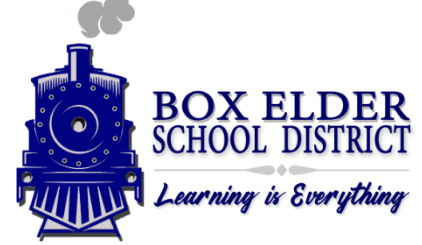


Recommendation: It is recommended that the Board ratify the negotiated agreement with Box Elder Administration Association (BEAA), Box Elder Educator Association (BEEA) and Box Elder Educational Support Professionals (BEESPA) as summarized below for the 2026-2027 School Year.



Recommended Motion: I move that the Board of Education Ratify the tentative negotiated agreement reached between the Box Elder School District and the Box Elder Administration Association (BEAA), the Box Elder Educator Association (BEEA) and the Box Elder Educational Support Professionals (BEESPA) for the 2026-2027 school year.

Background: Each year, the Board's negotiation team and BEAA, BEESPA, and BEEA negotiation teams work together to reach a settlement that will enhance the working conditions for Administrators for the Box Elder School District.

Financial Implications: All financial implications are built into a balanced proposed budget.

Staff Implications: None at this time

2026-2027 Negotiated Agreement - ESP Employees (BEESPA)

The vote was unanimous among the negotiation teams.

BEESPA Approved - May 5, 2026

BESD School Board Approved: _____

Salary and Benefits

1. 3% increase in the COLA.
2. The District will fund the costs of steps and lanes (2.02%)
3. The medical insurance premiums increased by 7% from the previous year. The district will absorb the cost.
4. The voluntary **vision** premium did not increase.
5. Voluntary Dental will remain with EMI, resulting in a 5.04% premium increase.
6. [POLICY 3208](#) & [POLICY 3210](#) have been changed to reflect that all leave will be moved to PTO.
7. The Assistant Manager in CNP positions will be contracted at 5.5 hours per day.
8. Memorandum of Understanding (Information Items)
 - A. Conduct a job/salary evaluation for the district facility employees.
 - B. Consider a one-time longevity bonus for 10, 15, 20 year employees. (1.5% to 3% of your salary). To be discussed during the 2027/2028 negotiations.
 - C. Post the total compensation benefits for our district on the website.
 - D. The sick leave committee will meet with the Executive Director of Human Resources to rewrite the sick leave bank criteria.
 - E. The sick leave bank amount of days that can be granted each year will be reduced from 75 to 50.
 - F. Anyone ESP who has signed their retirement papers by June 30, 2026 and will retire before December 31, 2026, will remain on the old system of leave and will not be switched to PTO.

- G. The district will closely monitor PTO use to see whether it increases over the year and re-evaluate the policy, which may result in fewer days being allocated in future years and/or additional changes to offset any concerns.

2026-2027 Negotiated Agreement - Certificated Employees (BEEA)

The vote was unanimous among the negotiation teams.

BEEA Approves agreement on May 4, 2026

BESD School Board Approved:

Salary and Benefits

1. 3% increase in the **COLA**.
2. Per [53F-2-405](#), \$310 was added to the Educator Salary Adjustment (ESA), which was previously \$10,350. This new amount will be added to the salary schedule after the COLA has been applied. This will bring the total ESA amount to \$10,660.
3. The District will fund the costs of **steps and lanes** (2.02%).
4. The medical insurance premiums increased by 7% from the previous year. The district will absorb the cost.
5. The voluntary **vision** premium did not increase.
6. Voluntary Dental will remain with EMI, resulting in a 5.04% premium increase.
7. [Policy 3126](#) has been changed to reflect that all leave will be moved to PTO.
8. [Policy 3108](#) - has been adjusted to explicitly state faculty, **504, IEP, and faculty meetings etc.**, Clarity to define "kept to a minimum" is added. A minimum of 90 minutes for PLCs, up to 120 minutes with a link to Policy 1250.
9. The district's loose and tight documents will be added to [Policy 1250](#).
10. [POLICY 3124](#) - 4.C. UPDATE TO REFLECT Retirement Options: **Employees may also elect to have a portion of their retirement bonus deposited into a district-offered medical trust account.**
11. [Policy 3122](#)
 - a. **If both spouses are district employees eligible for insurance, the spouse who enrolls in the district plan will receive a \$1,000 HSA deposit.**
 - b. **Employees who enroll in the high-deductible plan will have a percentage of the savings to the district deposited into their HSA**
12. [Policy 3114](#) - will update the \$250 reimbursement to a stipend for classroom changes
13. Memorandum of Understanding (MOU)
 - a. The district will survey faculty and staff to gather input on the 2027/2028 calendar.

- b. The district will review the insurance committee and work to expand the membership.
 - c. The district will revisit PTO policy 3126 next year to see how it is working and document any change in leave usage.
 - d. The district will gather parent input on the implementation of the legislative rule for cellphone usage in secondary schools.
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2026-2027 Negotiated Agreement - (BEAA) Administrators

Board Approval:

1. 3% increase in the **COLA**.
2. The District will fund the costs of **steps and lanes** (2.02%).
3. The medical insurance premiums increased by 7% from the previous year. The district will absorb the cost.
4. The voluntary **vision** premium increased by 0%.
5. Voluntary Dental will remain with EMI, resulting in a 5.04% premium increase.
6. [Policy 3310](#) has been updated to reflect that all leave will be moved to PTO.