



Employee Negotiations Agreement For School Year 2024 - 2025

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 2025. 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 2024 - 2025 fiscal year will be as follows:

1. The district will provide a \$3,000 pay raise to all levels of Lane 1 on the school district salary schedule. The district will provide a raise of \$1.25 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 school district will add \$500 to levels 12-15 of Lane 1 of the salary schedule.
4. The district will provide the Silver Advantage health insurance plan for qualified employees.
5. The district will continue the Professional Development Incentive Program with local funding with the Gold Level stipend at \$1,000.
6. The school district will add administrator, director, and coordinator stipends to the stipend schedule and make them percentage based to allow them to increase with the salary schedule.
7. For the 2024-2025 school year the school district will provide 32 hours of paid teacher directed professional development time.
8. The district will add a 1.5% 401k contribution for Tier 2 retirement employees. Tier 1 retirement employees already receive this benefit. As required by the state, Tier 2 employees with a defined benefit plan will contribute 0.7% toward their pension.
9. The district will conduct another evaluation of 4 day school week in the spring of 2025.
10. The district will continue to look for opportunities where both employee and employer can benefit from changes to employee compensation or personnel policies.
11. The employee representatives will help the district to educate employees regarding changes to employee compensation and personnel policies.

It is estimated certified teachers salaries will increase by an average of 7.65% and classified wages by an average of 7.38%.