

NEGOTIATED **AGREEMENT**

by and between the

BOARD OF TRUSTEES
LAKELAND JOINT SCHOOL
DISTRICT 272

and the

LAKELAND EDUCATION
ASSOCIATION

FOR: 2026-2027

PREAMBLE

THIS NEGOTIATED AGREEMENT entered into by and between the BOARD OF TRUSTEES (hereinafter “the Board”) of the Lakeland Joint School District No. 272 (hereinafter “the District”), Rathdrum, Idaho, and the LAKELAND EDUCATION ASSOCIATION (hereinafter referred to as “the LEA”), representing certified professional employees, pursuant to Idaho Code § 33-1271 et seq.

This agreement aims to promote a cooperative relationship, ensure quality education, and support the district’s mission to maximize student learning every day, in all environments.

RECOGNITION

The Board recognizes the LEA as the exclusive representative for all certified professional employees. Administrative personnel, including the superintendent, assistant superintendent, directors, supervisors, ~~or~~ principals, substitute teachers, and all classified staff are excluded from the certified professional employee group for the purposes of negotiating terms and conditions of employment.

The LEA brought forward its request to enter into negotiations on 02/18/26 and acknowledged its membership is 62% of the 287 certified teachers employed by the District, which is a total of 178 active certified teachers.

This agreement is entered into pursuant to the provisions of Idaho Code §§ 33-514 through 33-517, 33-1001, 33-1207, 33-1216 through 33-1218, and 33-1271 through 33-1276.

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ARTICLE I - Compensation Plan

DEFINITIONS

Certificated Employee: A teacher or other professional holding a valid Idaho teaching certificate, employed with the District under a Category 1, 2, 3, or renewable contract, as defined in Idaho Code §§ 33-514 through 33-515.

Professional employee: Any certificated employee of the District; provided however, that administrative personnel including superintendents, supervisors or principals are excluded from the professional employee group for the purposes of negotiations.

Pupil service staff: Those whose primary employment involves providing services to students, but does not involve direct instruction of those students, and who hold a pupil personnel services certificate.

School year: The period of time from the opening of the schools to the closing of schools, as defined in an individual contract.

I.1. Salary Schedule

It is agreed the attached salary schedule shall be in effect for the 2026-2027 contract year.

2026-2027 CERTIFIED SALARY SCHEDULE

I.2. Salary Schedule Provisions (For the 2026-2027 contract year.)

- A. Initial Placement on the certified schedule will be the lowest rung of the employee's current Career Ladder Placement (If they are AP5, we will put them on the AP1 Minimum).
- B. Newly hired, master's-level Pupil Services Staff in designated hard-to-fill positions that would otherwise require the district to hire outside contracted services shall be placed between a minimum of Cell 6 and a maximum of Cell 20, regardless of career ladder status. For the 2026–2027 school year, eligible positions are School Psychologists, Speech-Language Pathologists (SLPs), Occupational Therapists (OTs), and Physical Therapists (PTs).
- C. Certified Staff will not advance into the next Placement Rung if they do not advance to that rung on State Career Ladder (ex. P5 Career Ladder

- Employee will stay in Cell 13).
- D. New Hires from Out of State will be placed by the State of Idaho on the Career Ladder.
 - E. Contracts will be issued based on the most recent career ladder status. Movement between career ladder categories (Residency, Professional, Advanced Professional) will be addressed retroactively once the State releases the placement report in the Fall.
 - F. Seven months of continuous teaching in any single year is required to count as a year of experience.
 - G. *The above provisions apply to teachers transferring in with one or more years of acceptable teaching experience.*
 - H. Acceptable Graduate Credit

No more than 10 semester hours can be upper division credit. The remainder of the credits used toward a BA+24 or Masters stipend must be graduate credits (500's or higher). Any exceptions must meet the approval of the Superintendent.

Hard to Fill Positions:

Hard to Fill Positions. Hard to fill positions shall be defined as positions which are frequently vacated and/or consistently draw a low number of qualified applicants.

Each spring, based on one or more of the following criteria, the District Leadership Team will determine what, if any, positions will be deemed hard to fill.

1. Any endorsed areas with prolonged vacancies during the current school year
2. Any endorsed areas in which alternate authorizations for newly hired staff are requested two consecutive years
3. Any hard-to-fill positions trending throughout the state
4. Any endorsed area with a consistently high rate of turnover for a minimum of 2 years

Each hard-to-fill position will be looked at on a case-by-case basis by the district leadership team regarding a prorated contract year. Once identified for the upcoming school year, all certified staff who currently hold a hard-to-fill position will be paid a stipend of \$3,500 for that school year. The stipend will begin in October and will be paid in equal amounts over 11 months.

Advanced Professional Rung Appeals - Career Ladder:

The appeals process for Idaho's Advanced Professional Endorsement is handled by the Idaho State Board of Education. Appeals must be filed at the Board's office, including the notice of final action upon which the appeal is based. The Board will then notify the appellant in writing and schedule a public hearing. The Board will consider the evidence, including the appeal request, and make a final decision.

I.3. Insurance - Medical and Dental

Benefits

Employees must have a half-time or more (0.5 FTE) contract to qualify for the benefits.

Medical / Dental Insurance

The district will pay a defined contribution up to \$875 per month that may be used toward medical, dental, and vision insurance for each eligible full-time certificated employee. Employees shall be eligible for benefit coverage starting the 1st of September or the first of the month following the date of hire.

A. Every eligible employee shall be offered district-sponsored single medical and dental coverage. If the employee waives this benefit, there is no "in lieu of" payment made to the employee.

I.4. Life Insurance

Each certificated employee shall, at district expense, be covered by a \$20,000 term life insurance policy and that the employee may purchase dependent or additional life coverage at his/her own expense. Employees must have a half time or more (FTE) contract to qualify for the life insurance benefit (unless they are "grandfathered" as explained in the paragraph on Medical/Dental).

I.5. Vision Insurance

The district will offer the opportunity for the employee to purchase vision insurance for themselves and family members.

I.6. Retirement Notification Incentive

Certified Staff who give written retirement notification to the District by January 31, and subsequently approved by the Board of Trustees, will receive a \$500 stipend to be paid by the March payroll and will also receive one personal day to be used before the end of the school year. This day may not be cashed out.

ARTICLE II - Extracurricular Salary

II.1. Extracurricular Salary

Pursuant to Idaho Code all supplementary contracts are issued for a single year period and must be renewed annually. Only certified staff who apply for coaching positions are eligible to receive a contract. All classified and 'street' coaches are considered at-will employees. All supplementary extracurricular positions are voluntary and no staff member is required or obligated to fulfill such a position, except when failing to follow proper notification requirements as shown below.

In filling any supplemental extracurricular position, the District shall use all applicable posting, hiring, interviewing and transfer policies. Any and all such policies may be waived if the Superintendent determines an emergency exists.

Emergency release from a contract may be granted if the person is determined to be physically unable to perform the duties of the position.

If a head coach and an assistant coach request to share head coaching duties, and the request is approved by the activities director, building principal, and the superintendent, then the individual stipends will be paid at a rate of 13.25%. Procedures and forms will be developed to insure all parties are in agreement regarding the stipend for the contract year.

Any assistant coaching positions added after the beginning of the season will be paid based on the regular assistant stipend, divided by the number of weeks from the first day of practice through the last day of the regular season, times the number of weeks remaining at the time the individual starts in the position.

District Scale for Extracurricular Salary Calculations

Years of Exp.	2026-27
1	31,200
2	32,635
3	34,070
4	35,506

5	36,941
6	38,376
7	39,811
8	41,246
9	42,682
10 - 14	44,117
15 - 19	46,323
20 - 24	48,528
25+	50,734

II.2. Extracurricular Coach Salary Schedule

The following terms apply to certificated employees, although the positions may be held by non-certificated employees. Payment of stipends will be in accordance with Board of Trustee Policy.

II.3. Experience Step Guidelines

For the positions below, up to 9 years' experience on the steps 1-10 (prior to the addition of the salary allowance) may be counted under the following guidelines:

1. Only years of extracurricular experience within a particular sport or activity will count as experience (not teaching experience).
2. A coach/advisor that moves from one sport or activity to another or enters a sport or activity for the first time will begin at step 1.
3. If an assistant coach who becomes a head coach in the same sport (or another sport) will begin at step 1 at the advanced coach percentage rate but shall not receive pay less than the previous position if the move is in the same sport.
4. A head coach that steps down to a lesser coaching position in the same sport will retain his/her experience step at the assistant coach rate.
5. A coach, advisor, or director may transfer verified paid high school and/or university experience into the district.

6. Two full years of junior high coaching experience within the District will count as one-year experience for placement as an assistant coach at the high school level.
7. Staff members who coach for the district shall be paid their coaching stipend in twelve equal payments. If a coach resigns his/her position prior to the season being completed, the coaching stipend must be repaid to the district. The amount to be paid may be prorated.

The percent indicated for each position is applied to the appropriate step (1 through 10) of the extracurricular salary schedule depending on experience for a particular assignment.

Senior High	
Head Coach Varsity 15.5%	Asst. Coach (9th or C team) 11.0%
Baseball	Baseball
Basketball	Basketball
Football	Football
Soccer	Soccer
Softball	Softball
Track	Track
Volleyball	Volleyball
Wrestling	Wrestling
Cross Country	Cross Country
*Cheerleading	*Cheerleading
Swimming	Swimming
Tennis	Tennis
*Dance Team	*Dance Team
Golf	Golf
*Cheerleading and Dance coaches will receive an additional 50% stipend if their team participates in competition season	

Senior High	
FFA Advisor	15.5%
Band Director	10.5%
Yearbook	9.2%
Drama	9.2%

Choir Director	6.2%
ASB/Leadership Advisor / Prom	9.2%
Newspaper / Broadcasting	5.7%
Speech/Arts	5.7%
B.P.A. Advisor	5.5%
FCCLA Advisor	5.5%
Jr. Statesmen Advisor	3.5%
Tech. Skills Advisor	3.5%

Middle Level	
Activities Director	15.5% and a half-day teaching assignment
7 th /8 th Coach	6.3%
Basketball	6.3%
Cheerleading/Dance	6.3%
Cross Country	6.3%
Track	6.3%
Wrestling	6.3%
Volleyball	6.3%
7/8 Yearbook	5.7%
7/8 Intramural Basketball	4.0%
7/8 Band/Choir Director	3.5%
ASB/Leadership Advisor	3.5%

II.4. Predetermined Advisor and/or Extra-Duty Pay Positions:

1. The following positions are pre-determined extra duty assignments and do not need to be re-submitted. These positions will be paid the percentage of the extracurricular scale, without the option of steps for years experience. The percentage is based on an average number of hours outside of contract time the position requires. The principals will be in charge of selecting the appropriate people for each job and work with their staff members accordingly to make sure each person has an opportunity for such positions. If more than one person is interested, then it is up to the principal and staff to decide an appropriate and fair solution to all involved (Example: If two people want to share the responsibilities of the

B.P.A. Advisor below, each could share the stipend and receive 2.75% or find another equitable solution.) If an agreement cannot be reached, it will be brought forth to the Superintendent and LEA President for review and to make the final decision.

2025-26	
SENIOR HIGH	
Quiz Team Advisor	4.5%
Homework/Tutoring/After School Program	4.0%
Senior Project Coordinator - LHS	4.0%
Mt. View Yearbook Advisor	3.5%
I.D.F.Y. Advisor	3.0%
Senior Project Coordinator - THS	3.0%
Honor Society Advisor *	1.5%
Ambassador Program (Civic / Human Rights)	1.5%
Senior Project Coordinator - MVHS	1.0%
2025-26	
MIDDLE LEVEL	
Mathcounts Advisor	2.5%
I.D.F.Y. Advisor	3.0%
GATE	5.5%
National Honor Society	1.5%
Ambassador Program (Civic / Human Rights)	1.5%
2025-26	
ELEMENTARY	

Intramurals	5.0%
Yearbook	3.0%
GATE	5.5%
Homework/Tutoring/After School Prog.	4.0%
Cross Country / Track	2.5%
Music/Band Program (Evening Performances) Formula based on Music = 5 evening performances and Band = 1 evening performance per school.	2.0%

***Staff holding this position in the 2021-22 school year or prior will maintain the current rate; new hires to the position will be paid according to the Negotiated Agreement.**

II.5. New or additional assignments/programs Suspended for the 2024-25/FY25 school year.

New or additional assignments/programs will be reviewed at each building by the Principal to ensure alignment with building and district goals. Once approved by the District Leadership and LEA Leadership Team, the list will be submitted to the Board of Trustees for approval and paid out from building funds. Funds will be dispersed annually to buildings based on a per student calculation, contingent on state funding. These roles may qualify for the leadership criteria to apply for the Advanced Professional Endorsement.

- Elementary student = \$7.50/student
- Middle Level student = \$5.50/student
- High School student = \$5.50/student
- Mountain View High School = \$12.00/student

II.6. Dual Credit Stipend

Step 1- Instructor receives 77% of the revenue generated by the classes they teach

Step 2- Counselor receives \$3.00 per student per course they enrolled

Step 3- Remaining dollars will support books for students on free / reduced lunch.

Intent- Keep the program budget neutral so the District would not need to subsidize any funding that is not paid by the institution

All dual credit classes will be taught five days per week.

II.7. Class Sizes for Elementary Teachers

For each additional student in the classroom over the following base numbers (Kindergarten/Grade 1 = 23; Grades 2/3 = 26; Grade 4 = 28; Grades 5/6 = 30; Combo classes will use the lower class size base number) teachers will receive \$50 per month per student if the student was enrolled in the classroom for 5 days or more in the month. Payment is only eligible if it is determined that a transfer is not reasonable and a para is not an option after conversations between the Superintendent, Principal, and the teacher involved. The enrollment will be evaluated on a monthly basis and paid out in one lump sum stipend in June or July payroll.

ARTICLE III - Leaves

III.1. Leave of Absence

The Board may grant certificated personnel a leave of absence without pay for a period of time of up to one school year.

- A. Application for leaves of absence for a duration of one school year must be submitted in writing to the Superintendent no later than May 1, of the year preceding the intended leave. Application for leaves of a duration of less than one school year shall be submitted at least 30 work days prior to the first day of the intended leave.
- B. The teacher shall notify the Superintendent in writing by March 15 of the leave year of his/her intent to return to the district. If there is no written notice, his/her rights to employment shall be vacated.
- C. The teacher, upon return, will be placed in a position for which he/she is qualified by certificate endorsement and will be placed on the appropriate step on the salary schedule with no loss of accrued benefits.
- D. If it is in the best interests of children, and other constraints don't prevent it, the returning teacher will be assigned to the building and grade level he/she left.

III.2. Military Leave

Military leave shall, at all times, be granted in accordance with the provisions of applicable state and federal laws. Specifically, the provisions of “The Uniformed Services Employment and Reemployment Rights Act” (USERRA) shall be followed. Please refer to [Idaho Code 46-216](#) and [Federal code 5 U.S.C. 6323, Fact Sheet](#).

III.3. Teacher Union Activities

Any LEA activity will follow the direction of [LJSD Policy 5275: Teacher Union Activities](#).

Maintenance of the policy will be a collaboration between the Board of Trustees and representation of the LEA.

III.4. Professional Leave

Certificated personnel may be granted leave with pay to attend educational meetings and/or workshops or visit exemplary classrooms or programs. One of the determining factors for approval shall be the benefit to the students or the district. (Ex: Selected to umpire or officiate state games, meets, or contests; being selected as a Coach/Teacher of the Year, and the need to travel to Boise to accept the award.)

- A. If the Principal or Superintendent denies the request, the employee has the right and opportunity to meet with the Principal and/or Superintendent about the decision.
- B. When the district requires attendance, allowable expenses will be paid per Policy #7430 and IRS guidelines.
- C. Applications for professional leave must be submitted to the principal prior to the date of the requested leave. If the principal approves, the application shall be forwarded to the Superintendent and/or Assistant Superintendent.

III.5. Bereavement Leave

Certificated personnel shall be granted up to 5 days of bereavement leave, per incident, for death in the immediate family, **without loss of pay or use of sick leave**. (These 5 days are in addition to any bereavement sick leave approved below)

- A. Immediate family is defined as any relative living in the household of

the employee and/or spouse, son, daughter, brother, sister, mother, father, grandmother, or grandfather, whether residing in or out of the household of the employee. In the case of a spouse, the relationship is extended to both sides of the family. Any exceptions to the immediate family definition must be approved by the Superintendent or HR Director.

- B. The Superintendent must approve additional days needed for travel or other reasons. These additional days will be deducted from the employee's sick leave if the employee has adequate sick leave, otherwise, the days may be allowed as leave without pay.
- C. Up to two days of sick leave will be allowed for funerals other than the immediate family. Approval of the principal is required. Any additional days for travel, etc., must be approved by the Superintendent. These additional days will be deducted from the employee's sick leave if the employee has adequate sick leave, otherwise, the days may be allowed as leave without pay.
- D. In the event of an emergency school closure, if teachers are not required to report for work, teachers on sick leave will not have the leave deducted.

III.6. Family Leave

Family Leave is defined in the [Federal Family Medical Leave Act](#) and in [LJSD Policy #5410](#)

III.7. Personal Leave

Certificated personnel will be granted two (2) days of paid personal leave each year. The leave may not be taken during the following times:

- A. The school day preceding or following the week of Thanksgiving, winter break or spring break, unless that day is a professional work day or permission from the superintendent is granted.
- B. The first week of the school year or the last five student contact days of the school year unless permission from the superintendent is granted.
- C. The professional workday at the beginning or end of the school year unless permission from the superintendent is granted.
- D. The date of leave is subject to the approval of the principal, and the

request for leave must be submitted to the principal at least one calendar week prior to the leave day. Any exceptions to this policy are subject to the approval of the Superintendent. A teacher who takes personal leave without meeting the above requirements will be docked one day at their contracted daily rate and could be subject to dismissal.

- E. In the event of an emergency school closure - if teachers are not required to report for work - teachers on personal leave will not have the leave deducted.
- F. The district will pay teachers their daily rate (calculated on: base salary, BA+24 and Masters Stipends; if applicable) for leave not taken. The maximum number of days eligible for the end of year buyout is two. A teacher may carry over three days of unused personal leave in lieu of receiving payment. Personal Days will automatically roll (up to 3 days) at the end of the year. If the employee's personal leave days balance (after roll) exceeds 5 days, (6 or 7 days), then the district will automatically cash out the extra one or two days. If your personal leave balance is 3 or less, then it is the employee's responsibility to request a cash out (2 days max) prior to the automatic roll. The request is due to Human Resources by the last student contact day of the year. Maximum annual accumulation is five days.
- G. Upon retirement, the district will pay teachers their daily rate for leave not taken. The maximum number of days eligible for end of the year buyout, for retiring teachers, is five.

III.8. Sick Leave

Employees contracted for a complete school year will receive ten (10) days of sick leave. The number of sick leave days allotted for less than a complete year will be at the rate of one day for each month of service, or any portion thereof.

- A. Sick leave may be used for illness in the immediate family. According to Board Policy 5405, each employee will be allowed to use personal illness for immediate family illness to include spouse, children, siblings, parents, grandparents, grandchildren, in-laws, same members of the spouse's family, and dependents residing in the household.
- B. Unused sick leave is governed by Idaho Code 33-1216, 33-1217, and 33-1228.
- C. In the event of an emergency school closure, if teachers are not required to report for work, teachers on sick leave will not have the

leave deducted.

III.9. Certified Staff Incentive Leave Days

Certified Staff shall earn 1 incentive day if no sick leave is used during the year. At the end of 3 consecutive years of no sick leave, the employee will earn 2 incentive days. The employee can accumulate up to 5 incentive days, but after 5 days, they must use those days or lose them.

III.10. Sick Leave Bank

The Sick Leave Bank will operate in accordance with [LJSD Policy 5406: Sick Leave Bank](#) and [LJSD Policy 5406P: Sick Leave Bank Procedure](#).

Maintenance of the policy will be a collaboration between the Board of Trustees and representation of the LEA.

Article IV - TEACHER WORKDAY DESCRIPTION

IV.1. Start and End Times

The length of a typical work day is 7.5 hours, as referenced in Board Policy 5210. The length of a given work day may be shortened by the building principal, provided, however, that such shortening does not violate any state rules and regulations, or laws of the State of Idaho regarding the length of the instructional day.

All Certified Staff will receive a consecutive 30-minute duty-free lunch. Certified Staff may voluntarily utilize this time for student contact.

IV.2. Prep Time

All teachers will be granted one (1) prep time each day equal to 35 uninterrupted minutes for elementary and at least equal minutes to one class period for secondary.

A. An exception is when the teacher agrees to give up his or her prep time to teach another section.

B. Half-time certified instructors are expected to teach three (3)

periods or three (hours) without being granted a prep time.

- C. Classified specialist instructors will begin classes the second week of school and will end the last day of the week prior to the last week of school.
- D. Prep times for certified teachers provided by certified specialist instructors will begin classes on the first day of school and end on the last day of school.

When it is determined a certificated teacher believes a daily prep time cannot be built into his/her schedule, the teacher will meet with the building principal to determine what options are available. If the certified teacher is classified as a special education teacher, then the teacher will meet with the building principal and the Federal Programs Director to determine what options are available based on the current weighted caseload.

The following options are to be considered by the principal and/or the Federal Programs Director:

- Recommend to the Superintendent that an additional FTE or partial FTE is hired.
- Recommend to the Superintendent that additional para support is hired.
- Recommend to the Superintendent that the certificated employee be paid a stipend for working through his/her prep at a rate of \$5,500.00 (elementary) and \$8,650.00 (secondary) for the school year. The stipend may be prorated based on the time a prep period has not been made available.

Class Coverage

- 1) Any teacher who, during their scheduled "prep period" covers another teacher's class to allow that teacher to leave for an approved activity before the school day ends will be paid \$36.00 (2 times the rate of one period of coverage based on current guest teacher pay) for each occurrence provided it is approved by the principal, and all District reporting requirements are met by both teachers.

IV.3. Emergency Closure Days or Delayed Starts

Employees shall not be required to report to work on days which the administration and/or Board has declared an emergency closure day. If the administration and/or Board has declared a two-hour (2) delayed start, employees are not required to report until two (2) hours past their regularly contracted start time. If the Board chooses to make up these closure days at a later time, employees are required to perform their duties as part of the regular 190-day contracted period.

IV.4. Teacher Workdays

The certified teacher workdays identified in the district calendar each year (the Thursday prior to school starting and end of term workdays) shall be uninterrupted time for teachers. No meetings at the district or building level shall be scheduled on these days. An emergency drill (active shooter or Citizen Response to Active Shooter Event (CRASE) training) with the staff or Crisis Prevention Institute (CPI) training are the only exceptions to a teacher's uninterrupted time intended in this paragraph.

IV.5. Reduction in Force

A financial emergency must be declared by the Board PRIOR to taking any reduction in force (RIF) actions. A financial emergency declared shall be effective for only one (1) fiscal year and shall not be declared by the Board for a second consecutive year, unless qualified by additional reductions.

The Board and the Lakeland Education Association ('LEA') shall meet and confer in good faith for the purpose of reaching an agreement utilizing Policy 5740P and Policy 5740F, as adopted on February 5, 2025, for the benefit of the District in the event of a reduction in force, except where Idaho statute supersedes.

Article V - GOVERNING LAW AND RATIFICATION

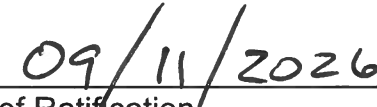
V.1. Governing Law

This agreement and any annual agreement shall be governed and construed according to the Constitution and laws of the State of Idaho.

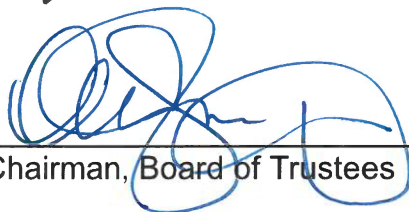
V.2. Ratification



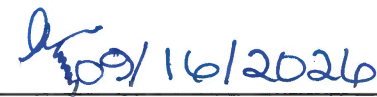
President, Lakeland Education Association



Date of Ratification



Chairman, Board of Trustees



Date of Board Ratification