



**ALPINE SCHOOL DISTRICT
&
ALPINE EDUCATION ASSOCIATION**

**CERTIFIED NEGOTIATED AGREEMENT
2022-2023**

April 25, 2022

The enclosed items are additions, corrections, or deletions to previously negotiated agreements.

NEGOTIATION TEAMS

AEA

Mike Gowans, Spokesperson
Glenda Anderson, UniServ Director
Tom Stauss, UniServ Director
Lisa Clement
Brandon Engles
Lisa Hatch
Amberly Phillips
Derek Smith
Lois Johnson

BOARD TEAM

Cami Harper, Spokesperson
Craig Jensen
Joel Perkins
Rob Smith
Kevin Thomas



Signature Page for the 2022-2023 Negotiated Agreement

Mike Gowans

Mike Gowans, AEA Spokesperson

Cami Harper

Cami Harper, ASD Spokesperson

4/25/22

Date

4/25/22

Date

ALPINE
SCHOOL DISTRICT
CERTIFIED SETTLEMENT
2022-2023

1. Alpine School District agrees to add a 4% COLA.
[2022-2023 Salary Schedule](#)

2. Alpine School District agrees to the addition of \$1,850 to the base step of the salary schedule. (Benefits equal to 2.76% on the salary schedule.) *This was previously ratified by AEA and approved by the School Board on April 19, 2022 by unanimous vote.*

3. Alpine School District agrees to fund step and lane. (Benefits equal to 1.05% on salary schedule)

4. Alpine School District agrees to negotiated changes on the insurance plan design. (Benefits equal to 1.17% on salary schedule)

Copays and deductibles have been adjusted with all insurance plans. You can find the following adjustments with all plans on the link below.

*Plan 1c-Employee \$127.56, EE +1 \$281.40, Family \$403.67
Plan 2c-Employee \$77.33, EE +1 \$170.56, Family \$244.66
Plan 3c-Employee \$64.84, EE +1 \$143.04, Family \$205.22
Plan 4c-Employee \$0, EE +1 \$0, Family \$0
Plan 5c QHDHP -\$49.08, -\$108.43, -\$155.49*

[2022-2023 Alpine School District Insurance Plan Benefits](#)

5. Alpine School District agrees to a one-time employee payment in November (bonus).

6. [Policy 4035 Prior Experience and Compensation Salary Index](#)
Action: Wording is updated to reflect current practice. A 45 calendar day window is added for new hires to provide proof of education and experience for placement on the salary scale and the determination of provisional status.

7. [Policy 4062 Transfer of Educators](#)
Action: Wording is updated to reflect current practice. The policy format is updated with a board statement and definitions.
8. [Policy 4071 Half Days Without Students](#)
Action: Policy is retired
9. [Policy 4096 Time Schedule](#)
Action: The time schedule is updated to reflect the approved 8 hour and 30 minute contract (with the 30 minute duty free lunch). A pilot for the 2022-2023 school year is added which allows teachers flexibility in when their daily hours are worked within certain guidelines. The policy format is updated with a board statement and definitions.
10. [Policy 4097 Dress and Grooming](#)
Action: Covid language is removed.
11. [Policy 4098 Attendance at Meetings](#)
Action: Covid language is removed. Virtual options for faculty meetings are considered.
12. [Policy 4101 Educational Conferences and Conventions](#)
Action: Covid language is removed.
13. [Policy 4102 Substitute Educators](#)
Action: The procedure for requesting a substitute or time off is streamlined. Wording is updated to reflect current practice. The policy format is updated with a board statement and definitions.
14. [Policy 4106 Educator Preparation and Collaboration Time](#)
Action: Wording is updated to reflect current practice. The policy format is updated with a board statement and definitions.
15. [Policy 4130 Educator Evaluation](#)

Action: The policy format is updated with a board statement and definitions. The temporary waiver from the Covid year is removed.

16. [Policy 4161 Family Medical Leave](#)
Action: The policy format is updated with a board statement.
17. [Policy 4162 Health and Disability](#)
Action: The 2021-2022 pilot was incorporated. The policy format is updated with a board statement and definitions. Covid language is removed.
18. [Policy 4165 Personal Leave](#)
Action: Wording is updated to reflect current practice. The policy format is updated with a board statement and definitions.
19. [Policy 4224 Workmans' Compensation](#)
Action: Wording is updated to reflect current practice and bring this policy into alignment with the classified policy. The policy format is updated with a board statement and definitions.
20. [Policy 4109 Extended Contracts and Addendas](#)
Action: Wording is updated to reflect current practice. The policy format is updated with a board statement and definitions.
21. [Policy 4116 Job Sharing](#)
Action: Wording is updated to reflect current practice.
22. [Policy 4160 Bereavement Leave](#)
Action: The following are now included and treated as immediate family: a first cousin, anyone living in the immediate household, pregnancies ending in a miscarriage or stillborn child.
23. [Policy Wording Changes](#)
Action: Wording is updated to reflect current practice and current titles of the district leadership team.

Informational Items:

- Teacher team collaboration is one of the most important pillars in supporting all students to reach our Vision for Learning. The collective teacher efficacy of our teams is the factor that has the single greatest effect size on student learning. In order for our teacher teams to continue to develop their collective efficacy and support student learning, teacher teams need time built into the school week.
For the 2022-23 school year, all teams will have two hours designated for flexible, teacher team directed collaboration per week. We will continue with the two hour early out schedule at the secondary level.
- A multi-year class size reduction plan will be reviewed and approved by the School Board in an upcoming Board Meeting.
- HB 396: For the 2022-2023 school year, the legislature has given school districts funds to pay teachers their daily rate for 32 hours of preparation time. Teachers will need to submit time cards for hours worked. More details will follow.
- Alpine School District values our specialty teachers. A committee has been formed to review the elementary specialty schedule. As in other circumstances, contracted teachers will be placed if adjustments made in specialty classes necessitate a change. Specialty teacher FTEs for the 2022-2023 school year have been allocated. Additional adjustments may be needed throughout the year.
- Alpine School District recognizes that student attendance and behavior is vital to student learning. We will continue to support administration, teachers, staff, students and parents in these efforts.
- [Sick leave clarification](#)
- Parent teacher conference guidelines, expectations, schedules and platforms will continue to be reviewed and adjusted as needed.
- Alpine School District has formed a committee to review adoption and parental leave and will make recommendations to the negotiating teams for consideration in the 2023-2024 school year.
- Alpine School District has formed a committee and will be reviewing the secondary schedule and will make recommendations to the negotiating teams for consideration in the 2023-2024 school year.