

Preston Joint School District No. 201
2024-2025 Negotiated Agreement

1. **Salary** – See attached 2024-2025 salary schedule.
2. **PERSI** – The District will pay into the Public Employee Retirement System of Idaho for the employee at the employer contribution rate increase from 12.69% to 13.48% for the 2024-25 school year. (The employee will be responsible for the employee contribution of 8.08%)
3. **Medical Insurance** – The insurance option for 2024-2025 is included below.
The District renewal has a PPO option with a \$350 deductible and an HSA option with a \$3,200 deductible, with the employer/employee premium options and HSA contributions as indicated.
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 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 four (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, etc.
8. **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:
 - a. At the beginning of the school year, the district will distribute classroom supply money to each school, which will be based on \$410 per FTE.
 - 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 March 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 March 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 in May.

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 March 15, 2025, to use personal leave in excess of six days. After that date, an employee will be paid out at a rate of \$96.00/day for any excess days. Upon retirement, an employee with any unused personal leave will be paid out at the \$96.00 per day rate.
11. **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, and is available upon employment in the district.
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. **District Copying** – The District will offer a summer copy position at each school to make summer copies for grade level or department teams for the 2024-25 school year.
15. **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.
16. **Professional Development: Dyslexia** – The District will pay the registration cost to bring in a trainer to teach the 1-credit Understanding Dyslexia Course locally to those teachers desiring to take the course. Optional Credit for the teachers will be arranged and paid for through a grant.
17. **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 a greater commitment. 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 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.

18. **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 administrator deems it necessary because unavoidable or unforeseen circumstances, it can 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 within a calendar school year.

19. **Calendar Committee** - Each school site administrator will review the proposed calendar with school leadership teams to 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 the students while incorporating feedback to the extent possible. Upon completion, the calendar will be presented to the school board for review and subsequent approval.

Signature PEA Lead Negotiator

Date

Signature PEA President

Date

Signature School Board Chairman

Date

Signature School Board Vice Chairman

Date

Signature Superintendent

Date

Preston School District #201

Instructional and Pupil Service Staff Salary Schedule 2024-25

	BA	BA+P	BA+AP	BA24+P	BA24+AP	MA+P	MA+AP
1	\$ 47,500					\$ 49,500	
2	\$ 48,650					\$ 50,066	
3	\$ 49,800					\$ 51,124	
4	\$ 49,317	\$ 50,303		\$ 52,303		\$ 53,803	
5	\$ 50,599	\$ 51,611	\$ 54,611	\$ 53,611	\$ 56,611	\$ 55,111	\$ 58,111
6	\$ 52,016	\$ 53,056	\$ 56,056	\$ 55,056	\$ 58,056	\$ 56,556	\$ 59,556
7	\$ 53,576	\$ 54,648	\$ 57,648	\$ 56,648	\$ 59,648	\$ 58,148	\$ 61,148
8	\$ 55,290	\$ 56,396	\$ 59,396	\$ 58,396	\$ 61,396	\$ 59,896	\$ 62,896
9	\$ 57,170	\$ 57,742	\$ 60,742	\$ 59,742	\$ 63,250	\$ 61,242	\$ 64,750
10	\$ 59,228	\$ 59,820	\$ 62,820	\$ 61,820	\$ 65,250	\$ 63,320	\$ 67,000
11	\$ 61,361	\$ 61,975	\$ 64,975	\$ 63,975	\$ 67,250	\$ 65,475	\$ 69,000
12	\$ 63,570	\$ 64,206	\$ 67,206	\$ 66,206	\$ 69,500	\$ 67,706	\$ 71,250
13	\$ 65,985	\$ 66,645	\$ 69,250	\$ 68,645	\$ 71,500	\$ 70,145	\$ 73,250

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 2024-25 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

All PSD employees will receive a one-time bonus of \$500 per FTE with the exception of Step 13, who will receive a one-time bonus of \$1000 per FTE paid in Sept 2024.

Preston School District

Eff. Date: 9/01/2024
Medical

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

Premium:

Employee Only
Employee & Spouse
Employee & Child
Employee & Children
Employee & Spouse & 1 Child
Employee, Spouse & Children

Monthly

Annual

Premium % Difference

Current Contribution

Blue Cross SWS Trust						
Option 1 - PPO			Option 2 - HSA			
PPO			HSA			
\$350/\$600			\$3,000			
\$950/\$1,700			\$6,000			
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			
Total	Employer	Employee	Employer	Employee		
68	\$829.75	\$0.00	13	\$631.30	\$137.15	\$0.00
9	\$1,601.65	\$197.60	7	\$1,316.31	\$137.15	\$47.94
2	\$1,154.15	\$112.00	1	\$944.71	\$137.15	\$16.54
7	\$1,291.03	\$177.02	2	\$1,073.25	\$137.15	\$40.50
6	\$1,839.82	\$242.18	2	\$1,513.94	\$137.15	\$64.06
22	\$1,757.52	\$324.48	21	\$1,484.18	\$137.15	\$93.82
114	\$131,887.72	\$11,833.18	46	\$54,707.94	\$6,308.90	\$2,531.46
\$1,582,652.64			\$656,495.28			
\$141,998.16			\$75,706.80			
\$30,377.52			\$30,377.52			

Renewal Contribution

Blue Cross SWS Trust				
Renewal Option 1 - PPO		Renewal Option 2 - HSA		
PPO		HSA		
\$350/\$600		\$3,200		
\$950/\$1,700		\$6,400		
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
\$892.10	\$0.00	\$678.80	\$153.82	\$0.00
\$1,722.84	\$213.41	\$1,416.97	\$153.82	\$51.78
\$1,241.14	\$120.96	\$1,016.49	\$153.82	\$17.86
\$1,388.37	\$191.18	\$1,154.96	\$153.82	\$43.74
\$1,979.20	\$261.55	\$1,629.87	\$153.82	\$69.18
\$1,890.31	\$350.44	\$1,597.72	\$153.82	\$101.33
\$141,831.27	\$12,779.83	\$58,881.57	\$7,075.49	\$2,733.98
\$1,701,975.19	\$153,358.01	\$706,578.88	\$84,905.93	\$32,807.72
7.54%	8.00%	7.63%	12.15%	8.00%

For Illustrative purposes only

Total Employer Cost	\$2,314,854.72
% Increase	
Total Employee Cost	\$172,375.68
% Increase	

\$2,493,460.00
7.72%
\$186,165.73
8.00%



Preston School District

Eff. Date: 09/01/2024

Vision Quotes

Employer Paid

Sold Renewal

		VSP through Blue Cross	
		Current	Renewal
Exam		One every 12 Months \$25 Copay	One every 12 Months \$25 Copay
Lenses - Every 12 Months		\$25 Copay*	\$25 Copay*
Single Vision Lenses		Paid in full w/exam	Paid in full w/exam
Lined Bifocal Lenses		Paid in full w/exam	Paid in full w/exam
Lined Trifocal Lenses		Paid in full w/exam	Paid in full w/exam
Frames - Every 12 Months		\$25 Copay*	\$25 Copay*
		\$130 Allowance	\$130 Allowance
Contacts - Every 12 Months		\$130 Allowance	\$130 Allowance
Employee Only	90	\$6.70	\$6.70
Employee & Spouse	17	\$14.75	\$14.75
Employee & Child	5	\$10.30	\$10.30
Employee & Children	9	\$12.00	\$12.00
Employee & Family	49	\$17.05	\$17.05
Total	170	\$1,848.70	\$1,848.70
Annual Total		\$22,184.40	\$22,184.40
% Change			0.00%

*Only one \$25 Copay every 12 months



Health Plan

PARTNERS

Preston School District

Eff. Date: 09/01/2024

Dental Quotes

Renewal

MetLife Option

Benefit		Delta Dental				MetLife	
		Current		Renewal		Option 1	
		PPO	Premier	PPO	Premier	In-Network	Out-of-Network
Type I - Preventive/Diagnostic							
<i>Benefit Year Deductible</i>		\$0	\$0	\$0	\$0	\$0	\$0
<i>Company Pays</i>		70%-100% Incentive		70%-100% Incentive		100%	100%
Type II - Basic Restorative							
<i>Benefit Year Deductible</i>		\$0	\$0	\$0	\$0	\$0	\$0
<i>Company Pays</i>		70%-100% Incentive		70%-100% Incentive		100%	100%
<i>Includes Endo (root canal)</i>		Yes	Yes	Yes	Yes	Yes	Yes
<i>Includes Perio (gum disease)</i>		Yes	Yes	Yes	Yes	Yes	Yes
<i>Waiting Period</i>		None		None		None	
Type III - Major Restorative							
<i>Benefit Year Deductible</i>		\$0	\$0	\$0	\$0	\$0	\$0
<i>Company Pays</i>		50%	50%	50%	50%	50%	50%
<i>Includes Endo (root canal)</i>		No	No	No	No	No	No
<i>includes Perio (gum disease)</i>		No	No	No	No	No	No
<i>Waiting Period</i>		None		None		None	
Maximum Benefit Year Type I, II, & III		\$1,250		\$1,250		\$1,250	
		Premium		Premium		Premium	
Employee	64	\$31.94		\$33.22		\$30.47	
Employee & Spouse	26	\$68.91		\$71.67		\$65.73	
Employee & Child	4	\$61.32		\$63.77		\$87.03	
Employee & Children	8	\$91.24		\$94.89		\$87.03	
Family	62	\$122.30		\$127.19		\$116.66	
Monthly Total	164	\$12,393.62		\$12,889.48		\$11,936.34	
Annual Total		\$148,723.44		\$154,673.76		\$143,236.08	
				4.00%		-3.69%	

