

**Wheatland School District
Tentative Agreement with Certificated Management for 2021-2022**

Agreement 2021/2022

Salaries:

- **5% increase to certificated management salary schedule retroactive to July 1, 2021. Retroactive pay is to benefit all employees who were paid during the 2021-2022 fiscal year.**
- **5% increase to all listed Stipends**

One Time Off Schedule Stipend

- The District would like to express our appreciation for all the hard work of the leaders on behalf of the District, the schools and the students during these tough times. It has been way too hard for way too long. Our staff has worked in unimaginable ways to prioritize the care of our students and ensure they are learning in the healthiest and safest environments. Our staff continues to go above and beyond on a daily basis all to benefit the education of our students.
- With that in mind the District will pay a \$1,500 one-time COVID Pandemic stipend to our Management Employees
 - This stipend will be off schedule
 - The stipend will be less mandatory payroll deductions

Required District Contribution for Premiums:

- Eligibility
To be eligible for this program the employee must:
 - a. Have completed fifteen (15) consecutive years of service, four hours or more per day, in the Wheatland School District immediately prior to retirement.
 - Any employee on an approved District Leave of Absence will not lose eligibility for consecutive years of service but the leave of absence years will not count for total years
- Change the Required District Contribution for Premiums
 1. The District will, upon request, pay the amount equal to the active employee's insurance cap (at the time of the retirement) for medical/dental/vision insurance at the time of the retirement for an employee choosing early retirement if they meet the eligibility requirement above.
 - Cost of Plans - Should the retiree enroll in a plan which costs more than the active employee's cap, he/she shall make arrangements to pay the difference (quarterly, in advance) to the District. Failure to pay the difference shall result in cancellation of insurance
 - Duration - These benefits terminate after sixty (60) months, or the death of the retiree, or at the end of the month in which the employee reaches the age of sixty-five (65), whichever comes first.

- Available Plans - The retiree must choose from plans(s) available to active employees in the month the benefit is received. The retiree may enroll his/her dependents. Only plans which accept retirees shall be available

2. Option 2 – One Time Cash Incentive:

An employee will receive a one-time payment of twenty-five percent (25%) of the employee's last year's base salary.

Signed Off on 2/24/2002

For Certificated Management:

_____ Angela Gouker

_____ Peter Towne

_____ Jodie Jacklett

_____ Shari Guzman

For Wheatland School District

_____ Craig Guensler - Superintendent