



**ALPINE SCHOOL DISTRICT
&
ALPINE EDUCATION ASSOCIATION**

**CERTIFIED NEGOTIATED AGREEMENT
2026-2027**

May 4, 2026

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

Hope Blackburn

Lisa Clement

Bobbi Edwards

Brandon Engles

Marla Long

Lisa McArthur

Amberly Phillips

Derek Smith

Amanda Spencer

Jesse Vincent

BOARD TEAM

Cami Harper, Spokesperson

Robert Boyer

Darren Draper

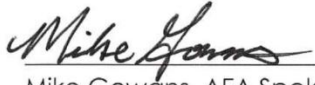
Kevin Thomas

Steve Timmel

Eric Woodhouse



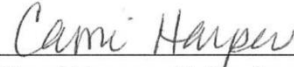
Signature Page for the 2026-2027 Negotiated Agreement



Mike Gowans, AEA Spokesperson

5-4-26

Date



Cami Harper, Alpine Spokesperson

5/4/26

Date



CERTIFIED SETTLEMENT

2026-2027

1. Alpine School District will fund steps and lanes. (Equates to approximately 1% increase on the average teacher salary.)

2. Alpine School District agrees to a .5% COLA.

[FY27 - Combined Certified Salaries.pdf](#)

3. Alpine School District agrees to a one time payment of \$500 to be paid to employees in the fall. The amount will be prorated based on the employee's contract or hours worked each week.

4. Alpine School District will fund 75% of the increase in insurance costs with these minor adjustments to the plan (approximately \$8.2 million for all employees):

- a. Garner:

- i. From this point forward, providers that are not on the Garner Top Provider List will not be added to the employee's list of providers.

- ii. Emergency room visits will be covered at 50%.

- b. Deductible (Ded) and Out of Pocket Maximums (OOP) will change to the following:

- i. Plan A (\$4,500 Ded, \$6,500 OOP)

- ii. Plan B (\$5,000 Ded, \$7,500 OOP)
- iii. Plan C QHDHP (\$5,500 Ded, \$7,000 OOP)
- iv. Plan D Bronze QHDHP (\$7,500 Ded, \$8,500 OOP)

5. Alpine School District will contribute .65% to Tier 2 employees' 401K for the 2026-2027 school year.

6. Employees that qualify for Paid Professional Hours from the legislature will receive up to 32 hours for the 2026-2027 school year.

7. Alpine School District will cover the cost of the Speech Language Pathologist DOPL license fee for the 26-27 school year. (Process to be determined.)

Policies:

- Policy 4062 Transfer of Certified Educators

Action: Definition of "[Personnel Need](#)" added.

- Policy 4135 Guidelines for a Reduction in Force

Action: Definition of "[Personnel Need](#)" added.

- [Policy 4162 Health and Disability](#)

Action: Adopted the foster care leave required by state statute.

- Policy 4165 Personal Leave

Action: For the 2026-2027 school year, employees will be given 10 no dock personal days. This will be a pilot.

- Policy 4191 Salary Lane Changes

Action: Beginning July 1, ASD will change the number of USBE credits allowed for a lane change from 5 to 10 credits per year.

*Policies will be reviewed and approved by the Alpine School District School Board.

Employee Resources:

- [ESI Guidelines](#)
- [Parent Teacher Conference Guidelines](#)
- [Employee Guarantees](#)
- Collaboration Guidelines
 - [2026-27 Elementary Guidelines for Professional Time & Collaboration](#)

- [2026-27 Secondary Collaboration Guidelines](#)

- The March PD Day will be used for staff to transfer their Google documents and other information to their new email accounts.