



Tentative Negotiated Agreement for 2021-22

Financial

- **\$1800** – two-increment level increase to correct an error during the transition to the single-lane salary schedule in 2017-18
 - Salary increment levels continue beyond level 40 on printed salary schedule
- Education enhancement increases granted for those who qualify
- **\$1225** – 1.82% COLA calculated at Level 20
 - **All licensed employees receive a \$3025 increase (186-day contract salary schedule attached)**
 - Honored CEA commitment from 2019-20 for ESPs and administration to receive priority on raises last year (which did not happen due to COVID)
- Health insurance premiums reduced starting in 2022 by changing percentage paid by district
 - Savings between \$330-\$1,044 per year depending on plan (see attached)
- High school activities differential pay per point increased to \$500
 - Work group created to evaluate activity and athletic differential stipends and make recommendations for revising pay differentials
- Legislative supply money accessed through ClassWallet app
 - Shop online or submit receipts for reimbursement
 - Shop school supplies sales over the summer
- Amount paid for unused Sick Days at retirement increased from \$25 to \$30 per day

Policy

- 410.04 – Employee Leave (Licensed)
 - Add “Extended Family Leave”
 - Allows employees to convert up to five accrued Sick Leave days to Family Sick Leave to assist with caring for immediate family
 - Changes to Sick Bank Leave
 - Increase Sick Bank Level 1 and 2 from 10 to 15 days
 - Allocations from years to levels base on number of consecutive years of donation to Sick Bank
- 410.01 – Scope of Negotiations – Policies (Licensed) updated maintaining all currently negotiated policies
- 410.05-1 – Fringe Benefits
 - Attendance incentive is suspended for the 2021-22 contract year in order to encourage employees to stay home if they are sick during the pandemic
- 410.15 – Post-retirement Benefits
 - Updated to remove references to old policies and match Utah Code regulations on post-retirement employment