

Procedural Agreement

McCall Donnelly Education Association and Board of Directors

McCall Donnelly School District No. 421

McCall, Idaho

May 15, 2026

The McCall Donnelly Education Association Team and the Board Team reached tentative agreement on the term of the Agreement for the 2026-2027 year on May 15, 2026.

THE TERMS OF THE TENTATIVE AGREEMENT ARE OUTLINED BELOW AND WILL BE REFLECTED WHERE NECESSARY IN THE MASTER AGREEMENT:

IT IS HEREBY AGREED that to improve language in the Master Agreement:

1. The 16 hour language will be adjusted to reflect the ability for administrators to schedule those 16 hours in up to 6 days, and that teachers are to be present in the building unless contracted for a game or event that has prior approval from the building administrator. The time missed will be made up at the discretion of the building administrator. These dates must be on the calendar by September 1st and calendars will be stored in the forms section of Sharepoint with the master agreement.
2. If a certified employee gives notification of early resignation as laid out in the Master Agreement, the \$1000 will be disbursed in June. Employees must fulfill the entirety of the original contract to receive this.
3. An update to the language will be made under college tuition reimbursement to better understand that the district provides a one time \$4000 amount towards a first master's degree.
4. Language previously used in the master agreement in sick leave, will also be added to personal leave as section h:
 - a. If an employee terminates their contract or employment prior to the end of the contract year, the allocated personal days for the year will be pro-rated to the month of completed service.
5. Bereavement language in the master agreement will be as followed:
 - a. Certificated employees will be granted up to a maximum of five (5) days per year leave with pay and benefits per occurrence for a death in their immediate family. Bereavement days are to be used within the same school year. Sick leave may be used for additional bereavement leave.

IT IS FURTHER AGREED: in relationship to House Bill 516

1. Language will be added to the master agreement in professional leave that states:

- a. This District will allow 8 days absence, with pay, to the aggregate (not individually) of the certificated personnel to attend sanctioned MDEA, IEA and NEA activities that will not require approval of either the principal or Superintendent. The employee may apply to the Superintendent for up to 5 additional aggregate days. Notification of this absence shall be given in writing to the principal, Superintendent, and Director of Finance at least 3 days prior to the absence. MDEA will pay for this leave at the employee's daily rate plus benefits and cost of substitute.
- 2. The following definition will be added to teacher hours to reflect what "in-duty" status is:
 - a. In Duty Status: Staff shall be considered "In Duty Status" during the workday, which shall begin 30 minutes before the first bell of the day and end 30 minutes after the last bell of the day. Lunch shall be considered duty-free (not "In Duty Status").
- 3. Language will be added to the M.A. that defines rights to Association Representation and Flex time under grievances as follows:
 - a. **Bargaining unit members shall have the right to Association representation during:**
 - i. Investigatory interviews that the employee reasonably believes may lead to discipline
 - ii. Disciplinary Meetings
 - iii. Grievance Meetings
 - iv. Employee appeal hearings or meetings
 - v. Evaluation conferences and related discussions
 - vi. Termination or nonrenewal meetings
 - vii. Other administrative or legal proceedings involving the district and the employee.

The meeting shall be held at a time the employee is not considered "in duty status," as defined by applicable law (see IC 331277 (2) (C)). If the meeting occurs during "In Duty Status," flextime shall be utilized to conduct the meeting. Association representation includes but is not limited to, local presidents, officers of the local association, or the Idaho Education Association. All meetings must be approved by the Local President.

- Upon approval from the building administrator or Superintendent, staff shall be provided flextime that shall be considered duty-free time that the staff member will be required to make up at a time arranged with the building administrator or superintendent. Flextime is only available in regard to the right to Association representation.

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- 4. Language will be addressed in the MA regarding teacher evaluations to state:
McCall-Donnelly School District will create a standing evaluation committee with

recommended names from the local association and will have representation from each school building chaired by the superintendent. MDSO Policy #5221 Evaluation of Certificated Personnel will be reviewed annually by the board prior to March. All certified evaluations will be in accordance with [IDAPA rule 08.02.02.120](#).

IT IS FURTHER AGREED that the terms of professional salaries and benefits for the 2026-2027 contract year shall be as follows:

- The district will provide steps and lanes to all certificated employees.
- The district will adjust the bottom right of the pay scale to reflect the aligned percent increase in the salary schedule, so it will show a pay of \$91,230 at MA16.
- The district will pay the 19.5% increase in insurance coverage, and these increase changes will be reflected in the MA.
- The district will continue to cover the \$800 HSA contribution and the matching \$500.
- The district will remove 1 Teacher Training Day from the Calendar, and this will be reflected in the MA under number of teacher days. It will now show 5 teacher training days, 181 days plus 16 hours, and that daily rate of pay is based off 183 days.

ATTEST:

MDEA Team Representative Date

Board Team Representative Date