



**ALPINE SCHOOL DISTRICT
&
ALPINE EDUCATION ASSOCIATION**

**CERTIFIED NEGOTIATED AGREEMENT
2021-2022**

April 26, 2021

The enclosed items are additions, corrections, or deletions to previously negotiated agreements.

NEGOTIATION TEAMS

AEA

Mike Gowans, Spokesperson
Glenda Anderson, UniServ Director
Lisa Clement
Brandon Engles
Lisa Hatch
Lois Johnson
Derek Smith

BOARD TEAM

Cami Larsen, Spokesperson
Todd Dawson
Craig Jensen
John Patten
Joel Perkins
Rob Smith



Signature Page for the 2021-2022 Negotiated Agreement

Mike Gowans

Mike Gowans, Association President

Cami Larsen

Cami Larsen, Administrator of Human Resources

4/26/2021

Date

4/26/21

Date

ALPINE
SCHOOL DISTRICT
CERTIFIED SETTLEMENT
2021-2022

1. Alpine School District agrees to add a 4% COLA.
[2021-2022 Salary Schedule](#)
2. Alpine School District agrees to fund step and lane. (Benefits equal to 1% on salary schedule)
3. Alpine School District agrees to fund insurance increase on base plan (Plan 4). (Benefits equal to 1% on salary schedule)
4. Alpine School District agrees to a 1% one-time employee payment in November (bonus).
5. [Policy 4010 LEA-Specific Teacher Licensing](#)
Action: Revised wording to match current State guidelines.
6. [Policy 4035 Prior Experience and Compensation Salary Index](#)
Action: Policies 4035 and 4190 have been revised and combined.
7. [Policy 4037 Contractual Agreements](#)
Action: Licensing names were updated in the policy.
8. [Policy 4060 Scope of Employment](#)
Action: Retiring this policy out of the 4000 Certified Series and renumbering Scope of Employment into the 7000 series of Individual Rights and Responsibilities.
9. [Policy 4078 Bullying/Harassment and Hazing](#)
Action: Revised wording.

10. [Policy 4074 Acceptable Use Policy](#)
Action: Retiring this policy out of the 4000 Certified Series and renumbering into the 7000 series of Individual Rights and Responsibilities.
11. [Policy 4108 Early-out Preparation](#)
Action: Retiring this policy.
12. [Policy 4115 Employees Infected with HIV Disease](#)
Action: Retiring this policy.
13. [Policy 4130 Educator Evaluation](#)
Action: Revised wording.
14. [Policy 4160 Bereavement Leave](#)
Action: Added additional family members.
15. [Policy 4162 Health and Disability](#)
Action: Added pilot for one year (2021-2022).
16. [Policy 4165 Personal Leave](#)
Action: Revised from two no dock days to five no dock personal days (roll over days will be docked \$60).
17. [Policy 4191 Salary Lane Changes](#)
Action: Revised wording.
18. [Policy 4193 Salary and Monetary Agreements](#)
Action: Retiring this policy.

Informational Items:

- It is the intention of Alpine School District and Board of Education to seek teacher input and feedback when contemplating adjusting to working

conditions and variables outside of our control (such as online teaching). As evidence of our intent, the proposed 2021-2022 Return to Learn plan states that teachers will not be asked to simultaneously teach face to face students and students that are exclusively enrolled online.

- For the 2021-2022 school year, we will hold on giving students NC's and will study a plan for the next school year. (Senate Bill 219 states that there will be no punitive action for attendance.)
- The Alpine School District and Board of Education are committed to maintaining positive and collaborative relationships with our employee associations. Negotiated policies (4000 series) and policies related to employees are typically approved during the process of negotiations. We honor that process and support the timetable agreed upon as our standard practice. We also acknowledge that there are circumstances that require a board of education or district to comply with a new state statute that falls outside of the month(s) of a negotiated agreement. In these rare circumstances, the district and employee associations commit to follow the process outlined in this [Memo of Understanding](#).
- [Extended Day/Extra Seventh](#)-Recognizing that extended day and extra sevenths are year-by-year assignments, if circumstances do not warrant the extra seventh/extended day over time, administrators will follow the process outlined in this document.
- Staggered collaboration guidelines will be updated and revised by July 1, 2021.