

Preston Joint School District No. 201
2023-2024 Negotiated Agreement

1. Insurance – The insurance option for 2023-2024 is included below. The District will adopt a new PPO option with a \$350 deductible and retain the \$3,000 high deductible HSA option as well with the employer/employee premium options as indicated.

2. Salary – See attached 2023-2024 salary schedule.

3. Classroom Supply/Continuing Education Funds – The district will reimburse certified educators up to \$410 per FTE for classroom supplies or continuing education costs under the guidelines listed below:

- i. All purchases must be authorized by the building principal before the purchase is made.
- ii. Request should be submitted via purchase order to the building principal via email or in a manner outlined by the principal.
- iii. Teachers are responsible for utilizing the District Amazon account or a District Purchasing card for purchases and for ensuring that any purchases made are tax-exempt. If an individual elects to purchase items with personal funds, they will only be reimbursed for qualifying expenses exclusive of any sales taxes.
- iv. Funds should only be used for classroom supplies that will directly benefit students or for continuing education to improve pedagogical practices.
- v. Funds will not roll over year to year.
- vi. All non-consumable supplies will remain the property of the Preston School District.
- vii. Any reimbursements must be submitted to the individual school office by March 1 of each school year.

4. Leave days – The District will continue to offer 14 sick days and 4 personal days cumulative to six days. Employees have until March 16, 2024, to use personal leave in excess of six days. After that date, an employee will be paid out at a rate of \$88.00/day for those excess days.

5. Parenting Leave – The District will provide two weeks (eight working days) of paid parenting leave in connection with a qualifying birth or adoption of a child. Paid parenting leave shall run concurrently with leave under the Family Medical Leave Act (FMLA), as applicable. Parental leave must be used within 12 months of the birth or adoption of a child.

6. Recertification Fees – The District will continue to pay the Idaho SDE recertification costs of all certified employees that have served in a certified role for 13 or more years.

7. Duty-Free Lunch and Recess – Teachers are afforded duty-free lunch and recess.

8. District Copying – The District will continue to offer a summer copy position to make summer copies for teachers in each school building for the 2023-2024 school year.

- 9. Calendar Committee** – Each school site administrator will review the proposed calendar to school leadership teams and gather feedback. 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 students while incorporating feedback to the extent possible. Upon completion, the calendar will be presented to the school board for approval.
- 10. Leadership Stipend** – The District administration team will meet together to determine needed leadership roles within the District and outline a fixed amount or share for each identified role. Positions will be identified and filled by September 1. Payments for leadership roles will be made in May payroll.

Preston School District

Eff. Date: 9/01/2023

Medical

Benefits

Plan		PPO	HSA			
Individual Deductible (par/nonpar)		\$350/\$600	\$3,000			
Family Deductible (par/nonpar)		\$950/\$1,700	\$6,000			
Carrier Coinsurance (par/nonpar)		85%/70%	70%/50%			
Individual Out of Pocket Maximum (par/nonpar)		\$3,250/\$6,750	\$5,800			
Family Out of Pocket Maximum (par/nonpar)		\$6,500/\$13,500	\$11,600			
Copay for Primary/Specialist		\$0-\$20/\$20-\$40	30% After Deductible			
Prescription Rx Benefit	Rx Deductible	None	Combined W/Med			
	Annual OOP	\$2,000	Combined W/Med			
	Preferred Generic	\$10	30% After Ded			
	Non-Preferred	\$10	30% After Ded			
	Preferred Brand	\$30	30% After Ded			
	Non-Preferred Brand	\$60	30% After Ded			
	Preferred Specialty	\$100	30% After Ded			
	Non-Preferred Specialty	\$100	30% After Ded			
		Employer	Employee	Employer	HSA Cont	Employee
Employee Only		\$829.75	\$0.00	\$631.30	\$137.15	\$0.00
Employee & Spouse		\$1,601.65	\$197.60	\$1,316.31	\$137.15	\$47.94
Employee & Child		\$1,154.15	\$112.00	\$944.71	\$137.15	\$16.54
Employee & Children		\$1,291.03	\$177.02	\$1,073.25	\$137.15	\$40.50
Employee & Spouse & 1 Child		\$1,839.82	\$242.18	\$1,513.94	\$137.15	\$64.06
Employee, Spouse & Children		\$1,757.52	\$324.48	\$1,471.18	\$137.15	\$106.82

2023-2024
 PRESTON JOINT SCHOOL DISTRICT NO. 201
 INSTRUCTIONAL AND PUPIL SERVICE STAFFING SALARY SCHEDULE (***DRAFT***)
Approved by Preston School District Board of Trustees on:

Step	Lane					
	BA	BA+AP	BA+24	BA24+AP	MA	MA+AP
1	46,200		48,200		49,700	
2	47,124		49,124		50,624	
3	48,161		50,161		51,661	
4	49,317		51,317		52,817	
5	50,599	53,599	52,599	55,599	54,099	57,099
6	52,016	55,016	54,016	57,016	55,516	58,516
7	53,576	56,576	55,576	58,576	57,076	60,076
8	55,290	58,290	57,290	60,290	58,790	61,790
9	57,170	60,170	59,170	62,170	60,670	63,670
10	59,228	62,228	61,228	64,228	62,728	65,728
11	61,361	64,361	63,361	66,361	64,861	67,861
12	63,570	66,570	65,570	68,570	67,070	70,070
13	65,985	68,985	67,985	70,985	69,485	72,485

- 1) To enter the BA+24 lanes or MA lanes, employees must submit official documentation of degrees/credits earned by July 1 of the upcoming contract year and the District must receive confirmation from the Idaho State Department of Education (SDE) that the employee has been recognized as qualifying for the applicable education allocation prior to issuance of contract with lane change.
- 2) To enter the Advanced Professional (AP) lanes, employees must meet the following criteria outlined in Section 33-1201A of Idaho Code and the District must receive confirmation from the Idaho State Department of Education (SDE) that the employee has been recognized by SDE as having received the Advanced Professional Endorsement prior to issuance of contract with lane change.
 - (a) Held a professional endorsement for five (5) years or more;
 - (b) Held a renewable certificate and been employed in a public school for at least eight (8) years or more or have completed a state board of education-approved interim certificate of three (3) years or longer and held a renewable certificate and been employed in a public school for five (5) years or more;
 - (c) Met the following advanced professional compensation rung performance criteria for four (4) of the five (5) previous years or the third, fourth, and fifth year:
 - An overall rating of proficient or higher, no components rated as unsatisfactory or basic, and rated as distinguished in Domain II – Classroom Environment or Domain III – Instruction and Use of Assessment on the state framework for teaching evaluation or equivalent for Pupil Service staff; and
 - Seventy-five percent (75%) or more of applicant's students have met their measurable student achievement targets or student success indicator targets.
 - (d) During three (3) of the previous five (5) years, have served in an additional building or district leadership role;
 - (e) Have an annual individualized professional learning plan developed in conjunction with the employee's supervisor and a self-evaluation