



# Box Elder

School District

Dr. Ron Tolman, Superintendent

BOARD OF EDUCATION  
Connie Archibald  
Lynn Capener  
Karen Cronin  
Wade Hyde  
Carrie Ann Johnson  
Nancy Kennedy  
Bryan Smith

## MEMORANDUM OF TENTATIVE AGREEMENT

BETWEEN: The Box Elder Board of Education and  
The Box Elder Education Association

RE: Compensation for the 2016-2017 School Year

The Box Elder Board of Education and the Box Elder Education Association agree:

### A) Compensation

- 1) Lane changes and step increments will be covered by the District.
- 2) A two point seven percent (2.7%) cost-of-living increase will be added to each lane and step of the 2015-2016 Certificated Salary Schedule.
- 3) Insurance: Two Cigna High Deductible Health Plans (HDHP) will be offered with the employee covering the increase in the premiums:

- a) Cigna \$2,000/\$4,000 High Deductible Health Plan and Health Savings Account (HSA)

	<i>Premium</i>	<i>District</i>	<i>Employee</i>
Single	\$401.76	\$311.08	\$90.68
Two-Party	\$908.20	\$699.90	\$208.30
Family	\$1,310.91	\$1,007.89	\$303.02

- b) Cigna \$4,000/\$8,000 High Deductible Health Plan and Health Savings Account (HSA)

	<i>Premium</i>	<i>District</i>	<i>Employee</i>
Single	\$362.27	\$297.40	\$64.87
Two-Party	\$818.93	\$646.55	\$172.38
Family	\$1,182.07	\$931.24	\$250.83

Box Elder School District will make a one-time (2016-2017) contribution of \$500 for each insurance-eligible employee to a HSA for those insured by the District, or provide a one-time \$500 payment for those who do not take Box Elder School District insurance.

Box Elder School District will contribute, to an HSA, an equal amount to each employee who signs up for the \$4,000/\$8,000 HDHP based on the savings the District realizes.



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## MEMORANDUM OF TENTATIVE AGREEMENT

BETWEEN: The Box Elder Board of Education and  
The Box Elder Education Association

RE: CATEGORY 1 / Policy 3302 / Salary Policy

The Box Elder Board of Education and the Box Elder Education Association agree:

### A) Section 1-3 Salary Provisions

1-3-9

Any educator assigned by a building administrator to substitute during his/her preparation time will be paid 18.5% of her/his base salary for each period taught over two (2) periods per trimester. Administrators will make all assignments for all school related activities.

IN TENTATIVE AGREEMENT:

Terry Jackson, Spokesperson  
Box Elder County Board of Education

6/15/2016  
Date

Curtis Benjamin, Spokesperson  
Box Elder Education Association

Date



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## MEMORANDUM OF UNDERSTANDING

**BETWEEN:** The Box Elder Board of Education and  
The Box Elder Education Association

**RE:** Additional Contract Days, Professional Educator Conduct Form, and the  
Educator Evaluation Policy developed by the Joint Educator Evaluation  
Committee

The Box Elder Board of Education and the Box Elder Education Association agree:

### **1. Professional Development Days**

- a. In 2016-17 two (2) Professional Development Days will be provided as in 2015-16, principals having already planned for these two days' use during 2016-2017 school year.
- b. In 2016-17, two (2) additional days (for a total of 4 Professional Development Days) will be added and will be allotted flexibly throughout the year consistent with School Improvement Plan goals and activities following the procedure that schools followed during the 2015-2016 school year. Schools will be encouraged to schedule the Professional Development in quarter days or longer increments. The pay for these days will be added to the contract, increasing the number of contract days from 183 to 187. If a teacher is absent for any or any part of these four (4) days their pay will be deducted in the appropriate portion.
- c. In 2017-18, the two (2) additional days added the previous year will be incorporated into the calendar as teacher-student contact days for Parent Teacher Conferences (PTC) rather than compensated day for day. Missing PTC will then result in pay deducted in the appropriate portion.

### **2. Professional Educator Conduct Form**

- a. The Professional Educator Conduct Form will no longer be used after year 2015-2016, given other tools available to assess teacher professionalism. Other appropriate means will address excessive absenteeism.

**3. Joint Educator Evaluation Committee**

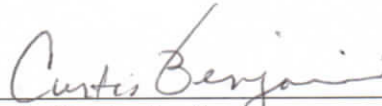
- a. Box Elder School District policy will memorialize a description of the District's Joint Educator Evaluation Committee (JEEC), including provisions for a regular meeting and communication to keep teachers informed.

IN TENTATIVE AGREEMENT



Terry Jackson, Spokesperson  
Box Elder County Board of Education

6/15/2016  
Date



Curtis Benjamin, Spokesperson  
Box Elder Education Association