

# AGREEMENT BETWEEN THE NEBO EDUCATION ASSOCIATION & NEBO SCHOOL DISTRICT

June 8, 2011

<u>ISSUE</u>	<u>DETAILS</u>
<b>Salary</b>	Base Increase – 0% for COLA
<b>Salary Adjustments</b>	\$4,200 will continue to be added to each cell in the Certified Salary Schedule.
<b>Capital Funding</b>	<p>It is understood that \$2,500,000 of General Program funding for the 2011-2012 school year has come from Capital Funds, as per legislative allowance. This funding saved approximately 57 teaching positions, the loss of which would have resulted in a class size increase of 1.5 students per class. This funding mechanism cannot be used beyond the 2011-2012 school year. Possible revenue increases, along with a combination of class size increases and program reductions or cuts will be implemented to eliminate the use of capital funding for general programs prior to the 2012-2013 school year.</p>
<b>Steps and Lanes</b>	The District will fully fund Step and Lane increases for the 2011-2012 school year.
<b>Insurance</b>	<p>The District will provide the Select Health Plan (HMO, with IHC Care providers only) as an 80/20 plan, and provide the Altius Plan (HMO, with the Mountain Star hospitals only) as an 80/20 plan with employees paying 11% of the premium, as currently in place with the following changes:</p> <p><b>Standard Plans:</b></p> <ul style="list-style-type: none"><li>a. Change the deductible from \$500/\$1,500 to \$1,000/\$3,000 for in-network providers;</li><li>b. Change co-pays for office visit, urgent care and specialists from being paid after the deductible to before the deductible;</li><li>c. Change the pharmacy benefit from \$10/\$25/\$50 to \$15/\$30/\$50.</li></ul> <p><b>High Deductible Plans:</b></p> <ul style="list-style-type: none"><li>d. Change the deductible from \$2,500/\$5,000 to \$3,000/\$6,000;</li><li>e. Change the Out-of-Pocket Max from \$3,500/\$7,000 to \$4,000/\$8,000;</li><li>f. In order to make the 11% employee participation amounts comparable between the Standard and High Deductible HDHP/HSA, the following changes have been made to the HSA contribution: Family from \$2,200 to \$2,940, Two Party from \$1,900 to \$2,100, Single from \$1,280 to \$1,020 and no change for Dual Coverage.</li></ul>

**Both Plans:**

- g. Change Lifetime Maximum from a limit to unlimited;
- h. Allowable designated Preventative Care Services provided at no cost.

As previously negotiated, employees will pay 11% of the premium for the 2011-2012 insurance year.

**Instructional Days**

It is understood that the Utah State Board of Education is now requiring 180 instructional days, with the exception that two of the days may be used for staff development relating to the common core. Nebo School District will be implementing 179 instructional days, plus one District Development Day (10/28/2011) as a staff development day relating to the common core. After the 2011-2012 school year, all 180 instructional days must be reinstated.

**Contract Days**

The 2011-2012 teaching contract for certified employees is for 184 days.

**AGREEMENT BOOK**

**PROPOSED CHANGES IN AGREEMENT BOOK –  
AS PRESENTED**

STATUS	GROUP	ISSUE	DETAILS
No Action	NEA	Article 2.11	Leave “as is” in the agreement book.
No Action	Both	Article 4.4	Leave “as is” in the agreement book.
AGREED	NEA	Article 5.3.2.3	Add: <u>In order to obtain tenured status</u> , and <u>a minimum of ...</u>
No Action	Both	Article 5.3.2.4	Leave “as is” in the agreement book.
AGREED	NEA	Article 5.4.5	Add (30) after “thirty”.
AGREED	BOTH	Article 5.4.6	Keep “as presented.”
AGREED	D.O.	Article 5.7	Agreed to replace “verified” with “certified.”
No Action	NEA	Article 5.10.1	Leave “as is” in the agreement book.
No Action	D.O.	Article 5.10.2	Leave “as is” in the agreement book.
No Action	NEA	Article 5.12.3	“Equitable”
AGREED	NEA	Article 10.3	Add: <u>by the school principal or his/her designee.</u>
STUDY	NEA	Article 11.3 & .4	Study and clarify 256
AGREED	D.O.	Article 11.3.6	Annual Evaluations
AGREED	NEA	Article 11.4.1.7	15 days (not 30) as per law.
AGREED	Both	Article 11.4.2.1.2	Add language about mutually agreed upon observer
AGREED	NEA	Article 11.4.2.2.1	Punctuation (.) at the very end.
AGREED	D.O.	Article 11	<b>MEMORANDUM OF UNDERSTANDING</b>
No Action	NEA	Article 13.1.3	“Intent”
AGREED	NEA	Article 14.2	181 days – 184 days
AGREED	D.O.	Article 16.3.2	Agreed to remove from booklet
AGREED	D.O.	Article 18.3.1	The Board agrees to provide a service....
AGREED	D.O.	Article 18.3.2	A list of names
AGREED	D.O.	Article 18.3.3	Add: <u>or a termination... (10th)</u> , <u>the change to be reflected</u>
AGREED	D.O.	Article 18.3.4	Change (10) to (11).
AGREED	D.O.	Article 18.3.5	Add: <u>listing of the educators for whom the deductions...</u>
AGREED	D.O.	Article 18.3.6	Add: <u>along with a listing of the educators for whom</u>
AGREED	D.O.	Article 18.3.7	Change: <del>membership or their</del>
No Action	NEA	Article 18.6.6	Lane changes more often (\$55,000)
AGREED	D.O.	Article 19.1.3	Sick leave calculations
No Action	NEA	Article 19.3.1	Bereavement leave, 1 of 5 for “close personal friend.”
AGREED	D.O.	Article 19.4.2	Sick leave Calculations
AGREED	D.O.	Article 19.4.6	Change <u>ten (10)</u> , four <u>(4)</u> days, and <u>six (6)</u> days.
AGREED	D.O.	Article 19.10.1	USERPA
AGREED	BOTH	Article 20	Insurance
AGREED	NEA	Article 22.3	Liability Insurance Protection
AGREED	D.O.	Article 23.4.1	<del>ten (10)</del> to <u>fifteen (15)</u>
STUDY	D.O.	Article 23.4.4	<b>Discussion</b> - Level Four
AGREED	D.O.	Article 23	<b>MEMORANDUM OF UNDERSTANDING</b>
STUDY	D.O.	Article 24.3.1	Reduction in Force – HB 73
AGREED	D.O.	Article 24.3.2	Notice of such suspension - law
STUDY	D.O.	Article 24.3.3	Suspended tenured educators...
AGREED	D.O.	Article 24	<b>MEMORANDUM OF UNDERSTANDING</b>
No Action	NEA	Insurance	11% of the premium
AGREED			NEA and Nebo School District agreed that all grammatical changes in the agreement book are approved. Major issues and talking points are specified above.