

## MEMORANDUM

**TO:** Salt Lake City Board of Education  
Superintendent Cunningham

**FROM:** Byron Garritson  
Janet Roberts

**RE:** Classified Tentative Agreement

**DATE:** June 7, 2017

We are pleased to inform you that we have concluded our negotiations with the Buildings and Grounds, Salt Lake Educational Office Personnel, Transportation, and Child Nutrition Associations. We have reached tentative agreements with them. The tentative agreements include the items listed below and have been ratified by the respective association members. We recommend approval for the tentative agreements.

### 1. Finance (This is s 2-year finance plan)

#### Year 1 2017-18:

- 4% COLA
- STEPS
- District pays insurance increase with administrative changes to insurance design and plan cost savings are passed on to the employee:
  - 30% co-insurance on specialty prescriptions
  - Increase in co-pays by \$5 for Primary and \$10 Specialty office visit
  - Remove eligibility for retiree spouses over 65 years of age
  - Two insurance options for any new employees (High Deductible and HSA Qualifying)
  - Change standard retiree rate to 125%. Will go into effect for the 2022-23 fiscal year.

Exhibit: A2b  
Board Meeting: 6/20/2017

**Year 2 2018-19:**

- District portion of WPU increase equals the COLA increase
- STEPS
- District and Employee split insurance increase 50/50
- No additional financial negotiations

**2. EVALUATION LANGUAGE TO BE:**

*1.7 Employees not Evaluated by the evaluation due date are encouraged to notify their supervisor, supervisor's supervisor, or Human Resource Services.*

Classified Groups and District agreed to proposed language on 05-03-17.

**3. PERSONAL DAY LANGUAGE TO BE:**

*Contract employees working in a 12-month contract will be allowed each contract year two days of leave for personal need. One day's leave will be granted without loss of pay; one additional day will be granted with substitute cost to be deducted from the employee's salary.*

*Each fiscal year, employees on a contract of less than twelve (12) months will receive two (2) days of personal leave. May take an additional personal leave day without deduction. This additional day does not accrue.*

*Employees working less than twelve (12) months will be allowed to accumulate up to four (4) fully paid days of personal leave. After an employee has accumulated four (4) days each additional unused personal leave day will be added to the employee's accumulated sick.*

Classified Groups and District agreed to proposed language on 05-10-17