

**Iron County School District  
and  
Iron County Education Association  
Negotiated Agreement for the 2021-2022 School Year**

The Iron County School Board and Iron County Education Association agree to the following:


1. Financial


- **Salary Schedule:** Add 6% increase (totaling \$2,082) to the \$34,706 base multiplier of the Teacher Salary Schedule.
- **Insurance:** Continue to fully fund High Deductible Health Plan with MotivHealth. Deductibles are as follows:
  - Single (In Network) - \$1,750 first dollar deductible then 20%/80% Coinsurance Maximum \$3,500 then 100%
  - Couple and Family (In Network) - \$3,500 first dollar deductible then 20%/80% Coinsurance Maximum \$7,000 embedded then 100%
  - Teachers will continue participation in the HSA program with elective contributions.
  - No changes in Dental Insurance, Life Insurance, and Long-Term Disability Insurance.
- **Steps and Lanes:**
  - District will honor increments and lane changes.

2. The legislature appropriated funds to pay teachers an additional \$4,200 above the negotiated salary schedule. Part-time teachers will receive a prorated amount, depending on their individual contracts.
3. The teacher supply legislative reimbursement will continue to be funded as allocated by the legislature.
4. Teachers will be allocated **one** additional personal day off. This gives teachers a total of three personal days off that may be used during the school year. Teachers will continue to pay \$65 per day to use the personal days, and they must be approved by the superintendent prior to the days off.
5. A minimum of ninety minutes of collaboration time will continue to be included in the weekly schedule of the secondary schools.
6. Study Items
  - We will study the effects of potentially adding 3 to 5 steps to the Teacher Salary Schedule.
  - We will study the effects of potentially rescheduling the MTSS days off for elementary teachers.

  
Michelle Lambert, ICSD School Board President

  
Megan Nelson, Iron County Education Assoc.

  
Shannon Dulaney, ICSD Superintendent

  
Diane Houle, Iron County Education Assoc.