



**ALPINE SCHOOL DISTRICT  
&  
ALPINE EDUCATION ASSOCIATION**

**CLASSIFIED NEGOTIATED AGREEMENT  
2022-2023**

**April 20, 2022**

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

**NEGOTIATION TEAMS**

AESP

Rick Montague, Spokesperson  
Lisa Adams  
Korrin Thompson  
Joe Nielsen  
Ryan Hunt  
Rebecca Greenland  
Jeremiah Sniffin-USEA

BOARD TEAM

Craig Jensen, Spokesperson  
Kimberly Bird  
Joe Hayes  
Randy Upton  
Frank Pulley  
Eric Woodhouse



**Signature Page for the 2022-2023 Negotiated Agreement:**

---

Rick Montague, Association President

---

Craig Jensen, ASD Spokesperson

---

Date

---

Date



## CLASSIFIED SETTLEMENT

2022-2023

1. Alpine School District agrees to add a 8% COLA.
  - [2022-2023 Hourly Pay Schedule](#)
  - [2022-2023 Classified Hourly Lane Placement](#)
  - [2022-2023 Classified Contract Pay Schedule](#)
  - [2022-2023 Classified Contract Lane Placement](#)
  - [2022-2023 Professional Salary Pay Schedule](#)
  - [2022-2023 Professional Lane Placement](#)
  
2. Alpine School District agrees to fund step and lane.
  
3. Alpine School District agrees to negotiated changes on the insurance plan design 2022-2023 Alpine School District Insurance Plan Benefits
  - [2022-2023 Alpine School District Insurance Rates](#)
  - [2022-2023 Alpine School District Insurance Plan Benefits](#)
  
4. Alpine School District agrees to a one-time employee payment in November (bonus).
  
5. Alpine School District agrees to the following Job study movement:  
[Negotiated Job study Movement 22-23](#)
  
6. Alpine School District agrees to implement a 1 year pilot (2022-2023) to compensate hourly employees while serving on Jury Duty .  
[Policy 4471-Jury Duty](#)
  
7. Alpine School District agrees to finalize previous Memorandum of Understanding (No doc personal days and Retirement Incentive):

- a. [Policy 4413 Personal Leave](#)  
Action: Updated language to reflect no doc personal days for qualifying employees, combined policy 4413 and 4413.1
  - b. [Policy 4415-Retirement Incentive](#)  
Action: Updated clarifying language to reflect retired employee dependent insurance benefit.
8. [Policy 4413.1-Personal Leave for Hourly Employees](#)  
Action: Retire Policy 4413.1 (4413.1 has been combined with 4413)
  9. [Policy 4456.2-Contract Days for Lunch Workers](#)  
Action: Retire policy
  10. [Policy 4409-Workman's Compensation](#)  
Action: Updated Workman's Compensation clarifying language
  11. [Policy 4412-Health and Disability Leave](#)  
Action: Updated clarifying language to reflect workman's compensation and sick leave run concurrently.
  12. [Policy 4416-Bereavement Leave](#)  
Action: Updated language regarding immediate family and ending of pregnancy in miscarriage or still born child.

**Information Items:**

- Alpine School District agrees to continue to work with the association to consider other jobs on the classified schedule and recommend lane movement based on education/certification.
- Alpine School District agrees to form a committee to review adoption and parental leave and will make recommendations to the negotiating teams for consideration in the 2023-2024 school year.
- [Sick Leave Clarification Memo](#)

