

2016-2017 NEGOTIATED AGREEMENT
between the
TOOELE COUNTY SCHOOL DISTRICT
and the
TOOELE EDUCATION ASSOCIATION
July 1, 2016 through June 30, 2017

The Tooele Education Association and Tooele County School District have negotiated the following items for the school year 2016-2017:

Salary and Benefits:

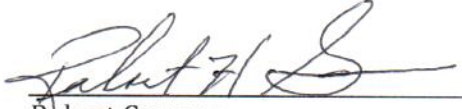
1. Certified employees will receive lanes (where applicable) and one step in school year 2016-2017.
2. Certified employees will receive a 1% COLA.
3. The District budgeted roughly \$33.55M in gross wages for positions attached to the Certified Salary Schedule for FY17. If there are savings due to teacher attrition that lowers the working budget below \$33.55M as of March 1, 2017, employees on the Certified Salary Schedule will receive a onetime bonus on those savings on a per employee, per FTE basis as long as the bonus is greater than \$49.99 per FTE.
4. Eliminate half steps for Steps 4.5 to 6.5 for certified employees for the school year 2016-2017. (In accordance with the 2014-2015 negotiated five-year plan to eliminate half steps.)

Steps 1.5 to 3.5	Beginning School Year 2015-2016 (completed)
Steps 4.5 to 6.5	Beginning School Year 2016-2017
Steps 7.5 to 9.5	Beginning School Year 2017-2018
Steps 10.5 to 12.5	Beginning School Year 2018-2019
Steps 13.5 to 14.5	Beginning School Year 2019-2020
5. The parties will accept the recommendation of the insurance committee regarding the changes to benefits.

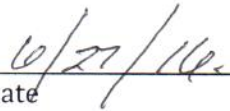
Nonmonetary Items:

1. In the fall TEA, TESPAs and administration will meet with vendors in regard to early retirement savings/investments.
2. Adopt the following parent/teacher conference schedules:
 - a. Elementary Education
 - No change.
 - b. Junior High Schools can choose between the following options:
 - Stay the same
 - Four PT Conferences for four hours each (one each quarter)
 - Three PT Conferences for three hours each (1st, 2nd, 3rd quarters) with Makeup Mondays (two one-hour sessions each 1st, 2nd, 3rd quarters and one one-hour session 4th quarter)
 - c. High Schools:
 - Three PT Conferences for three hours each (1st, 2nd, 3rd quarters) with Makeup Mondays (two one-hour sessions each 1st, 2nd, 3rd quarters and one one-hour session 4th quarter)


3. Adopt revisions to the procedure for hiring of certified positions on the certified salary schedule.
4. Administration will move forward with implementing the recommendations from the Elementary Prep Committee. Full implementation depends on the availability of funds.
5. The Student Achievement, Student Improvement (SASI) Committee, with teacher input, will recommend guidelines for late work, grading and homework.
6. Remove the terminology "educator's salary adjustment" from the paystub. The intent is to remove the single line item and roll the funds into the employee's position salary.



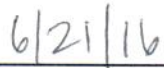
Robert Gowans
President, Tooele Education Association



Date



Maresa Manzione
President, Board of Education



Date