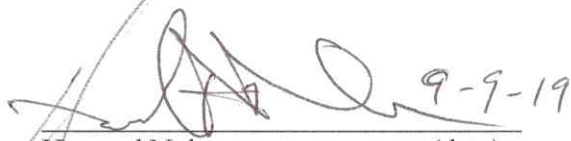



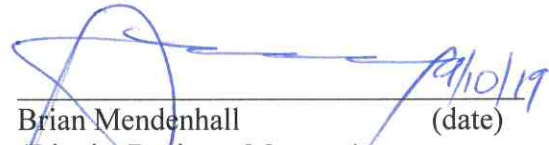
## Preston School District #201 2019-2020 Negotiated Agreement

1. The district will maintain 14 sick days per full time certified employee.
2. The 2019-2020 salary schedule as listed below.
3. The insurance option for the 2019-2020 school year is also listed below. The District is staying with the 5 tier rate plan. The standard insurance plan will be a PPO \$1000 deductible with the outlined package guidelines. The employee may participate in a buy-up option of PPO \$750 at a cost of \$21.10/month to the employee. There is also a basic (catastrophic) option available. There will not be a cost increase to an employee for single coverage with the \$1000 plan or the catastrophic option.
4. Teachers will receive their Education Credit Bonus (\$2000 for BA+24 and \$3500 for MA) per state allocation plus an additional \$300 for BA+24 and \$600 for MA, in a separate check from the district. District needs proof of credits by September 1, 2019.
5. The district agrees to allocate \$300 per classroom teacher for use in purchasing classroom supplies. Non-consumable items purchased with these funds will remain the property of the district. Other parameters regarding the use of these funds will be determined by building principals.

  
Howard Nelson (date) 9-9-19  
(PEA Lead Negotiator)

  
Marc Gee (date)  
(District Superintendent)

  
Amy Marshall (date) 9/3/19  
(PEA President)

  
Brian Mendenhall (date) 9/10/19  
(District Business Manager)

  
Joy Christensen (date) 9-10-19  
(School Board Chairman)

## Preston School District #201 Salary Schedule 2019-2020

2018-2019	2019-2020
\$36,400	\$39,100
\$36,600	\$39,550
\$36,800	\$39,800
\$37,400	\$42,500
\$39,328	\$42,953
\$41,537	\$43,409
\$43,430	\$46,915
\$45,503	\$48,978
\$47,610	\$49,950
\$49,466	\$51,000
\$49,830	\$51,750
\$49,912	\$52,500
\$51,786	\$53,250
\$52,170	\$54,000
\$54,065	\$54,750
\$54,470	\$55,500
\$56,622	\$57,475

Teachers with an overall evaluation of proficient or better will move down one step on the ladder from 2018-2019 to 2019-2020.

## Insurance Information (2019-2020)

Employees must be employed full-time (32 or more hours per week - Policy 473) to receive a full insurance package. Preston School District will pay the premium for the employee only. When deductions are taken for insurance, they are pre-taxed.

Plan aspects: Doctor Co-Pay is \$30 for general doctor and \$60 for a specialist; Drug Card is \$10 for generic and a \$250 deductible for name-brand drugs, once deductible has been met, drug card is \$30 and \$50; 80% Co-insurance; Rate changes effective Sept. 1, 2019. A family must meet two individual deductibles per calendar year. Out of pocket for \$750 deductible is \$2,250 – single and 4,500 – family; \$1,000 deductible is \$2,500 – single and \$5,000 - family; \$3,000 deductible is \$5,800 – single and \$11,600 – family. These are In-Network amounts, Out of Network amounts will be higher.

### Insurance Rates 2019-20

#### \$750 PPO

	Medical	Dental	Vision	Total	Dist Pay	Emp Pay
Single	598.50	32.70	6.70	637.90	616.80	21.10
E/Spouse	1,315.05	70.85	14.75	1,400.65	663.00	737.65
E/Child	921.40	62.90	10.30	994.60	650.60	344.00
E/Children	1,070.95	93.60	12.00	1,176.55	683.00	493.55
Family	1,525.30	125.55	17.05	1,667.90	720.00	947.90

### Insurance Rates 2019-20

#### \$1000 PPO

	Medical	Dental	Vision	Total	Dist Pay	Emp Pay
Single	577.40	32.70	6.70	616.80	616.80	-0-
E/Spouse	1,269.75	70.85	14.75	1,355.35	663.00	692.35
E/Child	889.00	62.90	10.30	962.20	650.60	311.60
E/Children	1,033.20	93.60	12.00	1,138.80	683.00	455.80
Family	1,471.65	125.55	17.05	1,614.25	720.00	894.25

### Insurance Rates 2019-20

#### \$3000 Basic

	Medical	Dental	Vision	Total	Dist Pay	Emp Pay
Single	465.70	32.70	6.70	505.10	505.10	-0-
E/Spouse	1,024.00	70.85	14.75	1,019.60	663.00	446.60
E/Child	717.00	62.90	10.30	790.20	650.60	139.60
E/Children	833.20	93.60	12.00	938.80	683.00	255.80
Family	1,186.80	125.55	17.05	1,329.40	720.00	609.40