

## **MEMORANDUM OF TENTATIVE AGREEMENT**

**Between:**           **Cache County Board of Education and  
Cache Education Association  
2022 – 2023 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 – 5.5%

**RE:**           **Insurance:**

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

The Cache County School District will continue to offer eligible employees the district sponsored health plan through Bind as done during the 2020/2021 plan year. The District will fund a 9.7% increase in funding for the Bind health plan. The Bind health plan will implement minor plan design changes outlined during Insurance Committee meetings. Two specific plan design changes are the adoption of a Specialty Assistance Program (SAP) to reduce the cost to the plan of expensive, uncommon drugs through the implementation of the SAP with the assistance of Navitus. The second change is to increase out-of-pocket maximums from \$4500 per individual to \$5000, and from \$9000 per family to \$10000 per family.

**RE: Step/Lane Change:**

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

Teacher salary schedule will have full funding of the scheduled steps/lanes.

**RE: Educator Payroll Cycle Modification:**

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

Beginning in the 2022/2023 school year, educators will transition from a payroll cycle with 1 payroll run in the months of September through May followed by three payroll runs in June to a 12 month payroll cycle with a separate payroll runs from September – August of each school year. In other words, educators will paid their annual salary on a 12 month basis over 12 months instead of the current system of 9 payments September – May, with 3 payments in June. The District conducted a survey of educators in January 2022 and approximately 75% of educators voted in favor of this change.

**IN AGREEMENT**

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Kirk McRae, Spokesperson  
Cache County Board of Education

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Date

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Jessica Littlefield, President  
Cache Education Association