

2025-2026 Negotiated Agreement - Certificated Employees (BEEA)

The vote was Unanimous among the negotiation teams.

BEEA Approves agreement on May 20, 2025

BESD School Board Approved: June 11, 2025

Salary and Benefits

1. 2% increase in the **COLA**.
2. Per [53F-2-405](#), the Educator Salary Adjustment(ESA) is \$10,400 Will be added to the salary schedule after the COLA has been applied.
3. The District will fund the costs of **steps and lanes** (2.19%).
4. The medical insurance premiums increased by 1.53% from the previous year. The district will absorb the cost. There was a change in out-of-pocket and deductibles: Star 1 Option 2500/5000 deductible, 4000/8000 out of pocket. Star 2 Option: 5000/10000 deductible, 7000/14000 out of pocket.
5. Voluntary **vision** premium had a 0% increase.
6. Voluntary Dental will change from Delta Dental to EMI, resulting in a 4.98% increase in premiums.
7. [Policy 3102](#) will return to the 2023 verbiage.
8. The district will increase the PD funding for convention applications for certified staff from \$6500 to \$10,000.
9. Memorandum of Understanding
 - a. Student Behavior Concerns:
 - i. Principals will review, modify, and train the staff on PBIS, behavior flow charts, and procedures in August 2025.
 - ii. Elementary counselors will be trained to work with students with behavior concerns and support student behavioral issues.
 - iii. Policy 5005 and 5006 will be reviewed to identify the best way to support behavior concerns.
 - b. District will Explore PTO options for next year's negotiations.
 - c. The district will increase communication on all policies.

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- c. The district will increase communication on all policies.
- d. Association dues will no longer be deducted from payroll -by September of 2026.

**The Box Elder Board of Education and
The Box Elder Education Association**

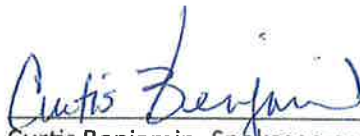
IN AGREEMENT:



Coerina Fife, Spokesperson
Box Elder Board of Education

6-9-25

Date



Curtis Benjamin, Spokesperson
Box Elder Education Association



Joette Craig, President
Box Elder Education Association