



Employee Negotiations Contract For School Year 2015 - 2016


This contract certifies negotiated agreements between the employees of Piute County School District, hereafter referred to as “Classified Employees” and “Certified Employees”, and the Piute County School District Board of Education, hereafter referred to as “The District”, regarding changes in employee compensation for fiscal year 2016. This contract does not supersede existing school district policies, state mandates, or federal labor laws.

Negotiation meetings were conducted with Holly Nowers representing certified employees, Dayna Torgerson representing classified employees, and Koby Willis representing the Piute County School District Board of Education. Changes in employee compensation for the 2015 - 2016 fiscal year will be as follows.

1. The district will fully fund all increased cost for certified and classified employee Steps and Lanes on the school district salary schedule. Employees remain responsible for providing timely application for lane changes with evidence of credits and degrees earned.
2. The district will fully fund increases in certified and classified employee insurance premiums and retirement contributions.
3. The district will increase the In Lieu Of Insurance benefit from \$1,200 annually / \$100 Monthly to \$2,400 annually / \$200 Monthly.
4. The district will change group life, supplemental life, and group LTD insurance carriers from The Hartford to Principal. All coverage with The Hartford will end August 31, 2015 and coverage with Principal will begin September 1, 2015. All qualifying employees will be responsible for completing plan enrollment and plan conversion forms as necessary to begin coverage.
5. The district will remove the cap on Sick Leave days accrual. This policy change will also include requiring payments to be made into a medical trust or special pay account through Pelion Benefits Inc.
6. The district will pay Policy #2053 obligations into a medical trust throughout each full-time employees career. This account will be made available when employees meet eligibility requirements outlined in Policy #2053. Payment amounts are also specified in the revised policy.
7. The district will increase the base salary for certified employees by 1% as a cost of living raise. The \$4,200 Legislative Educator Salary Adjustment is **not** included in base salary.
8. The district will increase the base hourly rate for classified employees by 1.5% as a cost of living raise.

9. The district will increase Steps 15, 20, and 25 on Lanes 2 - 5 of the certified employee salary schedule by \$500, \$750, and \$1,000 respectively.
10. The district will restore Steps that were lost in Fiscal Year 2011 for both certified and classified employees. Employee will be placed on the step of the salary schedule that they would have been on had steps and lanes not been frozen for that year. Employees will not receive back pay for salaries lost.
11. The district will remove the "Substitute" Step for Lane 10 (Cook Manager). Substitutes for Cook Managers will receive the substitute rate for Lane 9 (Cook).

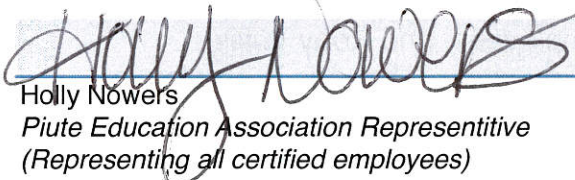
The signatures below signify that both parties are in full agreement and obligation to the terms and conditions set forth.


 Dayna Torgerson
 Utah School Employees Representative
 (Representing all classified employees)

5/13/15
 Date


 Koby Willis
 Business Administrator

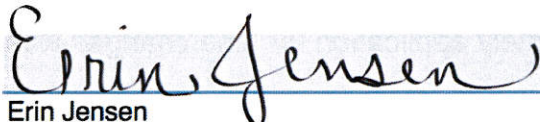
5/13/15
 Date


 Holly Nowers
 Piute Education Association Representative
 (Representing all certified employees)

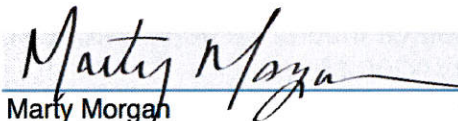
5/13/15
 Date


 Shane Erickson
 Superintendent

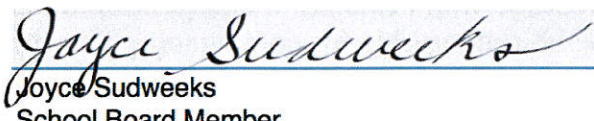
5/13/15
 Date


 Erin Jensen
 School Board President

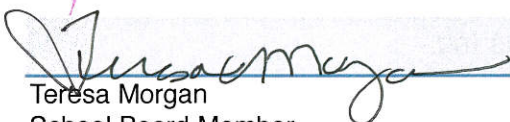
5/12/15
 Date


 Marty Morgan
 School Board Vice-President


5/12/15
 Date


 Joyce Sudweeks
 School Board Member

5/12/15
 Date


 Teresa Morgan
 School Board Member

5/12/15
 Date


 Rickey Dalton
 School Board Member

5/12/15
 Date