



Negotiated Package for 2018-19

Financial

- Level increase - **\$900**
- 2.5% COLA based on level 20 - **\$1,335**
- One-time bonus for all paid on November 15, 2018, paycheck - **\$500**
 - **All teachers' base salary increases by \$2,235, plus the \$500 bonus, for a total of \$2,735**
- Additional one-time bonus for educators with continuous service prior to July 1, 1998, paid on November 15, 2018, paycheck - \$500
 - **Educators with this length of service will receive \$2,235, plus the above \$500 bonus, plus this longevity bonus of \$500, for a total of \$3,235**
- No increase on high-deductible insurance plan premiums
- 3% increase on traditional insurance plan premiums
- Payout for unused Sick Leave accumulated since July 1, 2009 at rate of \$25 per day upon retirement through Utah Retirement System
- Special Education cluster stipend (ABS, ACC, ECC, Jordan Valley, DK) for additional training days and duties - \$3,000
- DLI heritage language teacher stipend - \$500

Negotiated Policy Changes

- 410.10 - District Advisory Council
 - Changed the members of the council to match current practice
- 410.4 - Employee Leave (Licensed)
 - Alternative Leave
 - May now use an Alternative Leave Day next to a Personal Leave Day
 - Bereavement Leave
 - Leave does not have to be used on consecutive days
 - Educational Leave
 - Policy was completely rewritten to make eligibility and requirements more clear
 - Added an extenuating circumstances section
 - Personal Leave - Paid
 - Prorated leave provided based on the number of days in the contract
 - Changed "cost of a long-term substitute" to a "fee of \$110"
 - Personal Leave – Non-paid
 - Clarification changes
 - Sick Leave
 - Prorated leave provided based on the number of days in the contract
 - Removed the cost of a long-term substitute for using more than 12 Critical Family Care days
 - Increased converting Sick Leave to Adoption Leave from 15 to 30 days and removed the provision to request an additional 15 days
 - Changed "cost of a long-term substitute" to a "fee of \$110" for Sick Leave Bank days if employee has fewer than 15 Sick Days when applying
 - Changed notification of absence from calling HR to submitting online

Commitments

- Address calendar issues: elementary PTC prep, ACT day, balancing A/B days per semester
- Address Brain Boosters inequities for part-time Kindergarten