

Canyons Education Association
Canyons School District
2013-14 Negotiations

Canyons Education Association's Negotiations Team

Laura Black	Jordan UniServ Director
Jen Buttars	Teacher—Bell View Elementary
Dan Rozanas	Teacher—Alta High School

Canyons School District Board of Education's Negotiations Team

Dr. David Doty	Superintendent
Dr. Keith Bradford	Business Administrator
Charles Evans	Director for Government Relations

Canyons School District Board of Education

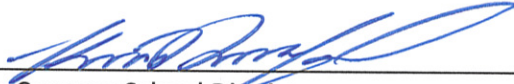
Sherrill H. Taylor	President—District 6
Steven Wrigley	1 st Vice President—District 5
Nancy Tingey	2 nd Vice President—District 3
Tracy S. Cowdell	District 4
Robert Green	District 1
Kim Horiuchi	District 2
Chad Iverson	District 7

**Proposed Ground Rules
2013-14**

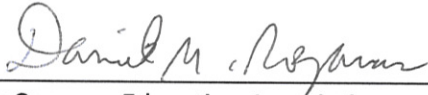
In keeping with its belief that established ground rules assist the cooperative and productive progress of negotiations, CEA proposes the following:

1. The parties will schedule bargaining sessions on a regular basis as long as productive negotiations are continuing.
2. The District will pay the cost of substitute teachers during negotiations.
3. During the first meeting, arrangements for locations for future sessions will mutually be agreed upon by the Canyons Education Association and Canyons School District.
4. When the District and CEA reach consensus on issues, they shall be written and signed by both parties as tentative agreements.
5. 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.
6. The complete negotiations package must be ratified by the CEA 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.

7. All press releases during negotiations will be joint releases unless impasse is declared by either party. CEA and the Board of Education will regularly communicate with their membership regarding the negotiations process.
8. If impasse is declared, the procedures outlined in Canyons District Policy HC and the Utah Dispute Resolution Act shall be followed.
9. Minutes will be taken by either or both parties. However, minutes are for intent purposes only, not to be approved, and they are for the teams' use only.
10. Negotiated agreements will be posted online within ten (10) working days of the ratification of the Board of Education.



For Canyons School District



For Canyons Education Association

4/23/13

Date

Negotiations
Contract Year 2013-14

Proposal

The District shall fund steps and lanes for the 2013-14 school year.

Rationale

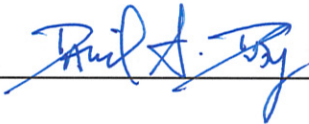
While we recognize the cost associated with this funding, we believe that Canyons District can fund these for the 2013-14 school year.

We also believe that funding Lanes and Steps will continue to help mitigate and reduce teacher turn-over. There should be savings from the significant numbers of employees who have opted to take advantage of the retirement incentive offered this school year.

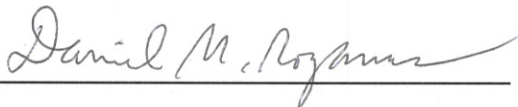
**Tentative Agreement
Between
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&
Canyons Education Association**

Date: 5-29-13

For Canyons School District:



For Canyons Education Association



Negotiations

Contract Year 2013-14

Proposal

CEA and CSD proposes that the 2013-14 Salary Schedule receive a 0.5% Cost of Living Adjustment (COLA). *(base pay)*

Rationale

While we recognize the cost associated with this funding, we believe that Canyons District can prioritize for the 2013-14 school year.

This small increase will help recognize the efforts of educators to continue the implementation and changes associated with grade reconfiguration, implementation of the common core, and other measures affecting the work of the Canyons School District.

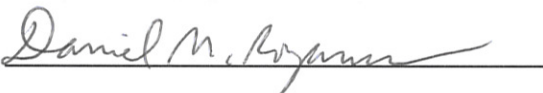
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Proposal

CEA proposes that the CSD insurance committee's recommendation of no health insurance premium increase for the 2014 insurance year (January to December 2014) be adopted.

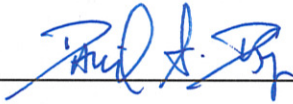
Rationale

There is a healthy fund balance in our self-insured health insurance. In addition premiums are keeping pace with claims fairly well. Finally, there is an expected health care savings from the switch to new carriers that should be realized this coming year.

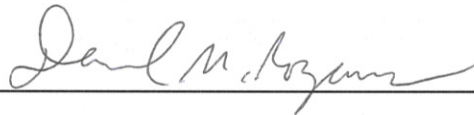
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Proposal

Canyons School District proposes that the premium rates for licensed employees be adjusted to match the rate currently paid by administrative personnel. This adjustment will take effect on January 1, 2014.

Rationale

The rate change brings the District into compliance under the Affordable Care Act.

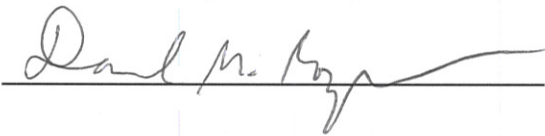
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Proposal

CEA proposes that principals can distribute previously negotiated stipends for department chairs/team leaders to either the BLT leaders or department chairs at each site. The number of stipends cannot exceed sixteen (16) in each high school, twelve (12) in each middle school, and eight (8) in each elementary and special school: secondary stipend is \$500 and elementary is \$300.

Rationale

With the increasing work put on educators and the efforts of the District to support the BLT process, an annual stipend would be beneficial to reward efforts.

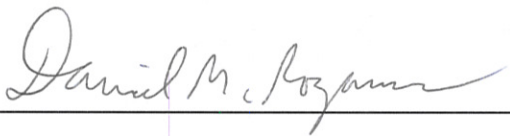
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Negotiations

Contract Year 2013-14

Proposal

Allow teachers who have accrued the maximum number of days of sick leave per the Sick Leave Allowance Schedule – Licensed to redeem up to five unused days maximum at the end of the school year for a payout of \$100 per unused day (\$500 per year). *Teachers qualifying for this payout must elect to receive it no later than the last day of school, and will receive the payout as soon as practical thereafter from the District's Payroll Department. the 2013-2014 school year, school beginning with the*

Rationale

Roughly 25% of teachers are no longer eligible for step increases. This is one way for them to earn a financial incentive for their continued service to Canyons School District. The number of days eligible for redemption would be less than the number of days accrued annually, providing a cap on the incentive for the district.

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Date: *5-29-13*

For Canyons School District:

Paul A. Jorg

For Canyons Education Association

David M. Boyer

Negotiations

Contract Year 2013-14

Proposal

CEA proposes that Canyons District Policy HCB Scope of Negotiations will remain in effect for the 2013-14 contract year.

Rationale

We believe that work done last two year in the revisions in the policy manual were successful.

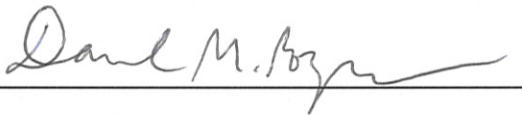
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Negotiations

Contract Year 2013-14

Proposal

Canyons Education Association and Canyons School District propose the following guideline be established in the CSD Policy GCOA—Evaluation of Instructional Staff. Board. This guideline sets the configuration of the Joint Educator Evaluation Committee:

In addition to other members of the Joint Educator Committee, two teachers from each from the elementary, middle, and high school levels plus Special Education.

- Superintendent will nominate one member in each level.
- Superintendent will nominate a CEA member in each level from a list of at least three candidates for each slot provided by CEA.
- All nominations are approved by the Board of Education.
- Committee appointments will be for a two year appointment. Members may be reappointed.
- Committee appointments will be completed and the first meeting held no later than October 1, 2013.

Rationale:

- Superintendent shall appoint a teachers specialist.

With the recent changes regarding educator evaluation and the plans of CSD to move away from the JPAS instrument, much work must be completed and approved by the JEEC committee. Timely implementation of the committee will help move the work of the evaluation process forward.

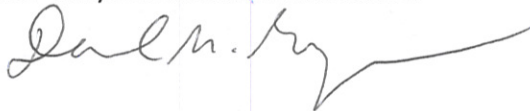
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Negotiations

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Proposal

CEA proposes that within policy GCCAB Personal Leave Instructional Staff (Licensed) that the wording in section 4.1 of the Administrative Regulation GCCAB-R1 (Personal Leave-Paid) be changed as follows: "for each 150 employees" to "for each 125 employees."

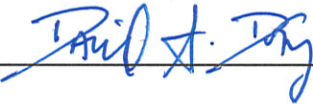
Rationale

This would expand the number of people eligible for this important benefit, improve district personnel morale, and would involve a manageable cost increase for the additional days potentially requested.

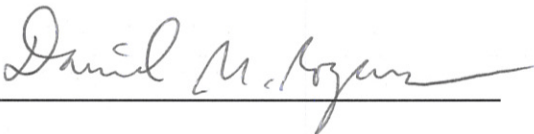
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Proposal

CEA proposes that the copyright policy drafted several years ago by the copyright committee in CSD be examined for recommended review and adoption.

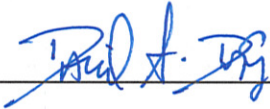
Rationale

The work of this committee should be realized and the beneficial policy enacted.

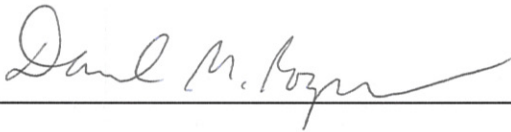
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CEA proposes that the policy committee be convened immediately to address concerns with GCQFA—Termination of Instructional Staff with the intent to bring the policy current with recent changes in state law. Policy revisions should be in force prior to the beginning of the 2013-14 contract year.


Rationale

The policy is currently out of date and with the implementation of SB 64. We believe that this committee can work most effective with a small group already familiar with the changes in state law.

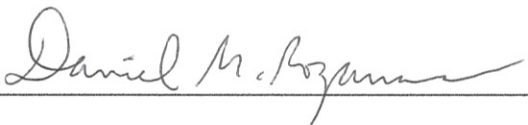
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Proposal

CEA proposes that a meeting be scheduled to discuss with District leadership, CEA, and several teachers and elementary principals concerns about the following:

Elementary Student Council

Elementary Safety Patrol

Loss of Instructional Time for Lunchroom workers

This meeting will be held prior to the beginning of the 2013-14 school year.

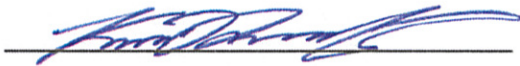
Rationale

With the loss of the 6th grade middle school, concerns have been raised regarding some responsibilities and the necessity of some programs in the elementary schools. This has also raised the concerns about the impact on the licensed staff if they are required to pick up additional duties.

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