



Uintah School District

Employee Compensation Package 2021-2022

1. A total compensation package increase will include:	<u>Estimated Cost to USD</u>
a. Lane Changes -	\$235,000
b. Steps -	\$531,000
i. Offset by Moves and Retirements	(\$385,000)
c. Salary Schedule Base Increase 5% -	\$1,900,000
d. Health Insurance Premium (Decrease) (1%) -	(\$67,000)
e. <u>Reduced Compensation to the CORE Plan -</u>	<u>(\$105,000)</u>
TOTAL Compensation Package -	<u>\$2,109,000</u>

- Steps awarded for all employees hired prior to January 1, 2021.
- Lane changes will be awarded per Policy 005.0525.
- For eligible employees, the District will provide:
 - For 2021-2022, employees will pay 25.85% of their insurance and will receive a 10% premium credit if they have completed their wellness participation. The Board of Education reserves the right to change this amount if needed to accommodate unforeseen medical insurance needs.
 - District to continue to fund the PEHP Silver Preferred Plan at the above percentages, for medical insurance. The district will pay that amount on all other plans and the employee will pay the difference. The amount the district pays will be prorated if an employee is not an eight-hour per day employee.
 - Provide a payment, (\$1,800 for couple/family; \$800 for single), to the HSA of employees that choose to participate in the Copper HSA Plan.
 - Provide a payment, (\$3,600 for couple/family; \$1,600 for single), to the HSA of employees that choose to participate in the Core HSA Plan.
 - Long-Term Disability Insurance for benefited employees only.
 - Employee Group Term Life Insurance (Employee \$50K and dependents \$2K)
- The Board approved Job stipend is not included in the base negotiated salary.
- Health Plans for Gold and Bronze are also going to be discontinued August 31, 2022; and dual coverage options are going to be discontinued on August 31, 2023.

Marsha Curtis USDEA President	Rick Woodford Superintendent	Dave Chivers Board of Education President
Date:	Date	Date:

Scott Sowards
UESPA President
Date: