

Preston Joint School District No. 201
2026-27 Negotiated Agreement

1. **Salary** – The state minimums will be adopted for each required cell. See the attached 2026-2027 salary schedule. Each returning employee will have a step advancement on the career ladder from the previous year.
2. **PERSI** – The District will continue to pay into the Public Employee Retirement System of Idaho for the employee at the employer contribution rate required by state law. (The employee will be responsible for the employee contribution.)
3. **Medical Insurance** – The insurance option for 2026-2027 is included below.
The health insurance has a PPO option with a \$350 deductible and an HSA option with a \$3,400 deductible. The district will cover the employee-only cost on the HSA option. If the employee chooses the PPO employee-only option, they will be responsible for paying \$26.40 a month. The employee is responsible for any additional family members on both plans. See attached
4. **Dental Insurance** – The District will provide dental insurance through MetLife with Preventative/Diagnostic Benefits covered at 100% for all individuals on the plan, with a maximum plan benefit of \$1,250.
5. **Vision Insurance** – The District will provide vision insurance with VSP through Blue Cross with the plan as indicated below.
6. **Life Insurance** – The District will pay the life insurance premiums for the employee's death benefit of \$50,000 and dependent benefit coverage of \$10,000. This coverage is available to all employees who work more than 20 hours per week. A one-time opt-in for additional life insurance is also available.
7. **Employee Assist Program** – To support employee and family well-being, the District will provide up to (4) confidential, one-on-one counseling visits with an approved provider in person or virtual. All family members can access the EAP benefits at 4 visits per person, per incident or stressful event, per plan year. This service could include counseling to assist with crisis support, conflict resolution, financial struggles, legal guidance
8. **Classroom Supply/Continuing Education Funds** – The district will reimburse certified educators up to \$300 per FTE for classroom supplies and \$100 for continuing education costs under the guidelines listed below:
 - a. At the beginning of the school year, the district will distribute classroom supply money to each school, which will be based on \$300 per FTE, the district will distribute the classroom supply money to each school. The \$100 for continuing education costs will be kept at the district office, and proof of continuing education paid expenses will need to be submitted to the district office for reimbursement.
 - b. The employee should work with school administration to ensure the purchase is authorized and can be made tax-exempt to the extent possible.

- c. Since the money is given for classroom supplies or continuing education to benefit our students in the school year, the money needs to be spent no later than May 1st. If the money has not been spent by that date, the school administrator can then use the remaining money to better their school as they see fit.
- d. All non-consumable supplies will remain the property of Preston School District.
- e. If planning to use the funds for continuing education, the staff member will need to pay for it upfront and bring the receipt into their school office for reimbursement.
- f. Any reimbursements must be submitted to the individual school office by May 1st.
- g. The school will be responsible for tracking the money spent by each teacher and will be expected to report the total spent to the district office on May 1st
- h. All classroom supplies need to be approved by the school administration before purchase is made. Any purchases made prior to administrator approval are at the employee's own risk and could be subject to denial of reimbursement.

9. **Sick Leave** – The District will continue to offer 14 sick days.

10. **Personal Leave** – The District will offer four (4) personal days, cumulative to six (6) days. Employees have until June 23rd of the current school year to use personal leave in excess of the accumulative amount of six (6). After that date, employees will be compensated at a rate of \$96 per day for any day over six on the June payroll. At the time of retirement, any remaining personal leave (up to six days) will also be paid out at the same rate. However, personal leave will not be paid out at the end of employment for any other reason

11. **Parenting Leave** – The District will provide two weeks of paid parenting leave, defined as eight (8) consecutive working days, to be used within eight (8) weeks of a qualifying birth or adoption. Paid parenting leave is available upon employment in the district. Paid parenting leave shall run concurrently with leave under the Family Medical Leave Act (FMLA), as applicable.

12. **Military Leave** – The District will provide ten (10) contract days of paid military leave to an employee who is a member of the uniformed services or militia of this state or any other state who is ordered to active duty, training, or other performance of duty requiring absence from work. Military leave shall be authorized when the employee submits a copy of the orders or other official documentation for the appropriate military authority that indicates the dates of voluntary or involuntary service.

13. **Recertification Fees** – The District will pay the Idaho Department of Education recertification costs of all certified employees who have served in a certified role in PSD for 13 or more years.

14. **Professional Development/PLC** - To improve the integrity of learning, the transfer of knowledge within the schools, as well as the successful implementation of district initiatives, certified educators are expected to be in attendance on PD days. The District will strive to make the training at Professional Development meaningful. Teachers who are unable to attend will be responsible for ensuring the attainment of the training presented by working with the assigned administrator at the building/district to make up the particular assignments or information. Additionally, certified educators are expected to participate in the PLC meetings held in the individual buildings. This is part of the educator's contract time, and teachers are responsible for meeting as scheduled per school.

15. **Leadership** – Each Preston School District employee is critical to the success of the team and the achievement and advancement of our students. The District desires to grow teacher leaders and

provide leadership opportunities for educators to earn the Advanced Professional Endorsement. The volume of work that needs to be accomplished to successfully run a school and district is significant. It is expected that employees will share responsibilities and contribute to the success of all students and colleagues. The District is also mindful that some positions require greater commitment. The District administration team will meet to determine needed leadership roles within the District and the amount for each identified role. Positions will be identified and filled by September 15. Information on the expectations such as time and work commitment for each role, as well as the allotted stipend if applicable, will be told to the staff member at the time roles are being filled. Payments for leadership roles will be made in the May payroll.

16. **Duty-Free Lunch and Recess** - Teachers are allowed recess and a 30-minute lunch period free from all duties and responsibilities associated with student instruction and supervision. That said, there are emergency circumstances in which the school administrator could override this benefit. If the district deems it necessary because of personnel shortage or unavoidable or unforeseen circumstances, it could require an educator to help supervise students during recess or lunch. An educator will not be required to assist in emergency coverage for more than three days.
17. **Calendar Committee** – Each school site administrator will review the proposed calendar with school leadership teams (i.e. grade representative/department heads) to gather feedback from their prospective teams. Administrators will provide gathered feedback to the Superintendent and other administrators. The Superintendent and administrators will modify the calendar to best meet the needs of the students and staff, while incorporating feedback to the extent possible. Upon completion, the calendar will be presented to the school board for review and subsequent approval.
18. **Protected Prep Time** - In the event a principal is unable to secure a substitute teacher for a classroom, and a qualified teacher within the building is unavailable to cover the class, the following procedures will be implemented.
 - a. The building administration will first assign any available substitute teachers currently in the building, whose schedule allows to cover the class.
 - b. If coverage is still needed, the building administration will seek volunteers from certified staff, excluding first-year teachers, to cover the class during their preparation periods. Teachers who volunteer will be compensated at the sub hourly rate.
 - c. If, after seeking volunteers, coverage is still needed, the building administration will assign a certified member to cover the class. Assignments will be made equitably, in accordance with guidelines established at each school. All certified staff, including principals and counselors, will participate in the school's emergency class coverage plan.
 - d. A teacher assigned to cover a class during their preparation period will be compensated at the sub hourly rate.
19. **Special Education Paperwork Days** - The District will provide four (4) paperwork days per year for special education teachers to complete required documentation and compliance responsibilities under the Individuals with Disabilities Education Act (IDEA) and the Idaho Special Education Manual.

- a. These days will be used strictly for special education duties such as IEP development, evaluations, progress monitoring, and required reporting. The days are coded as professional leave, and the District will provide a substitute to ensure continuity of instruction.
- b. Scheduling would be collaborative with the District Special Ed Director.
- c. Any off-contract days used would be reported via email to the District Special Ed Director and paid out at the current sub rate in the May pay period.

PEA President

Date

School Board Chairman

Date

Preston School District #201
Instructional and Pupil Service Staff Salary Schedule 2026-27

	BA	BA+P	BA+AP	BA24+P	BA24+AP	MA+P	MA+AP
1	\$ 50,252.00	\$ -	\$ -	\$ -	\$ -	\$ 53,042.00	\$ -
2	\$ 51,533.43	\$ -	\$ -	\$ -	\$ -	\$ 55,239.00	\$ -
3	\$ 52,847.53	\$ -	\$ -	\$ -	\$ -	\$ 57,077.00	\$ -
4	\$ 53,402.00	\$ 53,402.00	\$ -	\$ 55,042.00	\$ -	\$ 58,914.00	\$ -
5	\$ 54,763.75	\$ 55,239.00	\$ -	\$ 56,445.57	\$ -	\$ 60,752.00	\$ -
6	\$ 54,763.75	\$ 57,077.00	\$ -	\$ 57,884.93	\$ -	\$ 62,301.18	\$ -
7	\$ 54,763.75	\$ 58,914.00	\$ 64,427.00	\$ 59,361.00	\$ 66,427.00	\$ 63,889.86	\$ 67,927.00
8	\$ 54,763.75	\$ 60,752.00	\$ 66,527.00	\$ 60,874.70	\$ 68,120.89	\$ 65,519.05	\$ 69,659.14
9	\$ 54,763.75	\$ 62,301.18	\$ 68,627.00	\$ 62,427.01	\$ 69,857.97	\$ 67,189.78	\$ 71,435.45
10	\$ 54,763.75	\$ 63,889.86	\$ 70,727.00	\$ 64,018.90	\$ 71,639.35	\$ 68,903.12	\$ 73,257.05
11	\$ 54,763.75	\$ 65,519.05	\$ 72,827.00	\$ 65,651.38	\$ 73,466.15	\$ 70,660.15	\$ 75,125.11
12	\$ 54,763.75	\$ 67,189.78	\$ 74,684.09	\$ 67,325.49	\$ 75,339.54	\$ 72,461.99	\$ 77,040.80
13	\$ 54,763.75	\$ 68,903.12	\$ 76,588.53	\$ 69,042.29	\$ 77,260.70	\$ 74,309.77	\$ 79,005.34

New employees will be placed on the salary schedule by the district based on years worked, education obtained, and professional endorsements received or qualified to receive.

For the 2026-27 school year, all current employees will move down one step on the salary schedule from their last year's placement. Employees will move across lanes as appropriate.

- BA= Bachelor's Degree
- 24= 24 or more college credits beyond BA degree
- MA= Master's Degree
- P= Professional Endorsement
- AP= Advanced Professional Endorsement

Preston School District

Eff. Date: 9/01/2025

Medical

Sold Renewal Contribution

Benefits

Plan

Individual Deductible (par/nonpar)

Family Deductible (par/nonpar)

Carrier Coinsurance (par/nonpar)

Individual Out of Pocket Maximum (par/nonpar)

Family Out of Pocket Maximum (par/nonpar)

Copay for Primary/Specialist

Prescription Rx Benefit

Rx Deductible

Annual OOP

Preferred Generic

Non-Preferred

Preferred Brand

Non-Preferred Brand

Preferred Specialty

Non-Preferred Specialty

Total

Employee Only

Employee & Spouse

Employee & Child

Employee & Children

Employee & Spouse & 1 Child

Employee, Spouse & Children

Blue Cross SWS					
Option 1			Option 2		
	PPO		HSA		
	\$350/\$600		\$3,400		
	\$950/\$1,700		\$6,800		
	85%/70%		70%/50%		
	\$3,250/\$6,750		\$5,800		
	\$6,500/\$13,500		\$11,600		
	\$0-\$20/\$20-\$40		30% After Deductible		
	None		Combined W/Med		
	\$2,000		Combined W/Med		
	\$10		30% After Ded		
	\$10		30% After Ded		
	\$30		30% After Ded		
	\$60		30% After Ded		
	\$100		30% After Ded		
	\$100		30% After Ded		
	Employer	Employee	Employer	HSA Cont	Employee
	\$928.50	\$26.40	\$723.50	\$155.00	\$0.00
	\$1,859.19	\$215.01	\$1,515.04	\$155.00	\$52.16
	\$1,336.88	\$121.87	\$1,085.25	\$155.00	\$18.00
	\$1,499.23	\$192.62	\$1,234.68	\$155.00	\$44.07
	\$2,107.13	\$293.52	\$1,743.45	\$155.00	\$69.70
	\$2,047.58	\$353.07	\$1,696.92	\$155.00	\$116.23