

## MUTUAL AGREEMENT

**THIS MUTUAL AGREEMENT dated this 8<sup>th</sup> day of June, 2019**

### **BETWEEN:**

**Idaho Association of Soil Conservation Districts (IASCD) of 55 SW 5<sup>th</sup> Ave, Meridian, ID 83642**

**- AND -**

**Idaho District Employee Association (IDEA) of 302 Profit Street, Rexburg, ID 83440**

### **BACKGROUND:**

- A. Idaho Association of Soil Conservation District hereafter known as IASCD desires to engage the Idaho District Employee Association, hereafter known as IDEA, to accept and enter into this Work Agreement upon the terms and conditions set out below.

**IN CONSIDERATION OF** the matters of the mutual benefits and obligations set forth in this Agreement, the parties to this Agreement agree as follows:

### **Commencement Date and Terms**

- A. IDEA will engage in this agreement with IASCD on the 8<sup>th</sup> day of June 2019 (the "Commencement Date").
- B. The term of this Agreement shall be for twelve (12) months commencing on June 8, 2019 and conclude on June 7, 2020. It is agreed by both parties that this agreement will be reviewed and may be renewed on an annual basis.

### **IDEA agrees to the following:**

- A. Plan and implement six (6) Divisional employee developmental workshops per year and encourage each Division to conduct periodic meetings, either quarterly or as needed, to discuss District and conservation issues that improve Conservation Districts. District supervisor's participation is essential and will be encouraged.
- B. Plan and conduct a workshop at the IASCD's annual conference for District employees and supervisors alike. The purpose of this workshop will be to empower and improve Districts.
- C. Provide assistance and support to Districts and the IASCD throughout the year as requested.
- D. Provide IASCD Conference Assistance as needed and as requested by the IASCD.
- E. Provide an updated Employee Resource (skill) Directory annually.
- F. Update and publish a District and partners telephone directory annually.
- G. Assist with annual Speech and Posters contests as requested by respective Districts and the IASCD.
- H. Establish and provide a scholarship for District employees to attend workshops and conferences that improves knowledge and performance as allowed per the yearly IDEA budget. This scholarship is to assist Districts with the financial costs of the workshop or conference for their employee's participation.
- I. Provide an annual Performance Report to Districts and the IASCD.

- J. Assist and provide support to the IASCD and Districts at the annual Legislative Display as requested.
- K. Perform other tasks as mutually agreed upon.

**IASCD agrees to the following:**

- a. Provide compensation to IDEA based on amount specified on their current year's budget, payable on or before the January IASCD Directors Meeting.

IN WITNESS WHEREOF, the undersigned have duly made, executed and delivered this Work Agreement as of the date first written above.

**IDAHO ASSOC OF SOIL CONSERVATION DISTRICTS**

**IDAHO DISTRICT EMPLOYEES ASSOCIATION**

Tom Dawel      6-8-19  
IASCD Liaison                      Date

Robbie Taylor      8 JUN 19  
Robbie Taylor, President                      Date