

Board of Education

Dave Chivers, President • Tawnya McKee, Vice President  
Todd Massey, Member • Denise Maynard, Member • Robin McClellan, Member

Employee Compensation Package 2023-2024

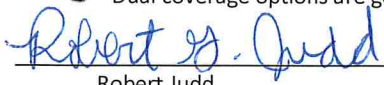
Teacher Lane Changes	\$290,403	Estimate 75% of requested
Steps for all eligible employees	\$372,130	
\$4,200 + benefits flat increase for Certified staff approximately 7%-9%	\$1,819,853	State Legislature House Bill 215
Increases to the BASE 3%-5% Classified, Professional, and Administrative	\$1,038,411	
1% stipend all contracted employees	\$502,018	
.75 cents per hour-SPED TA schedule	\$104,782	
Voucher TA stipends 1%, 2%, 3%	\$40,000	
Health Insurance 2.7% premium increase	\$226,430	


**TOTAL COMPENSATION PACKAGE \$4,394,027**

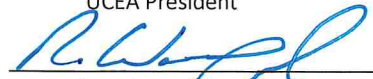
1. Lane Changes for licensed teachers per policy 005.0525.
2. Steps awarded for all employees hired prior to January 1, 2023.
3. Salary increases from House Bill 215 (\$4,200+ benefits) equivalent to a 7%-9% increase for Certified employees.
4. Salary base increase of 5% for all Classified and Administrative schedules except for the School Clerical, Finance Specialist, and Certified Coordinator schedules, which will receive a base increase of 3% as determined by fair market analysis and advancement opportunities.
5. One-time 1% stipend, based on primary job salary, for all employees to be paid May 2024 or pro-rated and paid at time of separation.
6. New special education teaching assistant lane on CLTA schedule at an additional .75 cents per hour.
7. A stipend paid annually in June, for all **voucher** teaching assistants, upon completion of the school year.  
(1% for years 1-4, 2% for years 5-9, 3% for year 10 and more)
8. Three days of bereavement for immediate family members.
9. Guaranteed prep time for elementary teachers of 160 minutes per week (Monday-Thursday) and 60 minutes of uninterrupted prep time on Fridays. Guaranteed prep time for all teachers during the entire workday on Tuesday, August 22. On Professional Development days, teachers will be granted one hour of self-selected prep time. Exceptions will be made when administration has a paid presenter that is contracted to present for more than seven hours on a Professional Development day.
10. Parent Teacher Conference trade day(s) moved to a different day for support services; each department will submit a plan.
11. Will cover the district portion of the 2.7% health insurance premium increase.

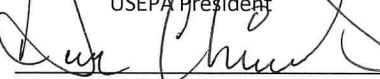
For eligible employees, the district will provide:

- ☐ For 2023-2024, employees will pay 21.44% of their insurance and will receive a 10% premium credit if they have completed their wellness participation. The Board of Education reserves the right to change this amount if needed to accommodate unforeseen medical insurance needs.
- ☐ District to fund the PEHP Silver Summit/Advantage Plan at the above percentages, for medical insurance. The district will pay that amount on all other plans and the employee will pay the difference. The amount the district pays will be prorated if an employee is not an eight-hour per day employee.
- ☐ Provide a payment, (\$1,800 for couple/family; \$800 for single), to the HSA (Health Savings Account) of employees that choose to participate in the Copper HSA Plan. Provide a payment, (\$3,600 for couple/family; \$1,600 for single), to the HSA of employees that choose to participate in the Core HSA Plan.
- ☐ Long-Term Disability Insurance.
- ☐ Employee Group Term Life Insurance (Employee \$50K and dependents \$2K).
- ☐ Dual coverage options are going to be discontinued on August 31, 2023.

 Date: 06/13/23  
Robert Judd  
UCEA President

 Date: 6-13-23  
Cynthia Shiner  
USEPA President

 Date: 6/14/23  
Superintendent  
Rick Woodford

 Date: 6-14-23  
Board of Education President  
Dave Chivers

**Dr. Rick Woodford, Superintendent**  
826 South 1500 East • Naples, UT 84078  
435.781.3100 • 435.781.3107 fax