

**NEGOTIATED AGREEMENT**  
**TROY SCHOOL DISTRICT 287 and TROY EDUCATION ASSOCIATION**  
**July 1, 2011 – June 30, 2012**

**INTRODUCTION**

This agreement is between the Board of Trustees of Troy School District 287 and the Troy Education Association, recognized as the exclusive representative organization of the professional employees of the district.

**I. SALARIES**

**A. Salary Schedule 2011-2012**

*Certificated Salaries will use the grid in effect for the 2009-2010 school year, with each teacher moving one year further down the column from his/her placement on that grid in 2010-2011, and moving over the row as warranted by credits earned. Extracurricular Salary Schedule will use the grid in effect for the 2009-2010 school year, except Music will change to 3.50% for Concerts and Festivals, with Pep Band paid at the Game Duty rate per event.*

**II. BENEFITS: MEDICAL INSURANCE**

*Health Insurance will be the same as for the 2010-2011 school year, except that the prescription drug plan will change to \$15/\$30/\$45 and the Dental will be part of a PPO plan instead of the Traditional Plan.*

**APPROVAL**

The provisions of this contract shall be effective from July 1, 2011 through June 30, 2012.

There can be no additions to or deletions from this contract during its duration unless a portion is determined to be in conflict with Idaho Code, whereupon that portion shall be voided.

I certify that a majority of the Troy Education Association voted to ratify this agreement, by a vote of 15 to 0, with 0 abstentions, at their open meeting at THS Library, 12:00 p.m. on June 6, 2011.

TEA President: /s/ Klaire Vote

Date: June 6, 2011

I certify that a majority of the Trustees of Troy School District #287 voted to ratify this agreement at their meeting on June 13, 2011.

Board Chair: /s/ Dana Hoskins

Date: June 13, 2011