

AGREEMENT BETWEEN DIETRICH SCHOOL DISTRICT 314 AND DIETRICH EDUCATION ASSOCIATION

SECTION 1.0 - AGREEMENT

1.01 Preamble

This Agreement by and between the Dietrich Education Association and the Dietrich School Board of Trustees for the 2026-2027 school year is created in an atmosphere of mutual trust and respect. We believe that this is in our best interest, and not only ensures a more collegial atmosphere in which to work, but also fosters positive relations with the community and provides a healthier learning environment for our students.

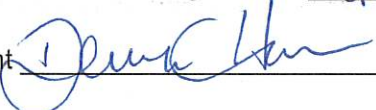
1.02 Procedures

The procedures for negotiations are as set forth in Idaho Code, Sections 33-1271 through 33-1276.

1.03 Duration

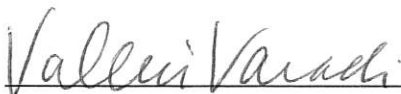
1. The provisions of this Agreement shall have a duration of one year, commencing on July 1, 2026 and terminating on June 30, 2027.

2. I certify that a majority of the Dietrich Education Association members voted to ratify this agreement by at their meeting held on September 7th, 2026

DEA President 

Date: 9/28/2026

3. I certify that a majority of the Trustees of Dietrich School District 314 voted to ratify this agreement at their meeting held on September 8, 2026

Board Chair 

Date: 9/22/2026

The invalidity or unenforceability of any provision of this Agreement shall not affect the validity or enforceability of any other provision. Any invalid or unenforceable provision shall be deemed severed from this Agreement to the extent of its invalidity or unenforceability, and this Agreement shall be construed and enforced as if the Agreement did not contain that particular provision to the extent of its validity or unenforceability.

SECTION 2.0 – LEAVES

2.01 Sick Leave

Certificated employees who work half time or more per week shall be granted sick leave and other leaves in accordance with State law. Each such employee shall be granted sick leave with full pay of one (1) day as projected for the employment year for each month of service in which he or she works a majority portion of that month. Sick leave for certificated employees shall be calculated by the day, or percentage thereof, as defined in his or her individual employment contract.

The District, may in its discretion, require proof of illness when deemed appropriate, including but not limited to abuse of sick leave or false claims of illness. Compensation shall not be provided for unused sick leave.

"Sick leave" means a leave of absence, with pay, for a sickness suffered by an employee or his or her immediate family. "Immediate family" for purposes of sick leave shall mean the employee's spouse, parent, child, sibling, grandparents and/or grandchild including any step or in law relationships. Nothing in this policy guarantees approval of the granting of such leave in any instance.

Each request will be judged by the District in accordance with this policy and the needs of the District. It is understood that seniority shall accumulate when a teacher or employee is in a paid status. Utilizing accrued sick leave places the employee in paid status. Unpaid leave of absence or unpaid sick leave does not place the employee in paid status and the employee will not accumulate seniority.

There is no accrual of sick leave during paid or unpaid leaves of absence.

Unused sick leave shall accrue from year to year as long as an employee remains continuously in the service of the District. Upon retirement, an employee's accumulated unused sick leave must be reported by the District to the Public Employee Retirement System. For the 2026-2027 school year, 10 sick days will be allocated per certificated employee.

2.02 Sick Leave Bank

Each full time employee of Dietrich School District may participate in the Sick Leave Bank. To participate, the employee will contribute two (2) nonrefundable days of his/her earned sick leave days or as determined by the Sick Leave Bank Committee prior to October 1. The contributed sick leave days shall form a fund of sick leave days that will be available to all eligible participating employees upon recommendation of the Sick Leave Bank Committee.

A threshold of (50) days will be established in the Sick Leave Bank. When the total days available in the Sick Leave Bank falls below fifty (50) the Sick Leave Bank Committee will equally assess each member additional days required to reestablish the fifty (50) day threshold.

Sick leave days contributed will be deducted from the individual's previously accumulated sick leave. The contributed sick leave days will form a bank of sick leave days that will be available to all eligible employees whose absence from work is due to illness or injury extending beyond their available sick leave.

In order for an employee to be eligible for sick leave benefits from the SLB he or she must:

1. Be a contributor to the Bank
2. Be absent from work due to illness or accident
3. Have used all accumulated sick leave and personal leave

All requests for use of the Bank will be submitted to the SLB Committee (SLBC), comprised of the Superintendent or designee, Business Manager, and an assigned staff member appointed by the Superintendent. The Committee will review the request and determine if the employee is eligible to use the SLB. If the Committee deems necessary, proof of illness may be required at the time of application and periodically during the granted period.

The SLBC will have the authority to establish operational procedures necessary to implement this program. After a complete review of the application, the Committee will have the authority to make final decisions as to the disposition of the applicant's request within established operational procedures.

The maximum number of days that may be granted in any 12 month period will be the remaining number of days an employee is contracted to work during that 12 month period, not to exceed sixty (60) days.

Days borrowed from the Sick Leave Bank must be paid back to the Bank at the minimum rate of two (2) days per year, commencing with the year following the year when the days are borrowed.

Personnel retiring or leaving the employment of the district must repay any indebtedness to the Sick Leave Bank with accumulated sick leave days prior to departure.

2.03 Personal Leave

Each employee may be granted, upon written request, four (4) days of personal leave with pay, as defined by the employee's regular work day, at no cost to the employee. Requests for personal leave must be made in writing and submitted to the supervisor a minimum of one (1) day in advance. All requests for personal leave will be submitted via weblink.

Once approved you will receive an email stating that your leave has been approved by your direct supervisor. In emergency situations a verbal request may be made.

Two additional days of personal leave may be requested with stipulation that the employee reimburse the District the amount paid for the certified substitutes.

An employee who has used personal leave in excess of that which was earned, shall have that percentage of their contract or work agreement deducted from their paycheck for each additional day of personal leave.

Requests for personal leave will be limited to extraordinary circumstances during the first and last two (2) weeks of school and the last two (2) days immediately preceding or following a school vacation. Personnel shall be granted personal leave at full pay to be taken at the convenience of the District. The direct supervisor may deny or limit approval of personal leave on any given day based on the needs of the school.

Personal leave days are accrued at the rate of two for every one-half of the employee's defined school year. If the employee is hired for less than the full year, the number of personal days will be prorated. These days may be taken as full or half days of any combination thereof resulting in a total of not more than four (4) full days.

An employee who has accumulated the maximum balance of eight (8) personal leave days may elect to receive payment for up to two (2) unused personal leave days during that fiscal year at the Board-approved substitute daily rate, provided the employee has not used those personal leave days during the fiscal year. Because employees cannot accumulate the maximum balance of eight (8) personal leave days until completing at least two (2) years of employment with the District, employees are not eligible for the personal leave payout until they have attained the maximum accumulated balance. Any personal leave used during the fiscal year shall reduce the amount of leave eligible for payout.

Employees who elect the personal leave payout shall have their accumulated personal leave balance reduced accordingly following payment.

2.04 Bereavement Leave

An employee who has a death in the immediate family shall be eligible for bereavement leave. "Immediate family" for purposes of bereavement leave shall mean the employee's

spouse, grandparents, grandparents of spouse, children, parent, or parent of spouse, and siblings.

The Superintendent shall have the authority to give bereavement leave for up to five (5) days.

Bereavement leave of greater than five (5) days must be approved by the Board. Such leave shall not exceed ten (10).

2.05 Parental Leave

The District will provide four (4) 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.

2.06 Leave of Absence

The Board believes that the provision of leaves helps to attract and retain staff members who will continue to grow professionally, maintain their physical health, and have a feeling of security. The Board has the authority to grant any employee's request for a leave of absence. The Board may also delegate this authority to a designee. If the Board delegates this authority it shall ratify or nullify the action regarding the request for a leave of absence at the next regularly scheduled meeting, or at a special meeting should the next regularly scheduled Board meeting not be within a period of twenty-one (21) days from the date of such action.

SECTION 3.0 WORKING CONDITIONS

3.01 Calendar:

The 2026-2027 calendar is attached as Appendix A to this agreement

3.02 Work Day

The normal working day is 7:30AM to 4:30PM Monday and Tuesday, and 7:30AM to 4:00PM Wednesday and Thursday with a 30 minute duty free lunch period on regularly scheduled work days as identified in item 3.01

Four (4) Friday contract half-days are included in the calendar.

October 21, 2026 and March 15, 2027 work hours are 7:30AM to 7:00PM to account for regularly scheduled parent teacher conferences.

3.03 Contract Days

Certificated employees shall be contracted for 150 working days (1,252.75 hours) for the 2026-2027 school year.

SECTION 4.0 – COMPENSATION

4.01 Salary Schedule

The 2026-2027 certificated employee salary schedule is attached as Appendix B to this agreement.

Placement and movement on the salary schedule will be based on meeting performance criteria outlined in Idaho Code 33-1004B.

4.02 Stipends

The 2026-2027 stipend schedule is attached as Appendix C to this agreement.

4.03 Benefits

Insurance Benefits for Employees

Certificated employees who are hired at 0.5 FTE or greater, will be eligible for insurance benefits offered by the District.

Classified employees who work twenty (20) hours or more per week will be eligible for group health insurance.

The District shall provide a healthcare plan on a continuous, twelve month basis for all eligible employees. The District will fund up to \$928.00 per month for all eligible full time employees (classified who work thirty (30) hours or more per week and certificated contracted for 0.75 FTE or greater), to be used towards District health, dental, and vision insurance monthly premiums. The District will fund 3.00 per employee for District life Insurance policy.

The District will fund up to half of the staff allocated insurance premium amount per month for employees who are hired part-time (classified who work between twenty (20) and twenty-nine (29) hours per week and certificated contracted between 0.5 and 0.74 FTE) to be used toward District health, dental, vision, and life insurance monthly premiums. The District will fund 3.00 per employee for District life Insurance policy.

District employees who do not meet the above criteria will be allowed to participate in the District's group health insurance program provided that any qualified individual who desires to participate in the program shall pay the monthly premium to the District by the 15th of each month. Should any participant fail to make premium payments as set forth herein, his or her insurance coverage will be automatically canceled.

The 2026-2027 health insurance package is attached as Appendix D to this agreement.

Appendix A - Calendar

2026-2027 Dietrich School District Calendar

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Appendix B - Certified Staff Salary Schedule

R1	\$50,252				
R2	\$51,302				
R3	\$52,352				
P1	\$53,402	Additional Allocations			
P2	\$55,239				
P3	\$57,077				
P4	\$58,914				
P5	\$60,752		BA +24	\$2,000	
AP1	\$64,427		MA	\$3,500	
AP2	\$66,527		CTE	\$3,000	
AP3	\$68,627				
AP4	\$70,727				
AP5	\$72,827				

Appendix C - Stipends

26-27 School Year Certified Staff Stipends

Stipend	
Data Coordinator	2000
Team Lead Elementary	1000
Team Lead Elementary	1000
Mentor 1st grade	800
Mentor 5th Grade	800
Mentor 6th Grade	1000
Mentor Special Education Teacher	1000
Special Education Director	3500 Michele
Music Elementary	1000
Student council	500
After School Help	2500 Has been split between teachers
9th Grade Advisor	500
10th Grade Advisor	500
11th Grade Advisor	1000
12th Grade Advisor	1000
Social Media Specialist	1000
Science Teacher Mentor	1000
Team Lead Secondary	1000
Team Lead Secondary	1000
BPA/Yearbook Stipend	3000 Lori Norman - CTE Funds
FFA Stipend	6000 Steve Shaw - CTE Funds
AD Stipend	6000.00 could be split up

Sunshine	500.00
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Appendix D

Dietrich School District

Group#:G1023363

2026-2027 SelectHealth Employee Benefit Premiums

	Gold \$0/\$0		Gold \$2,000/\$4,000		Silver \$5,900/\$11,800 HSA		Silver \$3,000/\$6,000		Silver \$5,500/\$11,000
	2025	2026 - Renewal	2025	2026 - Renewal	2025	2026 - Renewal	2025	2026 - Renewal	2026 - Premiums
Employee	\$838.60	\$915.20	\$805.00	\$870.70	\$708.70	\$766.80	\$644.40	\$704.20	\$684.70
EE+Spouse	\$1,677.20	\$1,830.40	\$1,610.00	\$1,741.40	\$1,417.30	\$1,533.60	\$1,288.80	\$1,408.40	\$1,369.40
EE+Child(ren)	\$1,593.40	\$1,738.90	\$1,529.50	\$1,654.40	\$1,346.50	\$1,456.90	\$1,224.30	\$1,337.90	\$1,300.90
Family	\$2,432.00	\$2,654.10	\$2,334.50	\$2,525.10	\$2,055.10	\$2,223.70	\$1,868.70	\$2,042.10	\$1,985.60
	9.13%		8.16%		8.20%		9.28%		

Appendix D - Health Insurance Benefits