

AEA NEGOTIATION ACCOMPLISHMENTS

(Last 6 years)

2024-2025

- Fund salary increases, added 3.0%
- Fund Step and Lanes
- Added Educator Salary Adjustment (currently \$4200) to the Speech LT salary schedule
- Updated Occupational Therapist/Physical Therapist and Audiologist salary schedules, including the ESA (4200)
- Funded 1/7ths for secondary small group (Life Skills and EBD) teachers
- Contribution of 0.35% to Certified Tier 2 employees' 401k.
- Added Step 30 to Lanes 5-9 (Teacher and Counselor Salary Schedules)
- Increases pay for summer days from \$225 to \$250
- Provides COLA adjustment to East Shore teachers who receive salary through a stipend.
- Up to 28 hours of paid professional time at daily rate
- Various changes to the Health Insurance plan
- Amended transfer process re. if a district split occurred
- Added two (2) days of family sick for dependent family members
- Continued parental and adoption leave pilots
- Added an additional no dock personal day each year

2023-2024

- Fund salary increases, added 2.0%
- Fund Step and Lanes
- Added salary adjustment of \$4,200 per HB215
- Insurance changes as follows:
 - 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
- \$500 Bonus in November
- Added \$1,850 to base of salary schedule to elementary specialty teachers, speech language pathologists, occupational therapists, physical therapists, social workers, and psychologists
- 24 hours of paid professional time per HB489
- Language Amended Prior Experience and Compensation
- Language Amended Time Schedule
- Language Amended Dress and Grooming
- Language Amended Substitute Teachers
- Language Amended Sick Leave: Pilot for Parental Leave and Adoption Leave
- Language Amended Disciplinary Suspension
- Language Amended Salary Lane Changes
- Language Amended Retirement Incentives and Eligibility

2022-2023

- Fund salary increases, added 4.0%
- Added \$1,850 to base of salary schedule
- Fund Step and Lanes
- Insurance changes as follows:
 - Plan 1c-Employee \$127.56, EE +1 \$281.40, Family \$403.67
 - Plan 2c-Employee \$77.33, EE +1 \$170.56, Family \$244.66
 - Plan 3c-Employee \$64.84, EE +1 \$143.04, Family \$205.22
 - Plan 4c-Employee \$0, EE +1 \$0, Family \$0
 - Plan 5c QHDHP -\$49.08, -\$108.43, -\$155.49
- Bonus in November
- Language Amended Prior Experience and Compensation
- Language Amended Transfer of Educators
- Language Amended Half Days Without Students
- Language Amended Time Schedule
- Language Amended Dress and Grooming
- Language Amended Attendance at Meetings
- Language Amended Educational Conferences and Conventions
- Language Amended Substitute Educators
- Language Amended Preparation Time
- Language Amended Educator Evaluation
- Language Amended Family Medical Leave
- Language Amended Health and Disability
- Language Amended Personal Leave
- Language Amended Workmans' Compensation
- Language Amended Extended Contracts and Addendas
- Language Amended Job Sharing
- Language Amended Bereavement Leave

AEA NEGOTIATION ACCOMPLISHMENTS – PAGE 2

2021-2022

- Fund salary increases, added 4.0%
 - Fund Step and Lanes
 - Fund insurance increases on Base Plan 4
 - 1.00% bonus in November
 - Language Amended LEA-Specific Teacher Licensing
 - Language Amended Prior Experience and Compensation
 - Language Amended Contractual Agreements
 - Relocating to 7000 Series Scope of Employment
 - Language Amended Bullying/Harassment and Hazing
 - Relocating to 7000 Series Acceptable Use Policy
 - Retired policy Early-out Preparation
 - Retired policy Employees Infected with HIV Disease
 - Language Amended Educator Evaluation
 - Language Amended Bereavement Leave
 - Language Amended Personal Leave (increased days to 5, no dock)
 - Language Amended Salary Lane Changes
 - Retired policy Salary and Monetary Agreements
-

2020-2021

- Fund salary increases, added 1.0%
 - Fund Step and Lanes
 - Fund increase on insurance base plan (4)
 - Increased mental health benefits – 3rd party provider
 - Language Amended Transfer of Educators
 - Language Amended Half Days Without Students
 - Language Amended Dress and Grooming
 - Language Amended Attendance of Meetings
 - Language Amended Conferences and Conventions
 - Language Amended Elem Educator Prep and Collab Time
 - Language Amended Educator Evaluation
 - Language Amended Health and Disability
 - Language Amended Personal Leave
-

2019-2020

- Fund Step and Lanes
 - Fund salary increases, added 5.8%
 - Fund insurance increases on base plan (Plan 4)
 - Equalize secondary extra class payment
 - Language Amended Bullying/Harassment/Hazing Policy
 - Language Amended Personnel Records
 - Language Amended Attendance at Meeting
 - Language Amended Job Sharing
 - Language Amended Standards of Dress and Grooming
 - Language Amended Educator Prep Time
 - Language Amended Elementary Educator Prep Time
 - Language Amended Student Educators
 - Language Amended Health and Disability Leave
 - Language Amended Compensation Salary Index
 - Policy 4028 – Salary Lane Changes
 - Policy 4033 – Retirement Incentives and Eligibility
 - Policy 4048 – Prior Experience
 - Policy 4057 (a) – Educator Evaluation
 - Policy 4087 – Orderly Termination for Certificated Personnel
-



**ALPINE SCHOOL DISTRICT
&
ALPINE EDUCATION ASSOCIATION**

**CERTIFIED NEGOTIATED AGREEMENT
2024-2025**

April 22, 2024

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
Amberly Phillips

BOARD TEAM

Cami Harper, Spokesperson
Joel Perkins
Jason Sundberg
Kevin Thomas
Steve Timmel

Derek Smith

Amanda Spencer



Signature Page for the 2024-2025 Negotiated Agreement

A handwritten signature in blue ink that reads "Mike Gowans".

Mike Gowans, AEA Spokesperson

A handwritten signature in blue ink that reads "Cami Harper".

Cami Harper, ASD Spokesperson

A handwritten date in blue ink that reads "5/10/24".

Date

A handwritten date in blue ink that reads "5/10/24".

Date



**CERTIFIED SETTLEMENT
2024-2025**

1. Alpine School District agrees to add a 3% COLA.
[2024-2025 Salary Schedule](#)

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

3. Alpine School District agrees to add the Educator Salary Adjustment (ESA) (currently \$4,200) to the Speech Language Technician salary schedule. (See salary schedule)

4. Alpine School District agrees to the the updated Occupational Therapist/Physical Therapist and Audiologist salary schedules, including the ESA (currently \$4,200). (See salary schedule)

5. Alpine School District agrees to negotiated changes to the employee insurance plans. (If any unforeseen changes occur to the plan, we will renegotiate the insurance plans.)
[Insurance Rates](#)
[Insurance Changes](#)

6. Alpine School District agrees to fund 1/7ths for secondary small group (Life Skills and EBD) teachers.

7. Alpine School District agrees to contribute 0.35% to Certified Tier 2 employees' 401K for the 2024-2025 school year.

8. Alpine School District agrees to add a Step 30 to Lanes 5-9 (Teacher and Counselor Salary Schedules).

9. Alpine School District agrees to increase the pay for summer days from \$225 to \$250.

10. Alpine School District agrees to give the COLA adjustment to East Shore teachers who receive their salary through a stipend.

11. Policies (Pending School Board approval)

- [Policy 4062 Transfer of Educators](#)
Action: Consolidated the policy and added language about transfers if a district split occurred.
- [Policy 4130 Educator Evaluation](#) (Pending JEEC approval)
Action: Reworked the evaluation process entirely to move to a professional growth model using the new Utah Effective Teaching Standards
- [Policy 4132 Disciplinary Action Outside of SET Evaluation](#)
Action: Added a statement of policy. Moved teacher on probation for substandard classroom performance from 4130 to here as a pilot.
- [Policy 4135 Guidelines for Reduction in Force](#)
Action: Added a statement of policy. Clarified the priority list. Made other minor adjustments.
- [4162 Health and Disability](#)
Action: Added two days of family sick leave for dependent family members. Reduced the threshold for when a review may take place. Continued the Parental and Adoption leave pilots.
- [Policy 4164 Military Leave](#) _
Action: Added a statement of policy. Clarified how the leave may be taken.

- [Policy 4165 Personal Leave](#)
Action: Removed "Kindergarten" from the definitions section of the first day of school. Added an additional no dock personal day each year (total of six).
- [Policy 4166 Sabbatical Leave](#)
Action: Added a statement of policy. Clarified eligibility requirements.
- [Policy 4250 Retirement Plans](#)
Action: Added language to ensure the opportunity to open a retirement window if retirement benefits change as part of negotiations.
- [Policy 4253 Retirement Incentives and Eligibility](#)
Action: Clarified wording on the timing of an employee's retirement declaration.

Informational Items:

- Recognizing the essential role that certified employees play in the education of students, ASD and the School Board will work with AEA to develop a Teacher Bill of Rights for Alpine School District.
- Student behavior is one of the top concerns of our employees. In order to support our teachers with student behavior, we have worked with Student Services to develop a plan to help support teachers with student behavior. (The plan is forthcoming.)

Paid Professional Hours: With the increase in funding from the legislature, ASD certified employees that meet the state requirements with a .5 contract or above will be funded at their hourly rate for up to 28 hours. Certified hourly educators will receive up to 14 hours. Please see this [link](#) for information.