

**MEMORANDUM OF TENTATIVE AGREEMENT**

**Between:                   Cache County Board of Education and  
Cache Education Association  
2015 – 2016 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 – 5.10 %.

**RE:                   Insurance:**

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

The health insurance coverage will be modified to match renewal Option 2 as outlined in the attached exhibit “SelectHealth – Renewal Option 2” dated May 15, 2015. \*Outlined benefits are in draft form and do not accurately reflect benefits in all categories. The Final Summary Plan Description (SPD) signed with SelectHealth will contain an accurate outline of benefits. The District will fund an increase in premium cost of 8.85% which includes the addition of a Teledoc supplemental plan. Active employees will continue to pay 8.6% of premium for Traditional insurance plan as implemented in the 2012/2013 plan year.

**RE:                   Step/Lane Change:**

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

Teacher salary schedule will be maintained for the 2015/2016 school year with full funding of the scheduled steps/lanes.

7/m      B.R.

**RE: Sick Leave Modification**

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

Sick Leave: Ten days per year at full pay with unlimited accumulation. These days may be used only for personal illness or illness or accident involving members of the employee's family. Family is defined as parent, spouse, child, in-law (father, mother, brother, sister), grandchild, or sibling, either by blood relationship or by law. A doctor's certificate may be required if the administration feels the employee is abusing the leave policy. The superintendent or his/her designee may also require a second doctor's opinion if it is felt necessary. In this case, the cost would be borne by the District. Except as required by law, an educator must receive approval from the Superintendent to use more than twenty (20) days of sick leave to care for a family member on a school year basis. If the Superintendent rejects an employee's request for more than 20 days to care for a family member, the employee may appeal this request to the Cache County School Board.


**RE: Bereavement Leave Modification**

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

Death/Bereavement Leave Policy: All full-time certificated personnel are to be allowed up to three days (can be extended to five days with Superintendent approval) with of leave for the sole purpose of attending to needs arising from the death of an immediate family member. For purposes of this policy, "immediate" is defined in Sick Leave except that Bereavement Leave will also extend to immediate family members in a blended family, specifically "Step" relatives including father, mother, son, daughter, brother, and sister. Any other leave due to death of a friend or family member will continue to be addressed by provisions of the current Personal Leave Policy (section "I b"). During leave for an immediate family member as defined above, the District will pay the cost of the substitute teacher.

**IN AGREEMENT**

  
Kirk McRae, Spokesperson  
Cache County Board of Education

  
Roger Donohoe, President  
Cache Education Association

5/15/15  
Date