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Coeur d'Alene School District Board of Trustees Approves 2023-24 Salary Package

May 30, 2023 - Coeur d'Alene, ID - The Coeur d'Alene School District Board of Trustees approved the district's salary package for the 2023-24 school year at a special meeting today. The new salary package goes into effect July 1, 2023 with salary increases going into effect in the first September pay period.

Negotiating teams representing the Coeur d'Alene School District Board of Trustees and Coeur d'Alene Education Association (CEA) completed salary package negotiations on May 23, 2023, unanimously reaching a tentative agreement in just over four hours. The negotiated agreement was ratified by CEA membership on May 26.

"On behalf of the Board of Trustees, I applaud the Coeur d'Alene Education Association and Board of Trustees negotiating teams for their collaborative and unifying efforts to bring this salary package forward," said Rebecca Smith, Chair of the Coeur d'Alene Board of Trustees. "We are grateful to each and every district employee for their continued commitment to our students, our families, and our community. In approving the 2023-24 salary package, the Trustees acknowledge and applaud district staff and look forward to next year's accomplishments. We are also extremely grateful to everyone who gave their time and talent to encourage people to vote on May 16. Without the support of our community, we would not be able to provide the salary increases we approved today."

"The past year has been a challenging one for all of us," said District Superintendent Shon Hocker. "We are grateful to our staff for continuing to ensure our students become lifelong learners - empowered by their knowledge and skills to be responsible citizens. We also express our gratitude to Governor Little and the Idaho State Legislature for the increased funding to provide competitive pay for our teachers. We also extend our sincere thanks to our community for supporting the supplemental levy – an investment that makes it possible for us to provide these well-deserved pay increases to our staff. We appreciate this vital support and are committed to using it wisely and efficiently."

"The progress we have made over the years as negotiating partners and the relationship growth between CEA and the district is tremendous," said Scott Traverse, CEA negotiating team member and teacher at Woodland Middle School. "We must all work together to be successful. And the unified outcome of our negotiations this year demonstrates we can have different opinions and still work together effectively to achieve a shared desired outcome."

Negotiated Salary Package Elements

1. Removal of all "dead zones" where staff were ineligible for raises despite their years of service or credit attainment.
2. A \$6,359 pay increase for all certificated staff, according to SB1205, signed into law by Governor Little in late March. The additional funding this legislation provides for teacher raises and

benefits is not enough to cover raises for all of our certificated staff. This is because the district employs more teachers than the state dictates to achieve smaller class sizes (more teachers per student). We intend to provide the \$6,359 salary increase to all of our teachers using dedicated funds from the state and funding from the supplemental levy.

3. One year of funding for select hard-to-fill positions including special educators, therapeutic support classroom (TSC) teachers, the extended school year coordinator, and school psychologists and speech-language pathologists.
4. An updated Extra-Curricular Salary Schedule will be added to the Master Articles including coaching stipends and a change to the longevity calculation for coaches from a percentage to a dollar amount.
5. The district will maintain the current Blue Cross "driver" and "buy-up" insurance plans with the same coverages and deductibles and will maintain a medical insurance contribution of 68% of the family Plan 2 Driver premium. The district's monthly contribution will be \$1,230.03.
6. The district will promote using SmartScripts (comparing prescription costs) and Cost Advisor (comparing procedure costs) utilities to ensure the best possible costs for coverage.

Non-Negotiated Elements

1. An increased minimum starting wage for all classified employees from \$12.75 per hour to not less than \$16.00 per hour. The cost of this increase was included in the supplemental levy request approved on May 16. The district will inform current staff about their placement on the new salary schedule by the end of the 2022-23 contract year.
2. A \$6,359 pay increase for all district administrative staff. This increase intends to affirm for school administrators the vital role they play in teaching and learning practices and as district leaders.

MOU Renewals/Updates/Revisions

Salary Matrix MOU

1. The Salary Matrix MOU sets the number of recognized years of service for placement on the salary schedule. The 2023-24 MOU will be revised to increase the number of district-recognized years of teacher experience from nine years to ten, with one-year increases each school year until the district recognizes 12 years of experience in the 2025-26 school year.
2. The MOU will be revised to add the Extra-Curricular Salary Schedule to the Master Articles and change the longevity calculation for coaches from a percentage to a dollar amount.

One-Year Funding for Hard-to-Fill Positions MOU

Hard-to-fill stipends will be maintained in a new MOU for special educators, therapeutic support classroom (TSC) teachers, the extended school year coordinator, and school psychologists and speech-language pathologists.

Elementary Events MOU

The district will continue to pay \$37 per hour for non-Title events occurring outside contract time.

Work Outside Contract Hours MOU

The current MOU will be revised to include nursing staff, recognizing that school nurses may need to attend meetings outside the contract day.

Impact of PLC Institute MOU

The Impact of PLC Institute MOU was crafted to provide extra time for teachers to attend the Impact of PLC Institute conference in Coeur d’Alene in August and get ready for students to come to school. The MOU will be revised to reflect one additional personal day in the 2023-24 school year for all certificated staff to compensate for the extra time necessary to prepare for the school year.

Interest-Based Bargaining MOU

Negotiating teams will continue to use interest-based bargaining techniques for the 2023-24 school year.

Negotiating Team Voting Members

CDA Schools Board of Trustees

Casey Morrisroe, Trustee
Patty Morrison, Assistant Superintendent-Elementary
Trent Derrick, Assistant Superintendent - Secondary
Nick Lilyquist, Principal of Canfield
Mike Nelson, Deputy Superintendent

Coeur d'Alene Education Association

Matt Werner, Teacher at Lake City High School
Moiria DuCoeur, Teacher at Sorensen
Scott Traverse, Teacher at Woodland
Mike Emory, Teacher at Woodland
Kim Gray, Teacher at Lake City High School

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