Canyons Board of Education and Canyons Educational Support Professionals Association Joint Statement

The Canyons Board of Education and the Canyons Educational Support Professionals Association have reached a tentative agreement for the 2012-2013 school year that will give ESP employees an increase in base pay in addition to steps and lanes, and a one-time 1 percent bonus. These are some highlights of the tentative agreement:

- 1 percent Cost of Living Adjustment to the base salary schedule
- 1 percent one-time bonus, to recognize the hard work of ESP staff in implementing changes in Canyons School District over the past three years.
- Unfreezing of the salary schedule, with Steps and Lanes for the 2012-2013 year.
- No increase in the cost of health insurance premiums

The Board and Association also tentatively agreed on some proposals to study several policies for the purpose of bringing recommendations to the Board of Education for consideration. Committees will be formed to study and make recommendations on transportation issues (specifically policies that may be needed to ensure compliance with federal and state laws and regulations), DP369 (which has been on moratorium status since the beginning of Canyons School District), and the salary schedule (to determine how it might be revised to reflect the intent of SB 64, which will require advancements on public school salary schedules to be based on employee evaluations).

Any substantial additions or revisions to these policies (above and beyond routine statutory updates) will be done according to the Board’s approved policy process and submitted to the Board for final consideration and approval.

Canyons Educational Support Professionals Association President Gary Martensen, speaking on behalf of CESPA, and Superintendent David Doty, speaking on behalf of the Canyons Board of Education, stated: “We are very pleased with the collaborative nature of this year’s negotiations, and look forward to working together in the coming year as we make final preparations for grade reconfiguration and provide the support our educators and students need to make this transition successful in 2013.”

The Canyons Educational Support Professionals Association submitted the tentative agreement to its members for ratification on May 17, 2012, and the Board of Education is expected to ratify by the end of the school year.
Proposal

The Canyons Educational Support Professionals Association proposes that all individuals who participate in the negotiations process be identified in the final agreement.

Canyons Educational Support Professionals Association (CESPA) Negotiating Team

Gary Martensen, CESPA President, Facilities Services Lead, General Trades
Scott St. Clair, CESPA Vice-President, Head Custodian, Alta High School
Krystine Hancock, CESPA Vice-President, Head Secretary, East Sandy Elementary
Patrick Christensen, CESPA Transportation President, Bus Driver
Bryan L. Sprague, Uniserv Director, Utah School Employees Association

Canyons School District Negotiating Team (for the Board of Education)

David S. Doty, Superintendent
Keith Bradford, Chief Financial Officer & General Counsel
Charles Evans, Chief of Staff & Director of Government Relations

Canyons School District Board of Education

Tracy Scott Cowdell, President, District 4
Sherril Taylor, Vice President, District 6
Kevin Cromar, Member, District 3
Kim Horiuchi, Member, District 2
Paul McCarty, Member, District 7
Mont Millerberg, Member, District 1
Steve Wrigley, Member, District 5
Rationale
Canyons District Administration and CESPA acknowledge the hard work and dedication of the members of the negotiating teams and want to recognize the Board of Education for permitting negotiations and insisting on a collaborative process that benefits all employees.

TENTATIVE AGREEMENT
Between
Canyons School District
&
Canyons Educational Support Professionals Association

Date: 5-17-12

For Canyons School District

[Signature]

For Canyons Educational Support Professionals Association

[Signature]
Proposal

Canyons District Administration and Canyons Educational Support Professional Association proposes for the 2012-2013 contract year that steps and lanes be funded, a 1.0% COLA be funded and a 1.0% one-time bonus be funded. This bonus will be paid to all eligible ESP employees: e.g. contractual employees will be paid a prorated portion of the bonus each month; hourly employees, who complete the contract year, will be paid the bonus in July of 2013.

Rationale
To allow the District to remain financially sound and to increase compensation for all ESP employees, the proposal is made.

TENTATIVE AGREEMENT
Between
Canyons School District
&
Canyons Educational Support Professionals Association

Date: 5-17-12

For Canyons School District

For Canyons Educational Support Professionals Association
## Education Support Professional Salary Schedule

### (2012-2013) DRAFT

*July 1, 2012 - June 30, 2013*

| STEP | LANE 1A | LANE 1B | LANE 1C | LANE 2A | LANE 2B | LANE 2C | LANE 3A | LANE 3B | LANE 3C | LANE 4A | LANE 4B | LANE 4C | LANE 5A | LANE 5B | LANE 5C | LANE 6A | LANE 6B | LANE 6C | LANE 7A | LANE 7B | LANE 7C | LANE 8A | LANE 8B | LANE 8C |
|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 4    | 10.78   | 10.99   | 11.20   | 12.14   | 12.38   | 12.64   | 13.76   | 14.03   | 14.30   | 14.68   | 15.02   | 15.28   | 15.64   | 15.90   | 16.16   | 16.42   | 16.68   | 16.94   | 17.20   | 17.46   | 17.72   | 18.08   | 18.34   | 18.60   |
| 5    | 11.37   | 11.59   | 11.83   | 12.78   | 13.03   | 13.29   | 14.48   | 14.75   | 15.01   | 15.37   | 15.73   | 16.09   | 16.45   | 16.71   | 16.97   | 17.23   | 17.49   | 17.75   | 18.01   | 18.27   | 18.53   | 18.79   | 19.05   | 19.31   |

### Table Notes:

- **LANE 1** includes step 1 - 6.
- **LANE 2** includes step 1 - 4.
- **LANE 3** includes step 1 - 3.
- **LANE 4** includes step 1 - 2.
- **LANE 5** includes step 1.
- **LANE 6** includes step 1 only.

ESP Contractual Employees will receive 1% of Base Contract funded through 'General Funds' 0050, One-Time Funds, and is not included in other pay rates.
Proposal
Canyons District Administration and Canyons Educational Support Professional Association proposes for the 2012-2013 contract year that there be no increase to Insurance Premiums.

Rationale
The District and CESP recognize the need to minimize the financial strain to our valued employees and support the financial viability of the District in the future.

TENTATIVE AGREEMENT
Between
Canyons School District
&
Canyons Educational Support Professionals Association

Date: 5-17-12

For Canyons School District

[Signature]

For Canyons Educational Support Professionals Association

[Signature]
Negotiations - ESP
(Contract Year 2012-2013)

Proposal

Canyons Educational Support Professional Association proposes a committee be created to study Federal/State laws and regulations, as well as USOE rules and regulations, related to transportation and to make recommendations to the Board of Education for additional procedures and or policies that may be needed to ensure compliance with such laws and regulations.

The committee shall be comprised of the following members:

- Policy Coordinator (1)
- Director of Transportation (1)
- Special Education Administrator (1)
- ESP Employees (3) (three for the department of transportation with a minimum of one from the employee agent group.)

Rationale

Canyons District Administration and CESPA recognize the importance of input and desire to collaborate with stakeholders in the creation, revision, and recommendation of policy to the Board of Education.

TENTATIVE AGREEMENT
Between
Canyons School District
&
Canyons Educational Support Professionals Association

Date: 5-17-12

For Canyons School District

[Signature]

For Canyons Educational Support Professionals Association

[Signature]
Proposal

Canyons Educational Support Professional Association proposes a committee be created to review and propose to the Board of Education revisions to District policy DP369 – Job Reviews Classified, which has been in moratorium since the creation of the District.

The committee shall be comprised of the following members:

- Policy Coordinator (1)
- District Administration (1)
- Human Resource Administrator (1)
- ESP Employees (3) (two from the schools and one from the District with a minimum of one from the employee agent group.)

Rationale

Canyons District Administration and CESPA recognize the importance of input and desire to collaborate with stakeholders in the creation, revision, and recommendation of policy to the Board of Education.

TENTATIVE AGREEMENT
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Canyons Educational Support Professionals Association

Date: 5-17-12

For Canyons School District

For Canyons Educational Support Professionals Association
Proposal

Senate Bill 64 (Public Education Employment Reform), passed by the Utah Legislature in 2012, requires that by the 2015-2016 school year, "(i) any advancement on an adopted wage or salary schedule shall be based primarily on an evaluation; and (ii) an employee may not advance on an adopted wage or salary schedule if the employee’s rating on the most recent evaluation is at the lowest level of an evaluation instrument."

Therefore, the Canyons Educational Support Professional Association proposes a committee be created to begin a comprehensive study of the District’s Education Support Professional salary schedule and how it might be revised to be in compliance with this new law and fairly compensate ESP staff based on evaluations and performance.

The committee shall be comprised of the following members:

- Policy Coordinator (1)
- Human Resources Administrator (1)
- ESP Employees (3) to be selected jointly by District administration and the employee agent group from current membership of District Advisory Committee (DAC).

Rationale

Canyons District Administration and CESPA recognize the importance of input and desire to collaborate with stakeholders in the creation, revision, and recommendation of policy to the Board of Education.

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**TENTATIVE AGREEMENT**

Between

Canyons School District

&

Canyons Educational Support Professionals Association

Date: **5-17-12**

For Canyons School District

For Canyons Educational Support Professionals Association
4. Agreements formalized during negotiations shall be considered tentative until final agreement has been reached on the entire package. Tentative agreements will be signed and dated.

5. The complete negotiations package must be ratified by the CESPA membership and the Board of Education in order to be considered a final agreement. The provisions of such agreements shall not be released to the press until they have been so ratified, at which time a joint press release might be considered.

6. All press releases during negotiations will be joint releases unless impasse is declared by either party. CESPA and the Board of Education will regularly communicate with their membership regarding the negotiations process.

7. If impasse is declared, the procedures outlined in Canyons District Policy 65 Neg. and the Utah Dispute Resolution Act shall be followed.

8. Minutes will be taken by either or both parties. However, minutes are for intent purposes not to be approved and they are for the teams' use only.

9. Negotiated agreements will be posted on line within 10 working days of the ratification of the Board of Education.

For Canyons Board of Education

For Canyons Education Support Professionals Association

5-2-12
Date