



## **Employee Negotiations Agreement For School Year 2023 - 2024**

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 2024. This agreement does not supersede existing school district policies, government mandates, or labor laws.

Negotiation meetings were open to all interested employees. Changes to employee compensation for the 2023 - 2024 fiscal year will be as follows:

1. The district will provide a \$4,500 pay raise to all levels of Lane 1 on the school district salary schedule. The district will provide a raise of \$2.25 per hour on all levels of Lane 2 on the school district salary schedule.
2. The district will provide salary schedule level advancements and education advancements as explained in school district policy #2060.
3. The district will provide the Silver Advantage health insurance plan for qualified employees. For fiscal year 2023 the increase in insurance premiums is expected to be 2.7%.
4. The district will continue the Professional Development Incentive Program with local funding with the Gold Level stipend at \$1,000.
5. The school district will make the proposed changes to the Coach and Advisor Stipend schedule as shown on the attached draft. Including adding 1% to each step of the Tier 2 lane of the schedule.
6. For the 2023-2024 school year the school district will provide 32 hours of paid teacher directed professional development time.
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 - 2023 - 2024 Salary Schedule

Attachment B - 2023 - 2024 Coach and Advisor Stipend Schedule

It is estimated certified teachers salaries will increase by an average of 9.18% and classified wages by an average of 13.98%.