

Preston School Board Salary and Benefits Proposal – June 13, 2022

Insurance

Medical:

The district will cover the 9.8% medical insurance rate increase to stay with the Blue Cross trust plan. The total cost to the district for medical insurance coverage is \$1,886,080. To enhance the employee insurance package, \$537,858.50 of the \$746,694 additional discretionary funds will be used. The district will put extra money into the plan to lower the premium for those insuring spouse or children. (e.g., the employee premium for family coverage goes from \$1,060.25 per month down to \$801.68 per month.) The district will maintain the plan so those individuals on employee-only coverage will not have to pay any premium. The district will contribute \$137.15 per month to the health savings account for those who elect the HSA plan. The \$750 deductible option will change to a \$2000 deductible to meet the needs of a wider range of staff. The exact terms of the insurance and the amount of contribution by the district and employees are included in the attached schedule.

Dental:

The district will cover the premiums for dental insurance. The district plans to switch to Delta Dental from Blue Cross Dental. If the change occurs, Delta said they will credit the patient's current incentive coverage level with Blue Cross.

Vision:

The district will pay the vision premium for the offered plan selected by employee. Coverage is provided by VSP through Blue Cross.

Life:

The district will continue to provide a monthly premium payment for the employee for \$50,000 in life insurance with an option for the employee to pay a minimal monthly amount to add a spouse and/or children to the plan.

Salary

Schedule attached.

The district will increase the base salary by \$1,000 so the starting salary with a bachelor's degree is \$42,000.

The district will increase each step in the BA column by 3.04%, so there is the same percent movement from cell to cell.

The district will contribute an additional \$2,800 for those meeting the Advanced Professional Endorsement criteria. The Advanced Professional career ladder cells will receive \$2,800 added to the amount in the corresponding bachelor's cell. The state requirements for placement and movement on the career ladder will be used.

Educational Payment BA+24 / MA

Money for a Bachelor's+24 or Master's degree will be moved into the career ladder. Employees may move to the BA+24 or MA lane with approved credits or degree earned by September of 2022. The district will pay employees the education credit bonus amount beginning the first year of employment so long as the required credit or degree is earned. Although the district will typically not receive from the state the BA+24 or MA reimbursement for increased employee education until the employee begins the fourth year working in Idaho, the district will pay all educators beginning in step one of the career ladder the Bachelor's+24 and Master's Degree money contingent upon the educational credit hour requirements being met regardless of time taught in the state. (BA=\$2200 and MA=\$3800)

Reimbursement Funds for "Classroom Supplies" or "Continuing Education Costs"

The district will reimburse certified educators up to \$410 per a employee for classroom supplies or continuing education costs. Non-consumable items purchased with reimbursement funds remain the property of Preston School District. Receipts must be submitted to the school by March 1, 2023.

Leave Days

The district will continue to offer 14 sick days and 4 personal days. The type of available days for employee leave as well as how they will be handled procedurally will be outlined in the Employee Handbook.

Student Supervision

Information such as the duty-free lunch and recess will be included in the Employee Handbook Responsibilities for the employee's supervision of students before and after class will also be outlined in the Employee Handbook.

Leadership Stipend

\$25,000 in discretionary money will be set aside to pay a stipend for key leadership positions. Pioneer, Oakwood, PJH, and PHS will each be allotted \$5000 to pay staff for special work outside of contract hours. Knowing that the needs of each school will vary, the building principal will determine the positions leadership team member, mentor, social media manager, tech support, etc.) that will receive a stipend and the amount for each position. There will be \$5,000 available for district-level leadership positions, which will be determined by the superintendent.

Special Education Extra Days or Stipend

\$15,000 in discretionary funds will be set aside for teachers of special education. Each SPED classroom case manager will have nine professional days each year (with a day being equivalent to the length of the time the employee is contractually assigned and regularly works) in which the case manager can test students, work on IEP and other special education paperwork, and/or hold eligibility or IEP meetings. The case manager will inform the school secretary, special education director, and principal at least a day in advance of when a substitute is needed and desired for a professional day for IEP work. At the end of the school year, the employee will be paid \$100 per day for any of the nine unused SPED paperwork professional days; payment will be treated as a stipend and included as gross pay in the May payroll. (Those special education employees such as the Speech-Language Pathologists who have time built into their schedule to do paperwork, will not receive the extra days or stipend.)

Recertification Reimbursement

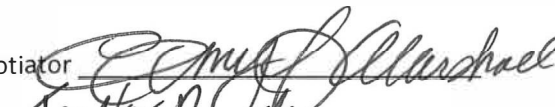
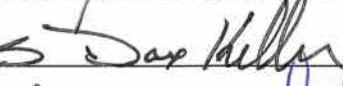
After working 13 years in the school district, the district will pay up to \$75 of the application fee to the Idaho SDE for recertification.

Parenting Leave

The district will provide one week of paid parental leave in connection with a qualifying birth or adoption of a child. This leave is available beginning the first year of employment with the district. The purpose of this leave is to enable the employee to care for and bond with a newborn or newly adopted child. Paid parental leave shall run concurrently with leave under the Family and Medical Leave Act (FMLA), as applicable. Any leave taken under this policy that falls under the definition of circumstances qualifying for leave due to the birth or adoption of a child, will be counted toward the 12 weeks of available FMLA leave. Parental leave must be used within 12 weeks of the birth or adoption of a child.

District Copying

The district will pay for a person or persons to make copies for the teachers in the buildings for the first half of FY 2023. The building principal and leadership team will determine what plan and approach will work best for the individual school. During this first semester time period, the district and school teams will look for other copy alternatives that still support teachers but are less costly. The first-semester plan will be evaluated and a plan for the second semester will be communicated to teachers before January 2023.

Signature PEA Lead Negotiator		Date	<u>6/15/2022</u>
Signature PEA President		Date	<u>6/15/2022</u>
Signature Board Chair		Date	<u>15 JUN 2022</u>
Signature Vice Chair		Date	<u>6/15/22</u>
Signature Superintendent		Date	<u>15 JUNE 2022</u>

Preston School District

Effective Date: 9/01/2022

Medical

Triple Option & Contribution

Blue Cross - SWS Trust

Benefits

	Option 1		Option 2		Option 3		
Plan	PPO		PPO		HSA		
Individual Deductible (par/nonpar)	\$1,000		\$2,000		\$3,000		
Family Deductible (par/nonpar)	\$2,000		\$4,000		\$6,000		
Carrier Coinsurance (par/nonpar)	80%/60%		70%/50%		70%/50%		
Individual Out of Pocket Maximum (par/nonpar)	\$2,500/\$4,000		\$5,500/\$8,000		\$5,800		
Family Out of Pocket Maximum (par/nonpar)	\$5,000/\$8,000		\$11,000/\$16,000		\$11,600		
Copay for Primary/Specialist	\$10-\$30/\$30-\$50		\$10-\$30/\$30-\$50		30% After Deductible		
Prescription Rx Benefit					Combined W/Med		
Rx Deductible	\$250		\$250		Combined W/Med		
Annual OOP	\$3,000		\$3,000		30% After Ded		
Preferred Generic	\$10 Ded Waived		\$10 Ded Waived		30% After Ded		
Non-Preferred	\$10 Ded Waived		\$10 Ded Waived		30% After Ded		
Preferred Brand	\$30 After Ded		\$30 After Ded		30% After Ded		
Non-Preferred Brand	\$50 After Ded		\$50 After Ded		30% After Ded		
Preferred Specialty	\$30 After Ded		\$30 After Ded		30% After Ded		
Non-Preferred Specialty	\$50 After Ded		\$50 After Ded		30% After Ded		
	Employer	Employee	Employer	Employee	Employer	HSA Cont	Employee
Employee Only	\$729.00	\$0.00	\$648.30	\$0.00	\$591.85	\$137.15	\$0.00
Employee & Spouse	\$958.57	\$620.68	\$958.57	\$443.28	\$821.42	\$137.15	\$456.08
Employee & Child	\$832.33	\$279.37	\$832.33	\$155.17	\$695.18	\$137.15	\$205.32
Employee & Children	\$880.15	\$408.65	\$880.15	\$264.30	\$743.00	\$137.15	\$300.15
Employee, Spouse & Children	\$1,025.51	\$801.68	\$1,025.51	\$596.04	\$888.36	\$137.15	\$589.09
Monthly	\$157,173.34	\$39,035.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Annual	\$1,886,080.10	\$468,422.12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Premium % Difference	39.89%	-28.48%					

Total PSD Employer Cost

\$1,886,080.10

\$ Difference from last year

\$537,858.50

For illustrative purposes only

PRESTON JOINT SCHOOL DISTRICT #201
INSTRUCTIONAL AND PUPIL SERVICE STAFFING SALARY SCHEDULE

Step	Lane					
	BA	BA+AP	BA+24	BA24+AP	MA	MA+AP
1	42,000		44,200		45,800	
2	43,277		45,477		47,077	
3	44,593		46,793		48,393	
4	45,949		48,149		49,749	
5	47,346	50,146	49,546	52,346	51,146	53,946
6	48,785	51,585	50,985	53,785	52,585	55,385
7	50,268	53,068	52,468	55,268	54,068	56,868
8	51,796	54,596	53,996	56,796	55,596	58,396
9	53,371	56,171	55,571	58,371	57,171	59,971
10	54,993	57,793	57,193	59,993	58,793	61,593
11	56,665	59,465	58,865	61,665	60,465	63,265
12	58,388	61,188	60,588	63,388	62,188	64,988
13	60,163	62,963	62,363	65,163	63,963	66,763

Total Cost: \$ 7,102,751