



## **Employee Negotiations Agreement For School Year 2018 - 2019**

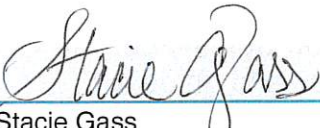

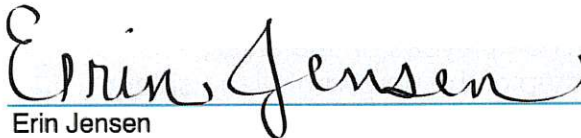


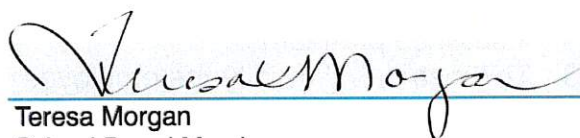
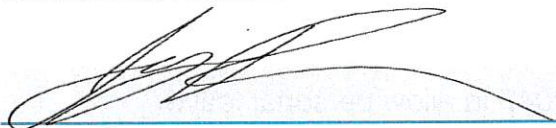

This agreement highlights negotiated arrangements between the employees of Piute County School District, hereafter referred to as “The Employees”, and the Piute County School District Board of Education, hereafter referred to as “The District”, regarding changes in employee compensation for fiscal year 2019. This agreement does not supersede existing school district policies, government mandates, or labor laws.

Negotiation meetings were conducted in connection with a Compensation Committee that was open to all interested employees. This committee met four times and made a written recommendation to the school board. Other negotiations meetings were also opened to all interested employees. Changes to employee compensation for the 2018 - 2019 fiscal year will be as follows:

1. The district will provide a 4% pay raise to all contract employees on the salary schedule and then place them on the next highest step of the new single lane salary schedule. This change will result in an average 5.1% raise for classified employees and a 5.5% raise for certified employees.
2. The district will fully fund the 4.87% increase in certified and classified employee insurance premiums.
3. The district will modify the employee leave policy #2047 to allow personal leave accrued beyond 90 days to be paid out into a medical trust account at the end of each school year. Modifications to this policy will also provide guidelines for donating leave days for long term medical situations.
4. The district will change the coach and advisor stipend schedule to be based upon a percentage of the certified salary schedule. This change will result in an average 19.5% increase in extracurricular stipends.
5. As part of the new salary schedule teacher contract days will be changed from 182 to 184. Principal contract days will be extended to 195, 190, and 187 days respectively for PHS, CES, and OES. The counselors contract days will be extended to 195.
6. The district will increase other hourly rates as follows: Bus Driver Layover \$7.25 to \$9.00, Bus Driver Training \$10.20 to \$11.00, Teacher PD \$19.43 to \$19.57, Sweeper \$11.22 to \$11.64 (Level 3), Driver Education teacher \$16.66 to \$20.00, Sub Bus Driver \$15.37 to \$15.80, Sub Cook, Aide, or Secretary \$10.37 (Avg) to \$11.00, and Bus Driver Trainer from \$30.00 to \$31.50.
7. The district will continue to look for opportunities where both employee and employer can benefit from changes to employee compensation or personnel policies.

8. The employee representatives will help the district to educate employees regarding changes to employee compensation and personnel policies.

- Attachment A - 2018-2019 Salary Schedule
- Attachment B - 2018-2019 Coach and Advisor Stipend Schedule
- Attachment C - Revised Policy #2047

 Stacie Gass Piute Education Association Representative (Representing all certified employees)	6-25-18 Date	 Koby Willis Business Administrator	6/12/18 Date
 Erin Jensen School Board President	6/12/18 Date	 Shane Erickson Superintendent of Schools	6/12/18 Date
 Marty Morgan School Board Vice-President	6/12/18 Date	 Teresa Morgan School Board Member	6/12/18 Date
 Jeremy Pearson School Board Member	6/12/18 Date	 Rick Dalton School Board Member	6/12/18 Date