



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 2015-2016 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 four percent (4%) cost-of-living increase will be added to each lane and step of the 2014-2015 Certificated Salary Schedule.
- 3) Insurance: Three Arches health plans will be offered:

a) Preferred Care Clinic \$2,500/\$5,000 Deductible:

	<i>Premium</i>	<i>District</i>	<i>Employee</i>
Single	\$407.80	\$309.08	\$98.72
Two-Party	\$917.60	\$695.47	\$222.13
Family	\$1,321.40	\$1,001.54	\$319.86

b) Arches \$2,000/\$3,000 High Deductible Health Plan and Health Savings Account (HSA)

	<i>Premium</i>	<i>District</i>	<i>Employee</i>
Single	\$379.30	\$311.08	\$68.22
Two-Party	\$853.40	\$699.90	\$153.50
Family	\$1,228.90	\$1,007.89	\$221.04

c) Arches \$3,250/\$5,000 High Deductible Health Plan and Health Savings Account (HSA)

	<i>Premium</i>	<i>District</i>	<i>Employee</i>
Single	\$326.00	\$297.40	\$38.60
Two-Party	\$733.50	\$646.55	\$86.85
Family	\$1,056.30	\$931.24	\$125.06

Box Elder School District will contribute (HSA) an equal amount to each employee who signs up for the \$3,250/\$5,000 HDHP based on the savings the district realizes.