



**ALPINE SCHOOL DISTRICT
&
ALPINE EDUCATION ASSOCIATION**

**CERTIFIED NEGOTIATED AGREEMENT
2023-2024**

May 3, 2023

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

NEGOTIATION TEAMS

AEA

Mike Gowans, Spokesperson
Glenda Anderson, UniServ Director
Tom Stauss, UniServ Director
Lisa Clement
Brandon Engles
Lisa Hatch
Amberly Phillips

BOARD TEAM

Cami Harper, Spokesperson
Craig Jensen
Joel Perkins
Rob Smith
Kevin Thomas

Derek Smith



Signature Page for the 2023-2024 Negotiated Agreement

Mike Gowans
Mike Gowans, AEA Spokesperson

Cami Harper
Cami Harper, ASD Spokesperson

5/05/2023
Date

5/5/23
Date



**CERTIFIED SETTLEMENT
2023-2024**

1. Alpine School District agrees to add a 2% COLA.
[2023-2024 Salary Schedule](#)

2. Alpine School District agrees to fund step and lane.

3. Educator Salary Adjustment of \$4200 per full time equivalent as authorized by HB215 to the following eligible certified educators:
 - a. classroom teacher;
 - b. speech pathologist;
 - c. librarian or media specialist;
 - d. preschool teacher;
 - e. mentor teacher;
 - f. teacher specialist or teacher leader;
 - g. guidance counselor;
 - h. audiologist;
 - i. psychologist; or
 - j. social worker; or
 - (i) a license issued by the Division of Professional Licensing; and
 - (ii) a position as a social worker.

4. Alpine School District agrees to negotiated changes for the employee payment toward the insurance plan cost as follows:

[ASD Insurance Information](#)

Option 1-Employee \$161.55, EE +1 \$352.26, Family \$507.92
Option 2-Employee \$105.81, EE +1 \$229.26, Family \$331.48
Option 3-Employee \$91.95, EE +1 \$198.73, Family \$287.72
Option 4-Employee \$20, EE +1 \$40, Family \$60

Option 5- QHDHP -Employee -\$34.46, EE +1 -\$80.31, Family -\$112.54
Option 6- HDHP - Employee -146.13, EE +1 -\$326.75, Family -\$466.04
[2023-2024 Insurance Rates \(Full Chart\)](#)

5. Alpine School District agrees to a \$500 one-time employee payment in November (bonus).

6. Alpine School District agrees to move Elementary Specialty teachers, Speech Language Pathologists, Occupational Therapists, Physical Therapists, Social Workers and Psychologists to an eight hour contract. Please see the bottom of the salary schedules for an explanation.

7. [Policy 4035 Prior Experience and Compensation](#)
Action: Removed a clause about retired educators hired prior to March 2006. Included counselors and speech language pathologists to the section on salary indexes.

8. [Policy 4096 Time Schedule](#)
Action: Deleted the word "pilot." A Google form or survey is not needed to determine start times for teachers.

9. [Policy 4097 Dress and Grooming](#)
Action: Added jeans as acceptable educator attire

10. [Policy 4102 Substitute Teachers](#)
Action: Delete policy
Note: When certified employees will be absent, they will notify the affiliated substitute teacher provider and submit necessary information.

11. [Policy 4162 Sick Leave](#)
Action: Added language for a pilot of the following:
[Parental Leave Policy](#)
[Adoption Leave Policy](#)

12. [Policy 4133 Disciplinary Suspension](#)

Action: Title changed to Administrative Leave. Statement of policy added and procedures brought into line with current practice.

13. [Policy 4191 Salary Lane Changes](#)

Action: Clarification on microcredentials was added.

14. [Policy 4253 Retirement Incentives and Eligibility](#)

Action: Definitions added. Insurance benefit for an eligible beneficiary upon the death of the retired educator clarified (insurance will run for 45 days following the death).

Informational Items:

- Teacher team collaboration is one of the most important pillars in supporting all students to reach our Vision for Learning. The collective teacher efficacy of our teams is the factor that has the single greatest effect size on student learning. In order for our teacher teams to continue to develop their collective efficacy and support student learning, teacher teams need time built into the school week.
For the 2023-2024 school year, all teams will collaborate for at least 90-120 minutes per week. This time is designated for flexible, teacher team directed collaboration. Virtual collaboration is acceptable, especially for blended teams. Teams are encouraged to meet in person when possible.
- HB 489 Paid Time Professional Time for Educators: For the 2023-2024 school year, the legislature has given school districts funds to pay contracted teachers their daily rate for 24 hours of preparation time and 12 hours of pay at their daily rate for hourly teachers. Teachers will need to submit time cards for hours worked. More details will follow. (The exact number of hours will be determined once the new salary schedule has been set.)
- Parent teacher conference guidelines, expectations, schedules and platforms will continue to be reviewed and adjusted as needed. Decisions made regarding the format and timing of these conferences should involve administration, the School Leadership Team, teachers, staff, the School Community Council and PTA.

- December 22, 2023 will be a flexible work day, under the direction of the supervisor.
- A joint committee including AEA, AESP and AAA representatives will be formed to look at all employee leave types and make recommendations to the negotiating teams, District Leadership Team and School Board.
- A joint committee including AEA, AESP and AAA representatives will be formed to review state code regarding Policy 4062, Policy 4135 and possible district reconfiguration guidelines.
- The district will work with AEA to provide guidelines on how the time that was designated for LETRS training will be used in the future.
- The district will provide guidelines, resources and general checklists to support our teachers and administrators with student behavior. Teachers, administrators and supervisors will be provided with training on discipline options as well as follow-up communication about what happened and any consequences given. The district will provide an electronic form that teachers can use to request extra help with behavior issues above what they have already received at the school level.
- TCH C and TCH D will be updated in alio.
- The December paycheck will now be issued on the last business day in December.