



2026-2027 Negotiated Agreement

Effective Date: July 1, 2026 to June 30, 2027

Contract Year: September 1, 2026 - August 30, 2027

Negotiation Team

Melba Jr/Sr High School

Martin Luttrell, Jamee Cart

Melba Elementary School

Katie Strawser, Kayla Langdon

Melba School Board

Jason Knopp

Melba Joint School District #136

Superintendent Sherry Ann Adams, Business Manager Megan Volkers

I. School Calendar

- a. School calendar creation process:
 - i. District Calendar team creates initial draft
 - ii. Draft is shared with district staff to gain feedback
 - iii. District Calendar team makes adjustments if possible
 - iv. The calendar is presented to the board for approval
- b. The calendar year will be comprised of 160 days to match the salary schedule written for 160 days.
- c. There will be no less than 144 student days.
- d. The District Calendar team will include the District Leadership team and 1 representative from the elementary school and 1 representative from the Jr/Sr High School

II. 2026 - 2027 School Year

- a. Days for Certificated employees are broken down as follows:
 - i. Paid Actual days worked = 160 days
 - 1. Paid Instruction days = 144 days
 - 2. Paid Professional Development Days = 10 days
 - 3. Parent-Teacher Conference Comp = 1 day
 - a. This is one full day of compensation for the 4 hours of conference time on Thursday evening.
 - 4. Paid Holidays = 5 days

III. Certified Staff Workday

- a. Teachers will work eight hours fifteen minutes (8.25) per day. This day will be defined as 7:45 AM to 4:30PM. Teachers will receive a 30-minute duty-free lunch and a prep time.
 - i. It is recognized that situations of emergency, inclement weather and/or student safety may impede upon the thirty (30) minutes of duty-free lunch and require a certificated employee to utilize all or part of their duty-free lunch period to address such issues.
 - ii. Professional development days will be defined as 8:00 - 2:30. It is understood that some training days may need to exceed this time.
- b. Teachers may be required to attend some evening and after school activities.
- c. Teachers are required to attend the following staff or student-related meetings:
 - i. Staff meetings (not more than one per week unless there is an emergency)
 - ii. Individualized Education Plan (IEP) meetings, 504 Team meetings, Response to Intervention (RtI) meetings, or any other federally mandated meetings
 - iii. Other parent meetings, as requested by the administrator or parent

IV. Post-Graduate Reimbursement

- a. Certified Teachers will be reimbursed up to \$850 for qualifying college credits required for renewal of Idaho credential.
 - i. This reimbursement will be allowed every 5 years, based on hire date.

V. Career Ladder Cohort Funding

- a. See attached
 - i. The current career ladder reflects a 160-day calendar.
- b. Certificated Staff Cohort Funding
 - i. Professional compensation performance criteria as outlined in Idaho Code Section 33 should be met as achievement of those standards affects Cohort placement and funding for future years.
 - ii. Criteria for both the Idaho Professional AND the Advanced Professional Endorsements should be met as achievement of those endorsements affects Cohort placement and funding for future years.
 - iii. Any employee who does NOT meet the professional compensation performance criteria, as listed, will remain at both the previous Fiscal Year cohort AND the Fiscal Year cohort funding amount as determined by the SDE.
 - iv. If any employee was advanced to the incorrect cohort in the previous year, an adjustment will be made to the cohort and contract amount in the following year and consistent with the SDE cohort and cohort funding placement.
 - 1. For Example: If an employee was advanced to and paid in accordance with the P1 cohort for Fiscal Year 2021, the employee will be changed to the correct cohort and cohort funding amount in the 2022 Fiscal Year.
 - v. New certificated employees, who are NOT currently placed in a valid State of Idaho Department of Education Career-Ladder Cohort will be placed according to Idaho Code 33.

VI. Educational Allocation

- a. The projected amount for these dollars is \$81,750. To be eligible for this allocation, certificated staff must meet the following criteria:
 - i. Met the education/credits requirements by September 1, 2025, and all documentation has been provided to the District and the State of Idaho Department of Education Teacher Certification Office including original transcripts;
 - ii. Have an Idaho Professional Endorsement;
 - iii. Be approved by the State Department of Education (SDE) for the education allocation funding at the current fiscal year's distribution amounts. If the District does not receive education allocation funding for a certificated staff member, that member is ineligible for the distribution.

- b. The District is funded an education allocation for qualifying certificated staff. The SDE's funding distribution is as follows:
 - i. Bachelors +24 credits = \$2000
 - ii. Masters = \$3500
- c. For fiscal year 2026-2027, the education allocation monies will be distributed with the District retaining 0% and the qualifying certificated staff members receiving 100% of the education allocation monies.
- d. The District reserves the right to adjust the education allocation disbursement according to the certificated staff's FTE and the SDE's funding distribution with no staff member receiving more than one (1) FTE.
- e. The District reserves the right to adjust the education allocation disbursement according to the certificated staff's movement within the cohort rungs. If a certificated staff member does not advance to the next cohort, the certificated staff member's education allocation may reflect the previous year's determined distribution amounts.
- f. Educational Allocation monies will be distributed in either November or December of 2026, but not before the SDE has confirmed the certificated staff's education/credits and authorized the distribution to the District.

VII. Benefit Package

- a. See attached plan rates
- b. CURRENT: Health, Dental, Vision Long-Term Disability and Life Insurance are benefits not fully reimbursed to the District by the State. Monies for these benefits are taken from the State Base Support (General Fund). The State Base Support is calculated as: distribution factor times Melba School District units which is based on the Average Daily Attendance (ADA) and/or FTE Enrollment. Anticipated total insurance increase of 25%. The district will increase their share 5%.
 - i. Certificated employees will pay \$55.20 per month for the established Individual Benefit Package with a deductible of \$4000.00 as set forth by the District.
 - 1. Option 1 Insurance plan will be offered to staff who are interested. This plan will have all the same benefits as the Standard Package except the deductible will be \$2500 with participating physicians (individual plan). Staff selecting this option will have a monthly premium of \$140.60
 - 2. The District share will be \$924.30 per month per employee. The District will cover the cost of the Employee Dental premium at \$39.12 per month. The District will cover the cost of the Employee Vision at \$6.36 per month.
 - ii. Certificated employees are **not** allowed to opt out of the Benefit Package. In the instance that multiple family members are employed and may be covered by a "Family" plan to prevent the burden of two (2) deductibles, that will be allowed.

VIII. Professional Development

- a. The 2026-2027 calendar includes ten (10) days of professional development (PD). PD days will be used as follows:
 - i. One day will be parent-teacher conferences
 - 1. Conferences will be scheduled from 8:00 - 2:30, to follow the Certified Work Day (See III.a.ii).
 - ii. The district will strive to provide classes to allow teachers to earn credits whenever possible.
 - iii. The district will strive to provide 50% of the scheduled PD days for teachers to collaborate as grade/curriculum teams or for classroom work.
 - 1. This time does not accumulate for use as continuing education credit for recertification.
 - 2. RtI meetings will be held during these days
 - iv. The district will strive to provide 50% of the scheduled PD days to learning opportunities that will enhance the teaching practices of the staff
 - 1. This training will be based on needs determined by an annual survey
 - 2. This training will include new curriculum adoptions
 - 3. A tentative training calendar will be created prior to September 1, 2026
 - 4. Time spent participating in this training will be tracked by the district and may be used for continuing education credit.

IX. Personal Leave

- a. All full-time Certified Staff will receive one (1) Personal Leave Day for the 2026-2027 school year. All full-time staff who have maintained ten (10) continuous years of employment with the school district will receive one (1) additional personal day. Personal leave may be used anytime during the school year except the first two full weeks of school in August and the last two full weeks of school in May.
 - i. For the 2026-2027 school year: This day may not be used prior to September 3rd or after May 13th.
- b. Personal leave must be requested at least one week in advance and will be denied if an approved substitute cannot be found. Emergency exceptions may be approved by the Superintendent.
- c. This personal leave will last for the period of one (1) school year and will be re-negotiated each year for the following year. There will be no carry-over or accumulation of non-used days.
- d. Personal leave day must be taken before leave without pay may be used.
- e. Staff with an unused personal day remaining in May will be allowed to exchange for a previously used sick day or the district will reimburse the personal day at a rate of \$50.
 - i. Staff must request this in writing to the district office no later than June 1.

X. Sick Leave

- a. Based on the 2026-2027 school year calendar as adopted, certified staff working the standard school year will be working the majority of the days for the months of August through May and will therefore earn ten (10) days of sick leave to be used according to district policy.
- b. The ten (10) days will be front loaded for certified teachers in the month of September. This allows certified teachers to use sick leave prior to the actual earning of them. In the case of a certified teacher who must be released from a contract prior to its fulfillment, unearned but used sick days may be required to be reimbursed to the district.

XI. Reward Stipend

- a. In the event that the district has in excess of \$200,000 at the end of the budget year to put toward the fund balance, all staff will be paid a stipend of the excess.
 - i. The excess, up to \$50,000 will be divided evenly among all staff employed from August through May.
 - ii. The stipend will be paid after the completed district audit.

XII. Effect and Duration

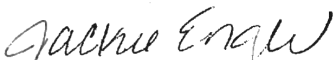
- a. Duration: The provisions of this Agreement, as determined by statute, shall be for a single calendar year with an effective date of July 1 through June 30.
- b. Savings Clause: All items in this Agreement are presumed to be legal and valid. If any specific item of this Agreement shall be ruled invalid by a court of law or a government agency or is deemed to be a subject matter no longer able to be addressed in a Negotiated Agreement, the Board and the Teacher's Negotiators shall enter into negotiations to agree on a successor clause for the invalidated article if such subject matter continues to be permitted subject matter for a Negotiated Agreement. All other provisions of the Agreement shall continue in effect.
- c. Agreement Modification: During the term of this Agreement, this Agreement shall not be modified in whole or in part except by mutual agreement of the parties to this Agreement or unless otherwise modified by act of a court, law, or the Idaho Legislature.

Negotiated Agreement
Between
The Board of Trustees, Melba Joint School District #136
And
The Melba School District Teachers

For Board of Trustees
Melba Joint School District #136
Melba, Idaho



Chairman, MSD Board of Trustees

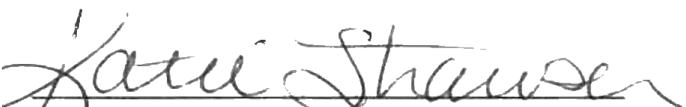


Clerk, MSD Board of Trustees

Date: 9-8-2026

Date: 09-08-2026

For the Teachers
Melba Joint School District #136
Melba, Idaho



Representative, MSD Teachers

Date: 9/11/2026

Melba School District 2026-27 Plan Rates and Contributions

Medical

Current (2025-26): Navigator 1500

Navigator 1500 monthly medical rates, current plan year 2025-26

Coverage Tier	Medical Premium	District Share	Employee Share
Employee Only	\$769.78	\$691.81	\$77.97
Employee + Spouse	\$883.76	\$691.81	\$191.95
Employee + Child	\$823.20	\$691.81	\$131.39
Employee + Children	\$876.63	\$691.81	\$184.82
Family	\$990.61	\$691.81	\$298.80

Renewal (2026-27): Select Health 2500

Select Health 2500 monthly medical rates, renewal plan year 2026-27

Coverage Tier	Medical Premium	District Share	Employee Share
Employee Only	\$1,064.90	\$924.30	\$140.60
Employee + Spouse	\$1,222.50	\$924.30	\$298.20
Employee + Child	\$1,138.80	\$924.30	\$214.50
Employee + Children	\$1,212.70	\$924.30	\$288.40
Family	\$1,370.30	\$924.30	\$446.00

Current (2025-26): Navigator 3000

Navigator 3000 monthly medical rates, current plan year 2025-26

Coverage Tier	Medical Premium	District Share	Employee Share
Employee Only	\$713.43	\$691.81	\$21.62
Employee + Spouse	\$819.06	\$691.81	\$127.25
Employee + Child	\$762.94	\$691.81	\$71.13
Employee + Children	\$812.45	\$691.81	\$120.64
Family	\$918.08	\$691.81	\$226.27

Renewal (2026-27): Select Health 4000

Select Health 4000 monthly medical rates, renewal plan year 2026-27

Coverage Tier	Medical Premium	District Share	Employee Share
Employee Only	\$979.50	\$924.30	\$55.20
Employee + Spouse	\$1,124.50	\$924.30	\$200.20
Employee + Child	\$1,047.50	\$924.30	\$123.20
Employee + Children	\$1,115.40	\$924.30	\$191.10
Family	\$1,260.40	\$924.30	\$336.10

Dental

Current (2025-26): Dental - MetLife

Dental MetLife monthly rates, current plan year 2025-26

Coverage Tier	Dental Premium	District Share	Employee Share
Employee Only	\$39.12	\$39.12	\$0.00
Employee + Spouse	\$76.64	\$39.12	\$37.52
Employee + Child(ren)	\$78.86	\$39.12	\$39.74
Family	\$123.76	\$39.12	\$84.64

Renewal (2026-27): Dental - MetLife (marked with an asterisk in the source document)

Dental MetLife monthly rates, renewal plan year 2026-27

Coverage Tier	Dental Premium	District Share	Employee Share
Employee Only	\$39.12	\$39.12	\$0.00
Employee + Spouse	\$76.64	\$39.12	\$37.52
Employee + Child(ren)	\$78.86	\$39.12	\$39.74
Family	\$123.76	\$39.12	\$84.64

Current (2025-26): Dental - Willamette

Dental Willamette monthly rates, current plan year 2025-26

Coverage Tier	Dental Premium	District Share	Employee Share
Employee Only	\$55.83	\$39.12	\$16.71
Employee + Spouse	\$120.80	\$39.12	\$81.68
Employee + Child	\$107.41	\$39.12	\$68.29
Employee + Children	\$159.78	\$39.12	\$120.66
Family	\$214.30	\$39.12	\$175.18

Renewal (2026-27): Dental - Willamette

Dental Willamette monthly rates, renewal plan year 2026-27

Coverage Tier	Dental Premium	District Share	Employee Share
Employee Only	\$59.35	\$39.12	\$20.23
Employee + Spouse	\$128.41	\$39.12	\$89.29
Employee + Child	\$114.18	\$39.12	\$75.06
Employee + Children	\$169.85	\$39.12	\$130.73
Family	\$227.80	\$39.12	\$188.68

Vision

Current (2025-26): Vision - MetLife

Vision MetLife monthly rates, current plan year 2025-26

Coverage Tier	Vision Premium	District Share	Employee Share
Employee Only	\$6.36	\$6.36	\$0.00
Employee + Spouse	\$12.75	\$6.36	\$6.39
Employee + Child(ren)	\$10.79	\$6.36	\$4.43
Family	\$17.80	\$6.36	\$11.44

Renewal (2026-27): Vision - MetLife (marked with an asterisk in the source document)

Vision MetLife monthly rates, renewal plan year 2026-27

Coverage Tier	Vision Premium	District Share	Employee Share
Employee Only	\$6.36	\$6.36	\$0.00
Employee + Spouse	\$12.75	\$6.36	\$6.39
Employee + Child(ren)	\$10.79	\$6.36	\$4.43
Family	\$17.80	\$6.36	\$11.44

Prepared by Melba School District. The data contained herein is proprietary to Melba School District and Sophus Health, and may not be copied or distributed without prior written authorization. August 26.