

MEMORANDUM OF TENTATIVE AGREEMENT

Between: Cache County Board of Education and
Cache Education Association
2025 – 2026 Negotiations

RE: Cost of Living Adjustment (COLA):

The Cache County Board of Education and the Cache Education Association agree to the following:

Cost of Living Adjustment – **1.5%**

One Time Salary Augmentation - **\$1,000** (to be paid in the fall of 2025)

Educator Salary Adjustment Increase - **\$1446**

RE: Insurance:

The Cache County Board of Education and the Cache Education Association agree to the following:

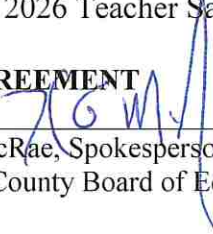
The Cache County School District will adopt a triple option plan through Select Health with a base plan HDHP (\$4000/\$8000 Deductible, \$8000/\$16000 Out of Pocket Maximum, with the employee paying 5% of the premium and \$100 HSA Contribution per month by the District). The District will also continue to offer the current PPO plan and HDHP plans as buy-up options. Employees who choose the HDHP buy-up will pay 8.5% of the premium, and employees who choose the PPO plan will pay 12% of the premium. These plans are reflected in **Exhibit A**.

RE: Step/Lane Change:

The Cache County Board of Education and the Cache Education Association agree to the following:

The teacher salary schedule will fully fund the scheduled steps/lanes. The Teacher Salary Schedule will be modified to include additional increases in steps 1-6 as shown in the attached 2025 – 2026 Teacher Salary Schedule attached as **Exhibit B**.

IN AGREEMENT


Kirk McRae, Spokesperson
Cache County Board of Education


Date

Cinda Allen, President
Cache Education Association

EXHIBIT A

EXHIBIT B

Cache County School District - 2025-26 Educator Salary Schedule

Step	BS	BS+30	BS+50 or MS	MS+30	Doctorate
1	\$ 60,825	\$ 63,184	\$ 65,643	\$ 68,204	\$ 70,870
2	\$ 60,825	\$ 63,184	\$ 65,643	\$ 68,204	\$ 70,870
3	\$ 60,825	\$ 63,184	\$ 65,643	\$ 68,204	\$ 70,870
4	\$ 61,415	\$ 63,799	\$ 66,283	\$ 68,871	\$ 71,565
5	\$ 62,005	\$ 64,414	\$ 66,924	\$ 69,537	\$ 72,260
6	\$ 62,594	\$ 65,028	\$ 67,564	\$ 70,204	\$ 72,954
7	\$ 63,184	\$ 65,643	\$ 68,204	\$ 70,870	\$ 73,649
8	\$ 65,643	\$ 68,204	\$ 70,870	\$ 73,649	\$ 76,543
9	\$ 68,204	\$ 70,870	\$ 73,649	\$ 76,543	\$ 79,555
10	\$ 70,870	\$ 73,649	\$ 76,543	\$ 79,555	\$ 82,696
11	\$ 73,649	\$ 76,543	\$ 79,555	\$ 82,696	\$ 85,965
12	\$ 76,543	\$ 79,555	\$ 82,696	\$ 85,965	\$ 89,372
13	\$ 79,555	\$ 82,696	\$ 85,965	\$ 89,372	\$ 92,920
14	\$ 82,696	\$ 85,965	\$ 89,372	\$ 92,920	\$ 96,615
15	\$ 82,696	\$ 89,372	\$ 92,920	\$ 96,615	\$ 100,464
16	\$ 82,696	\$ 89,372	\$ 92,920	\$ 96,615	\$ 100,464
17	\$ 82,696	\$ 89,372	\$ 92,920	\$ 96,615	\$ 100,464
18	\$ 82,696	\$ 89,372	\$ 92,920	\$ 96,615	\$ 100,464
19	\$ 82,696	\$ 89,372	\$ 92,920	\$ 96,615	\$ 100,464
20	\$ 82,696	\$ 89,372	\$ 96,615	\$ 100,464	\$ 104,474
21	\$ 82,696	\$ 89,372	\$ 96,615	\$ 100,464	\$ 104,474
22	\$ 82,696	\$ 89,372	\$ 96,615	\$ 100,464	\$ 104,474
23	\$ 82,696	\$ 89,372	\$ 96,615	\$ 100,464	\$ 104,474
24	\$ 82,696	\$ 89,372	\$ 96,615	\$ 100,464	\$ 104,474
25	\$ 89,235	\$ 96,469	\$ 100,311	\$ 104,315	\$ 108,485
26	\$ 89,235	\$ 96,469	\$ 100,311	\$ 104,315	\$ 108,485
27	\$ 89,235	\$ 96,469	\$ 100,311	\$ 104,315	\$ 108,485
28+	\$ 98,900	\$ 106,611	\$ 110,709	\$ 114,978	\$ 119,426

*Educator base salary is based on 186 contract days

Notes

- 1) In accordance with Utah Code 53F-2-405, an educator salary adjustment of \$10,350 has been added to each salary amount above for the following licensed positions: classroom teacher, speech pathologist, library media teacher, preschool teacher, mentor teacher, teacher specialist, teacher leader, guidance counselor, audiologist, psychologist and social worker. To qualify, employees must have an effective or higher job performance rating in their most recent evaluation.
- 2) A letter of intent to make a lane change must be filed with the Human Resource office by May 1st.
- 3) Credits for lane changes must be presented to the Human Resource office by September 1st. Credit hours are representative of semester credits.
- 4) Effective September 1, 1980, all credits to be counted toward the MS+30 degree lane must be eligible for use toward a post-master degree. In lieu of 30 hours of credit as described above, 40 hours of miscellaneous credit beyond the MS degree may be instituted.
- 5) Only credits obtained after certification for which you are hired may be used toward lane change.