

2014-15 AGREEMENT

This Agreement is entered into between the Board of Education of Canyons School District (“Board”) and the Canyons Educational Support Professionals Association (“CESPA”) for the 2014-15 fiscal year beginning July 1, 2014. This Agreement shall be deemed entered into when approved by a majority of the Board in a duly noticed public meeting.

The following changes and additions to the terms and conditions of employment of CESPA employees were negotiated and agreed to by negotiating teams representing the District and CESPA. The members of the CESPA negotiating team were:

Scott St. Clair CESPA President
Zac Lindgren CESPA President Elect
Patrick Christensen CESPA Vice-President
Lynnann Day CESPA Secretarial President
Lee Jennings CESPA Central Warehouse President
Chris Godfrey UniServ Director Utah School Employees Association (USEA)

The members of the District negotiating team were:

Dr. Ginger Rhode
Charles Evans
Leon Wilcox

The negotiating teams agreed to the following subject to approval by the Board of Education:

1. The District will fund steps and lanes increments for all eligible employees.
2. The District will apportion step increments on the ESP Salary Schedule in conjunction with longevity, based on years of service.
3. The District will apply a 1.25% COLA increase to the salary schedule.
4. A Task Force consisting of Leon Wilcox, Shana Lowe and Charlie Evans representing the District and Scott St. Clair, Patrick Christensen and Lynnann Day representing CESPA shall develop a new ESP salary schedule.
5. The District will add 1% to all step 2’s on the ESP salary schedule.
6. The District will maintain the same number of working days and hours per day for current employees. Exceptions to this for individuals would follow regular district policy and procedures.
7. If negotiations extend beyond July 1, increases for all ESP’s will be retroactive to July 1, 2014
8. Based on feedback and recommendations from the District Insurance Advisory Committee, The District proposes no health insurance premium or plan changes for the 2015 plan year. However, final insurance plan and premium decisions for the 2015 plan year will be made in the fall of 2014. If the District Insurance Advisory Committee recommends any 2015 plan year premium increase they will be discussed in interim negotiation meetings between the District and CESPA.
9. Effective July 1, 2014 the following changes will be made in vacation days:

Change 0-5	- 10 days
Change 6-9	- 15 days
Change 10-14	- 18 days
Change 15 plus	- 20 days

These change will be effective on July 1st of the respective year (i.e. receive 15 days on July 1st of your 6th year). There will be no retroactive makeup related to this change and the change shall be prospective only (Ex. There would be no “make-up” for years missed -- an employee in year 8 would receive 15 days, but years 6 & 7 would not be backfilled.)

10. The District will revise Policy GDCI Section 2 to include bereavement leave for the death of a niece or nephew, but bereavement leave shall be limited to one event and no more than three days of leave per year. The revision will be in effect for one year and revisited in next year’s negotiations.
11. Upon an employee’s retirement through the Utah Retirement System (URS) and based solely upon sick days accrued by the employee while employed by the District on or after July 1, 2009, the District will pay the employee \$100 per day for 20 percent of the employee’s accrued, but unused sick leave.

BOARD OF EDUCATION OF CANYONS SCHOOL DISTRICT

By:

Title:

Date:

CANYONS EDUCATION SUPPORT PROFESSIONALS ASSOCIATION

By:

Title:

Date: