

**Preston Joint School District No. 201**  
**2025-2026 Final Negotiated Agreement**

1. **Salary** – The state minimums will be adopted for each required cell. The remaining cells will be increased by 2.55% with the exception of column 1 cells 5 and up. See the attached 2025-2026 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 2025-2026 is included below.  
The Health insurance has a PPO option with a \$350 deductible and an HSA option with a \$3,300 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. **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 in May 1<sup>st</sup>

- h. All classroom supplies need to be approved by the school administration before purchase is made.

8. **Sick Leave** – The District will continue to offer 14 sick days.
9. **Personal Leave** – The District will offer four (4) personal days, cumulative to six (6) days. Employees have until March 15, 2026, 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 sick leave will be paid out at the \$96.00 per day rate.
10. **Parenting Leave** – The District will provide one week (four 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.
11. **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.
12. **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.
13. **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.
14. **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 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.
15. **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.

16. **District Copying-** The district will offer a summer copy position at each school to make summer copies for grade-level or department materials used by the whole team for the 2025-26 school year.

- a. District copying services will only be used for curriculum approved and purchased by the Preston School District.

17. **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.

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PEA President

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Date

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School Board Chairman

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Date

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	<b>BA</b>	<b>BA+P</b>	<b>BA+AP</b>	<b>BA24+P</b>	<b>BA24+AP</b>	<b>MA+P</b>	<b>MA+AP</b>
<b>1</b>	\$ 50,252.00	\$ -	\$ -	\$ -	\$ -	\$ 53,042.00	\$ -
<b>2</b>	\$ 51,533.43	\$ -	\$ -	\$ -	\$ -	\$ 54,394.57	\$ -
<b>3</b>	\$ 52,847.53	\$ -	\$ -	\$ -	\$ -	\$ 55,781.63	\$ -
<b>4</b>	\$ 53,402.00	\$ 53,402.00	\$ -	\$ 55,042.00	\$ -	\$ 57,204.06	\$ -
<b>5</b>	\$ 54,763.75	\$ 54,763.75	\$ -	\$ 56,445.57	\$ -	\$ 58,662.77	\$ -
<b>6</b>	\$ 54,763.75	\$ 56,160.23	\$ -	\$ 57,884.93	\$ -	\$ 60,158.67	\$ -
<b>7</b>	\$ 54,763.75	\$ 57,592.31	\$ 64,427.00	\$ 59,361.00	\$ 66,427.00	\$ 61,692.71	\$ 67,927.00
<b>8</b>	\$ 54,763.75	\$ 59,060.92	\$ 66,069.89	\$ 60,874.70	\$ 68,120.89	\$ 63,265.88	\$ 69,659.14
<b>9</b>	\$ 54,763.75	\$ 60,566.97	\$ 67,754.67	\$ 62,427.01	\$ 69,857.97	\$ 64,879.16	\$ 71,435.45
<b>10</b>	\$ 54,763.75	\$ 62,111.43	\$ 69,482.41	\$ 64,018.90	\$ 71,639.35	\$ 66,533.58	\$ 73,257.05
<b>11</b>	\$ 54,763.75	\$ 63,695.27	\$ 71,254.22	\$ 65,651.38	\$ 73,466.15	\$ 68,230.18	\$ 75,125.11
<b>12</b>	\$ 54,763.75	\$ 65,319.50	\$ 73,071.20	\$ 67,325.49	\$ 75,339.54	\$ 69,970.05	\$ 77,040.80
<b>13</b>	\$ 54,763.75	\$ 66,985.15	\$ 74,934.51	\$ 69,042.29	\$ 77,260.70	\$ 71,754.29	\$ 79,005.34

Preston School District		Current Contribution							Renewal Contribution Calculator						
Eff. Date: 9/01/2025															
Medical		Blue Cross SWS							Blue Cross SWS						
Benefits		Renewal Option 1			Renewal Option 2				Option 1		Option 2				
Plan		PPO			HSA				PPO		HSA				
Individual Deductible (par/nonpar)		\$350/\$600			\$3,200				\$350/\$600		\$3,300				
Family Deductible (par/nonpar)		\$950/\$1,700			\$6,400				\$950/\$1,700		\$6,600				
Carrier Coinsurance (par/nonpar)		85%/70%			70%/50%				85%/70%		70%/50%				
Individual Out of Pocket Maximum (par/nonpar)		\$3,250/\$6,750			\$5,800				\$3,250/\$6,750		\$5,800				
Family Out of Pocket Maximum (par/nonpar)		\$6,500/\$13,500			\$11,600				\$6,500/\$13,500		\$11,600				
Copay for Primary/Specialist		\$0-\$20/\$20-\$40			30% After Deductible				\$0-\$20/\$20-\$40		30% After Deductible				
Prescription Rx Benefit		Rx Deductible	None		Combined W/Med				None		Combined W/Med				
	Annual OOP	\$2,000			Combined W/Med				\$2,000		Combined W/Med				
	Preferred Generic	\$10			30% After Ded				\$10		30% After Ded				
	Non-Preferred	\$10			30% After Ded				\$10		30% After Ded				
	Preferred Brand	\$30			30% After Ded				\$30		30% After Ded				
	Non-Preferred Brand	\$60			30% After Ded				\$60		30% After Ded				
	Preferred Specialty	\$100			30% After Ded				\$100		30% After Ded				
	Non-Preferred Specialty	\$100			30% After Ded				\$100		30% After Ded				
	Total	Employer	Employee		Employer		Employee		Employer	Employee	Employer	HSA Cont	Employee		
Employee Only	63	\$892.10	\$0.00	16	\$678.80	\$153.82	\$0.00		\$928.50	\$26.40	\$723.50	\$155.00	\$0.00		
Employee & Spouse	10	\$1,722.84	\$213.41	10	\$1,416.97	\$153.82	\$51.78		\$1,859.19	\$215.01	\$1,515.04	\$155.00	\$52.16		
Employee & Child	2	\$1,241.14	\$120.96	1	\$1,016.49	\$153.82	\$17.86		\$1,336.88	\$121.87	\$1,085.25	\$155.00	\$18.00		
Employee & Children	6	\$1,388.37	\$191.18	1	\$1,154.96	\$153.82	\$43.74		\$1,499.23	\$192.62	\$1,234.68	\$155.00	\$44.07		
Employee & Spouse & 1 Child	6	\$1,979.20	\$261.55	4	\$1,629.87	\$153.82	\$69.18		\$2,107.13	\$293.52	\$1,743.45	\$155.00	\$69.70		
Employee, Spouse & Children	22	\$1,890.31	\$350.44	22	\$1,583.68	\$153.82	\$115.37		\$2,047.58	\$353.07	\$1,696.92	\$155.00	\$116.23		
Monthly	109	\$137,705.24	\$12,802.06	54	\$68,562.51	\$8,306.02	\$3,394.14		\$146,446.20	\$14,741.30	\$73,352.31	\$8,369.97	\$3,419.59		
Annual		\$1,652,462.87	\$153,624.73		\$822,750.15	\$99,672.18	\$40,729.65		\$1,757,354.40	\$176,895.60	\$880,227.68	\$100,439.66	\$41,035.12		

