------------|
| <b><u>Varsity Head Coaching Positions:</u></b> | 0.092771        | \$3,850.00       |

BASKETBALL (2)  
 FOOTBALL (1)  
 VOLLEYBALL (1)  
 CHEER (1 X TWO SEASONS)  
 SOFTBALL (1)  
 TRACK (1)  
 BASEBALL (1)

**JUNIOR VARSITY HEAD COACHING POSITIONS:**

0.053012 \$2,200.00

BASKETBALL (2)  
 VOLLEYBALL (1)

**JUNIOR HIGH HEAD COACHING POSITIONS:**

0.042168 \$1,750.00

BASKETBALL (2)  
 FOOTBALL (2)  
 TRACK (1)  
 VOLLEYBALL (1)  
 CHEER (1 X TWO SEASONS)

**VARSITY ASSISTANT COACHING POSITIONS:**

0.042168 \$1,750.00

FOOTBALL (2)  
 SOFTBALL (1)  
 TRACK (2)  
 BASEBALL (1)

**JUNIOR HIGH ASSISTANT COACHING POSITIONS:**

0.019277 \$800.00

BASKETBALL (2)  
 FOOTBALL (1)  
 VOLLEYBALL (1)  
 TRACK (1)

**DIRECTOR POSITIONS:**

|                   |          |            |
|-------------------|----------|------------|
| ATHLETIC DIRECTOR | 0.198795 | \$8,250.00 |
| MUSIC DIRECTOR    | 0.053012 | \$2,200.00 |

**CLASS ADVISOR POSITIONS:**

|           |          |          |
|-----------|----------|----------|
| FRESHMAN  | 0.012048 | \$500.00 |
| SOPHOMORE | 0.012048 | \$500.00 |
| JUNIOR    | 0.016867 | \$700.00 |

|          |          |          |
|----------|----------|----------|
| . SENIOR | 0.012048 | \$700.00 |
|----------|----------|----------|

#### **CLUBS/OTHER ACTIVITIES**

|                        |          |            |
|------------------------|----------|------------|
| GRADUATION COORDINATOR | 0.009638 | \$500.00   |
| NHS YEARBOOK ADVISOR   | 0.012048 | \$750.00   |
| FFA ADVISOR*           | 0.014457 | \$750.00   |
| ACA DECA*              | 0.014457 | \$750.00   |
| BPA*                   | 0.014457 | \$750.00   |
| NATIONAL HONOR SOCIETY | 0.016867 | \$750.00   |
| ROBOTICS ADVISOR*      | 0.024096 | \$1,000.00 |
| ROBOTICS ASSISTANT*    | 0.014457 | \$600.00   |
| STUDENT COUNCIL        | 0.024096 | \$1,000.00 |

1. Clubs and other activities supplementals marked with an \* are dependent on student participation in competitions.
2. If a coaching position remains unfilled due to insufficient student interest or other reasons, the funds designated for that position may be redistributed to another organization based on student participation numbers.
3. To be considered for inclusion in the next year's Master Agreement, any new sport, activity, or club must receive Board approval by the regular May Board meeting of the current year.
4. Positions can be divided between two or more individuals, all compensation shall be divided in a manner acceptable to all parties.

#### **G. SUPPLEMENTAL LEADERSHIP STIPENDS**

For the 2026-2027 school year, a maximum of eight (8) leadership stipends shall be granted for Certified Employees. 4 Building leadership positions for each Elementary and Junior/Senior High School Building, Leadership Teams shall be established at both the Elementary and at the Junior/Senior High School buildings by the District. Each Certified Employee who is selected and agrees to receive a Leadership Stipend and who chooses to accept the role for the entire school year shall receive a \$1,000 stipend. Selection of members shall be made by a method agreed upon at each building to ensure equitable opportunity for eligible Certified Employees. Each Building Leadership position awarded to Certified Employees shall have term limits for the individual selected of 3 years unless another eligible Certified Employee is not available to fill the position.

By the first day Certified Employees return from summer break, the District shall notify all eligible staff by email of any Building Leadership Team vacancies including vacancies created by the expiration of three-year (3) Building Leadership Team terms, and invite interested employees to apply or volunteer.

## **IV. BENEFITS**

### **A. INSURANCE**

The District shall pay for the member health package for all professional employees that includes dental and vision. Employees must work at least 20 hours per week to qualify for insurance benefits. Less than full time employees will be pro-rated.

The package includes the following monthly allocations:

2026-2027  
\$ 977.63  
\$ 53.22  
\$ 8.10  
\$1.80  
**Total -\$1,040.33**

The District shall also pay for all professional employees (\$7.35/month) to receive a group life insurance of \$35,000 until age 65, then the premium and the benefit decreases each year.

**B. LEAVE**

**i. SICK LEAVE**

Sick Leave shall be per Idaho Code 33-1216 and Policy no. 5400 as adopted as of the date of this agreement. In the event Policy no. 5400 is to be reviewed for revision by the Board, the trustees shall authorize the Superintendent to form a sick leave policy review team that consists of at least three certified employees.

Based on the approved 2026-2027 school year calendar, full-time certified employees who work the entire school year shall receive not less than (10) days of Sick Leave annually. Sick Leave shall be granted in units of half or full days.

In addition to the definition of "Immediate Family" contained in Policy no. 5400, Immediate Family shall also include:

- Grandchildren
- Siblings
- Any Dependent Person for whom the employee is responsible
- Any member who resides within the employee's immediate household

"Sickness suffered by an employee" as used in Policy no. 5400 shall also include:

- Illness caused by an accident
- Diagnosis, Care or Treatment of a health condition
- Preventive Care
- Time used by a Certified Employee in connection with that Certified Employee being a victim of Domestic Violence, Sexual Assault or Stalking.
- Time Spent at a Funeral Service
- Parental Leave
- An Illness which renders the Certified Employee incapable of carrying on his/her teaching duties

Employees shall be eligible for parental leave for the following:

- having given birth to a child
- be the spouse or committed partner after the birth of a child
- have adopted a child or been placed with a foster child (in either case, the child must be age 17 or younger). The adoption of a new spouse's child is excluded from this policy.

If an employee may qualify for FMLA, the employee may use accumulated sick leave prior to unpaid FMLA leave.

On-the-job injuries suffered by a Certified Employee shall also qualify for Sick Leave absences when not in conflict with Idaho Code 33-1216(c) regarding Workmen's Compensation.

Upon approval by the District, up to 5 days of Leave shall not be deducted from the Certified Employee's Sick or Personal Leave due to the Certified Employee being unable to work because of the Certified Employee being subject to a Federal, State, Local or District quarantine or isolation order.

The District shall provide the Certified Employee with an accounting of their Sick Leave benefit on a regular basis.

## **ii. PERSONAL LEAVE**

Three (3) days of Personal Leave are granted for the 2026-2027 school year to Full-time certified employees. If the employee is hired for less than the full year, the number of personal days will be prorated. These days may be taken as full or half days. If, at the time of termination, an employee has used Personal Leave in excess of that which was earned, it shall be deducted from his/her final paycheck.

A Principal/Supervisor may deny or limit approval of Personal Leave based on the availability of a substitute if the number of requested absences has reached 20% of the building's Professional Employees. Employees are encouraged to assist in securing suitable substitutes and/or staff coverage.

Notice of at least four (4) contract days is required for any Personal Leave of less than four (4) contract days. Notice of eight (8) contract days is required for any Personal Leave equal to or exceeding four (4) contract days.

If extenuating circumstances should arise, additional personal paid days may be taken upon approval of the Superintendent.

At the end of the school year, a certified employee may select one (1) of the following options for unused personal days.

1. Current substitute daily rate of pay
2. Carry over up to five (5) Personal Leave day(s) to the following year, but not accrue more than eight (8) Personal Leave days total.
3. Current substitute daily rate of pay per unused Personal Leave day transferred to the employee's classroom supply account.
4. Current substitute daily rate of pay per unused Personal Leave day donated in the employee's name to a student body or activity account at the building.

Employees will need to email the District Business Office by June 1st. If an email is not on file for unused days, the District will default to option 1.

## **iii. PROFESSIONAL LEAVE**

Professional Leave is designed to support an employee's participation in professional activities.

Professional Leave, with pay, may be granted for the purpose of improving the requested employee's service to the district's instructional program or enhancing the employee's ability to perform their duties

when a written request and explanation is filed and approved by the principal. Professional Leave may also include activities related to the requesting employee receiving a college baccalaureate or graduate degree. A week's notice to the Principal/Supervisor is requested.

#### iv. BEREAVEMENT LEAVE

Professional employees shall be granted up to four (4) days Bereavement Leave at any time with full pay. Such leave will not be deducted from sick leave. This leave will be used for Immediate Family. Immediate Family for the purpose of this Agreement shall include: Grandparent, Parent, Sibling, Spouse, Children, Grandchildren. This definition shall include step-, foster- and in-law individuals who fall within the definition of Immediate Family. Additionally, the term Immediate Family for the purpose of this Agreement shall include any dependent person for whom the professional employee is responsible as well as any member who resides within the employee's immediate household. An employee may take up to one Bereavement Leave day per year due to extenuating circumstances for persons not defined as Immediate Family.

Due to extenuating circumstances, the Superintendent may grant additional bereavement days. Any extended days will be deducted from Sick Leave.

#### v CHILD REARING LEAVE

Any employee shall be allowed up to one year of non-paid leave for the purpose of child rearing provided that an agreeable replacement can be obtained. Requests for this leave shall be made in writing to the Board at least one month before the leave is to commence. Employees that choose to take a one-year non-paid leave are not guaranteed their position the following year. The employee absent for one year will not receive any credit for contract status or salary schedule for the year of absence.

### C. SICK LEAVE BANK

Each certified employee of the District covered by this contract may participate. A certified employee that joins the Sick Bank shall contribute days earned from his or her own Sick Leave days. Sick Leave days thus contributed shall be deducted from the individual's sick leave entitlement. At the close of the contract year, unused sick leave days will remain in the sick leave bank.

Application for use of the Bank shall be submitted to the Sick Leave Bank Committee for their recommendation. The Committee shall review the request and determine the eligibility of the employee. If the Committee deems necessary, it shall require proof of illness at the time of application and from time to time after a grant has been made.

The Sick Leave Bank Committee will consist of the district business manager, two representatives for the elementary school and two representatives from the secondary school. Each committee member has one vote. Simple majority decides.

The contributed Sick Leave days shall form a fund of Sick Leave days that will be available to all eligible participating employees for the purpose of alleviating the hardship caused by the absence of work necessitated by the following:

1. Illness (verified by certified practicing physicians).
2. Major illness of an immediate family member (as spouse and children with possible addition of mother or father as decided by Sick Leave Bank Committee).

In order for a professional employee to be eligible to apply for Sick Leave benefits from the Sick Leave Bank, the Employee must first.

1. Be a contributor to the Bank.
2. Have been absent from work due to illness or accident for all his/her accumulated sick leave days.
3. Relinquish one full day of income before drawing from the Bank.

For the employee's initial year of membership, each participating employee shall contribute two (2) days of his/her accumulated Sick Leave to the Sick Leave Bank. For individuals continuing to be employed by the District, during each year of the Bank's operation, the Sick Bank Leave Committee shall determine the number of Sick Leave days each participant must contribute in order to keep the Bank solvent.

On or before September 10th of each year, the Sick Leave Bank Committee shall determine the number of additional sick leave days each participant must contribute in order to keep the Bank solvent. Contributions of additional days to the Bank must be done during the month of September or again in March in order to maintain employee eligibility as a participant in the Sick Leave Bank.

The Committee shall develop and distribute rules and procedures for the orderly administration of the Bank consistent with the term of this agreement and approval of the Board. The Sick Leave Bank Committee will do all bookkeeping. It shall report all days granted by the Bank and all other information necessary for the employee's records.

The maximum number of days that can be granted in any one fiscal year will be the remaining number of days an employee is scheduled to work under his current contract. In no case will the granting leave cause an employee to receive more than his/her annual salary for that year.

The number of Sick Leave days granted shall not exceed the number of days absent from work due to illness or accident. Bank grants to individual employees will not be carried over from one (1) fiscal year to another: all such grants shall end at the termination of the school year.

The Committee shall specify the maximum number of days allowable with one doctor's verification. If an employee exceeds that limit, a second or third doctor's verification shall be required as stipulated by the Committee.

## **V. TEACHING CONDITIONS**

### **A. WORKDAY**

The workday shall begin:

Student Contact Days: 7:30 a.m. until 3:45 p.m.

Professional Development/Grading Days: 8:00 a.m. to 3:30 p.m. \*

The length of a traditional professional workday shall be no more than 8 hours and 15 minutes for a full-time certificated employee. During the workday, when staff are providing instruction, supervision, evaluation, or support to students or the school district, the staff member shall be considered in Duty Status." Lunch and any flextime provided shall not be considered "In Duty Status."

### **In Duty Status**

Staff shall be considered "In Duty Status" during the workday, which shall be defined as:

Student Contact Days: 7:30 a.m. until 3:45 p.m.

Professional Development/Grading Days: 8:00 a.m. to 3:30 p.m. \*

Lunch shall be considered duty-free (not "In Duty Status").

**Compensation time (Flextime):**

Professional employees may utilize approved compensation time for professional collaboration, representation meetings, District-Union meetings, or other approved activities. Each employee shall be granted up to eighteen (18) hours of compensation time annually subject to administrator approval. Building administrators shall not deny the use of compensation time without a disclosed justifiable reason. The staff member and administrator shall determine when the compensation time will be made up. Unused individual compensation time shall be non-compensatory and shall not carry over.

**B. PROFESSIONAL DEVELOPMENT DAYS**

The Professional Development Day directly following the end date of each quarter will be designated as a teacher preparation day. On these designated teacher preparation days, the District and/or building administrator will have the right to two (2) hours for meetings or professional development and the remainder will be uninterrupted grading and teacher preparation time.

**C. Professional Development Reimbursement:**

Reimbursement will be provided to certified employees who acquire credits to meet State certification/recertification requirements, in an amount not to exceed \$300 per year.

Requests for reimbursement must be received by June 15th of each year. Credits must be earned after July 1st of the preceding year.

Reimbursement will be denied if required paperwork (including proper form, transcripts and proof of payment, etc.) is not completed within the above prescribed time frames.

Alternatively, certified employees may request out-of-district professional development or conference fees reimbursement.

**D . EVALUATION**

Evaluation of the Certified Employees shall be in accordance with the Notus School District Policy no. 5340 as adopted at the date of this agreement.

In the event the teacher evaluation policy is to be reviewed for revision by the Board, the trustees shall authorize the superintendent to form an evaluation policy review team that consists of at least three certified employees.

**E. SUPPLEMENTAL ASSIGNMENTS**

Should a Supplemental Assignment be considered for a Certified Employees which is to be performed outside of the Certified Employee's contracted time or which impedes upon the employee's contracted responsibilities, a written agreement including a job description shall be entered into between the Certified Employee, if willing, and the District for such assignment to include additional compensation. If the Certified Employee is unwilling to perform such duties for the proposed compensation, they shall be under no obligation to do so.

**F. SUPPLY/MATERIAL ALLOCATION**

For the 2026-2027 school year, each full-time certified employee shall be allocated \$100 for supplies and/or materials to support student learning activities. For the 2026-2027 school year, new to the profession certified employees shall be allocated an additional \$200. These allocations shall be in addition to any department-specific funds. Funds not spent by the end of the school year shall revert back to the general fund.

In addition, each school building shall be allocated five thousand dollars (\$5,000) annually for shared classroom supplies and standard instructional materials. These funds shall be administered by the building administration in collaboration with certified staff and shall be used to support general classroom and instructional needs that benefit students and staff across the building.

## **VI. UNION RIGHTS -**

### **Section 1. Right to Representation**

- A. Bargaining unit members shall have the right to Union representation during:
1. Investigatory interviews, where the employee is the subject matter of investigation, that the employee reasonably believes may lead to discipline;
  2. Disciplinary meetings with administration;
  3. Grievance meetings/proceedings;
  4. Employee appeal hearings or meetings;
  5. Evaluation conferences and related discussions; and
  6. Termination or nonrenewal meetings/hearing;

The meeting between the administration and the subject employee may occur during "in duty status" time of the administrator and subject employee as the meeting is not a union activity but is an individual personnel member.

For a bargaining unit member to have another district-paid employee who is serving as their union representative, present, such meeting shall be held at a time that the union representative district-paid employee is not considered as being in duty status as defined by applicable law(see IC 33-1277(2)(c)).

If the meeting occurs during "In-Duty Status"; the district paid employee union representative may use their personal leave to attend such meeting.

Union representation may include district-paid employees who are presidents or officers of the local association or local building representatives. Individuals who are paid and/or employed by the Idaho Education Association and any retired/former employee of the district, I EA representative or other district who is serving as a union representative for the purpose of this clause, does not have an "in-duty status" with the Notus District and meetings contemplated by this clause can occur with such individuals participating at any time.

B. The exercise of this right to representation shall not unreasonably delay the scheduling or completion of the meeting or proceeding:.

If the action to be taken is an immediate placement of the employee onto a period of paid administrative leave, no delay of such meeting, for any purpose, shall occur and the District shall not be required to delay such meeting until such time as union representation can be obtained.

C. The Union shall have the following rights:

As the local association has established itself as the exclusive representative for the purpose of negotiations for the 2026-2027 school year, the District and union shall negotiate in good faith on the matters as established in a negotiations agreement and as permitted by Idaho Law.

### **Section 2. Union Meetings on District Property**

- A. The Union may schedule and hold meetings, including new hire events, on district property, including school buildings, at times when all staff attending such meetings are not considered "in duty status"; subject to normal building-use rules and procedures, including property rental requirements. The cost of use of any school facilities shall be no more than and no less than any other group using such facilities.

- B. Attendance at Union meetings shall be strictly voluntary. No employee shall be required, directly or indirectly, to attend Union meetings.

### Section 3. Membership Communications

A. A Union representative may communicate with employees during periods of time when all parties are not considered "In Duty Status." All communication shall be used in accordance with Idaho Code 33-1277 and Idaho Code 74-106(1).

### Section 4. District/Union Meetings

A. The Superintendent and Union representatives shall meet on a monthly basis, or as otherwise mutually agreed, to discuss matters related to working conditions and other issues of mutual concern. Such meetings shall not address any employment issue of any individual employee without the specific written consent of such employee.

B. The Superintendent, two (2) members of the Board of Trustees, and Union representatives shall meet on a quarterly basis, or as otherwise mutually agreed, to discuss matters related to working conditions and other issues of mutual concern.

C. Such meetings shall be scheduled at times when the Union representative(s) are not considered "in duty status," unless otherwise mutually agreed by the parties. If the meeting occurs at the time the Union Representatives are considered "In Duty Status", compensation time shall be provided to permit the Union Representatives to make up the time at a later date.

D. District/Union meetings shall be consultative and problem-solving in nature and shall not replace or limit the parties' rights and obligations under the collective bargaining process.

### Section 5. Negotiations Following Legislative Changes to House Bill 516

In the event any modification of Idaho Code that occurred as a result of HB516 from the 2026 legislative session occurs due to repeal or legislative amendment; or determination of invalidity permanently enjoined or unenforceable by a court of competent jurisdiction, either party may re-open the agreement effective for the 2026-2027 school year to address matters impacted by HB516 of the 2026 legislative session.

## VII. DURATION

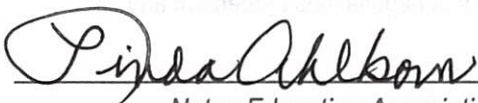
The provisions of this agreement shall become effective as of July 1, 2026, and will continue and remain in full force and effect until June 30, 2027.

1. Article IV Sec. A of the Master Contract may be renegotiated on an annual basis without reopening the rest of the contract for negotiations.

2. Article III Sec. C of the Master Contract may be renegotiated to reflect changes in the state salary apportionment for the 2026-2027 contract year.

## VIII. ACCEPTANCE

This Agreement shall be binding on both Parties.



Notus Education Association President

Date: 9-15-26



Board of Trustees Chairperson

Date: 9-16-26