

2015 – 2016  
LETTER of UNDERSTANDING  
For  
Juab School District  
And  
Certified Employees

The Juab Education Association (JEA) and the Juab School District Negotiation Committee agree to the following:

SALARY

1. It is agreed that for the 2015 – 2016 school year, the District will fund step increases (one step where applicable) and lane changes (subject to approval).
2. A cost of living increase of 3 percent will be incorporated on the base of the salary schedule.
3. An adjustment will be made to the leave “buy-back” policy allowing for employees who have accumulated 120 or more days of leave an annual option of a payout of unused leave. The first 5 days will be reimbursed at a rate consistent with all other employees. Any payout for days in excess of 5 will be paid at the rate of a certified substitute.

INSURANCE

The District will continue to fund health insurance at an amount equal to 100 percent of the Core HSA Plan, thus funding 100 percent of the increase in premiums for that plan. Employees will continue to pay the additional cost of higher benefit plans.

Other Items

The District agrees to work toward revising the bereavement and teacher inter-district transfer policies as discussed in negotiations and with input from the JEA.

The District agrees to provide opportunities for teacher input in the newly developing teacher evaluation model.

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Juab School District Board of Education

\_\_\_\_\_  
Date

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Juab Education Association President

\_\_\_\_\_  
Date