



Employee Negotiations Contract For School Year 2016 - 2017

This contract certifies negotiated agreements between the employees of Piute County School District, hereafter referred to as “Classified Employees” and “Certified Employees”, and the Piute County School District Board of Education, hereafter referred to as “The District”, regarding changes in employee compensation for fiscal year 2017. This contract does not supersede existing school district policies, government mandates, or labor laws.

Negotiation meetings were conducted with Stacie Gass representing certified employees, Dayna Torgerson representing classified employees, and Koby Willis representing the Piute County School District Board of Education. Changes to employee compensation for the 2016 - 2017 fiscal year will be as follows:

1. The district will fully fund all increased cost for certified and classified employee Steps and Lanes on the school district salary schedule. Employees remain responsible for providing timely application for lane changes with evidence of credits and degrees earned.
2. The district will fully fund the 5.45% increase in certified and classified employee insurance premiums.
3. The district will repeal personnel policy #3036 titled “Salary Checks” as it is redundant of information in policy #2041.
4. The district will make modifications to policy #2041 and retitle the policy “Payroll Procedures And Benefits”. (Attachment #1)
5. The district will repeal policy #3035 titled “Salary Guides” and merge information with policy #2060 for simplification and clarity.
6. The district will make modifications to policy #2060 including adding information from policy #3035 and retitling the policy “Salary Schedule Steps & Lanes”. (Attachment #2)
7. The district will increase the base salary for certified employees by 0.5% as a cost of living adjustment. The \$4,200 Legislative Educator Salary Adjustment is **not** included in base salary. (Attachment #3)
8. The district will increase the base hourly rate for classified employees by 2.0% as a cost of living adjustment. (Attachment #3)
9. The district will allow the Superintendent and Business Administrator to make decisions regarding the donation of leave days until a more formal procedure can be established in policy.

10. The district will add a professional development hourly rate for certified employees to the school district salary schedule. This rate will be used to pay certified employees for specific professional development opportunities approved by the district. This rate may also be used for approved certified extra duties such as tutoring for special programs.
11. The school district will restore steps lost by certified and classified employees in the fiscal year 2012.
12. The district will continue to look for opportunities where both employee and employer can benefit from changes to employee compensation or personnel policies.
13. The certified and classified employee representatives will help the district to educate employees regarding changes to employee compensation and personnel policies.

The changes listed above in line items #2 and #7 represent a 2.06% increase to total compensation for certified employees. The changes listed above in line items #2 and #8 represent an average 3.42% increase to total compensation for insured classified employees.


 Dayna Torgerson 6-20-16
 Utah School Employees Representative
 (Representing all classified employees)
 Date


 Koby Willis 6/7/16
 Business Administrator
 Date

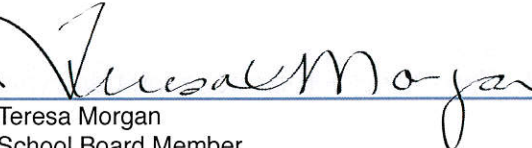

 Stacie Gass 6-21-16
 Piute Education Association Representative
 (Representing all certified employees)
 Date



 Shane Erickson 6/7/16
 Superintendent of Schools
 Date


 Erin Jensen 6/7/16
 School Board President
 Date


 Marty Morgan 6/7/16
 School Board Vice-President
 Date


 Joyce Sudweeks 6/7/16
 School Board Member
 Date


 Teresa Morgan 6/7/16
 School Board Member
 Date


 Rick Dalton 6/7/16
 School Board Member
 Date