

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:

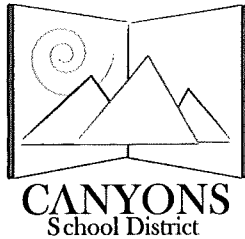
- 1 percent Cost of Living Adjustment to the base salary schedule
- 1 percent one-time bonus, to recognize the hard work of ESP staff in implementing changes in Canyons School District over the past three years.
- Unfreezing of the salary schedule, with Steps and Lanes for the 2012-2013 year.
- No increase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



Negotiations - ESP (Contract Year 2012-2013)

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

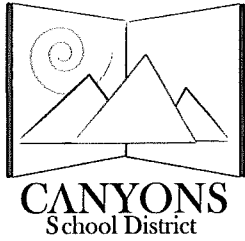
Gary Martensen, CESPA President, Facilities Services Lead, General Trades
Scott St. Clair, CESPA Vice-President, Head Custodian, Alta High School
Krystine Hancock, CESPA Vice-President, Head Secretary, East Sandy Elementary
Patrick Christensen, CESPA Transportation President, Bus Driver
Bryan L. Sprague,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



Negotiations - ESP (Contract Year 2012-2013)

Rationale

Canyons District Administration and CESPAs 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

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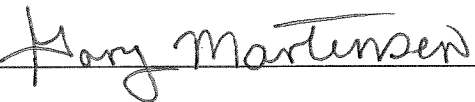
Canyons Educational Support Professionals Association

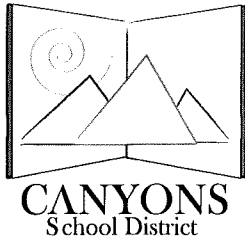
Date: 5-17-12

For Canyons School District



For Canyons Educational Support Professionals Association





Negotiations - ESP (Contract Year 2012-2013)

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

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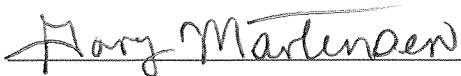
Canyons Educational Support Professionals Association

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	Credits 1 - 16		Credits 17 - 24		Credits 25 +	
	LANE 1A	LANE 1B	LANE 1A	LANE 1B	LANE 1C	LANE 1C
1	9.75	9.94	10.13	10.13	10.13	10.13
2	9.79	9.99	10.18	10.18	10.18	10.18
3	10.27	10.47	10.69	10.69	10.69	10.69
4	10.78	10.99	11.20	11.20	11.20	11.20
5	11.37	11.59	11.83	11.83	11.83	11.83
6	12.51	12.76	13.01	13.01	13.01	13.01

STEP	Credits 1 - 16		Credits 17 - 24		Credits 25 +	
	LANE 5A	LANE 5B	LANE 5C	LANE 5C	LANE 5C	LANE 5C
1	14.87	15.17	15.47	15.47	15.47	15.47
2	14.94	15.25	15.54	15.54	15.54	15.54
3	15.66	15.96	16.28	16.28	16.28	16.28
4	16.44	16.77	17.10	17.10	17.10	17.10
5	17.33	17.68	18.03	18.03	18.03	18.03
6	19.10	19.48	19.87	19.87	19.87	19.87

STEP	Credits 1 - 16		Credits 17 - 24		Credits 25 +	
	LANE 9A	LANE 9B	LANE 9C	LANE 9C	LANE 9C	LANE 9C
1	18.75	19.12	19.49	19.49	19.49	19.49
2	18.85	19.22	19.59	19.59	19.59	19.59
3	19.75	20.15	20.54	20.54	20.54	20.54
4	20.75	21.16	21.57	21.57	21.57	21.57
5	21.85	22.28	22.71	22.71	22.71	22.71
6	24.10	24.57	25.05	25.05	25.05	25.05

STEP	Credits 1 - 16		Credits 17 - 24		Credits 25 +	
	LANE 13A	LANE 13B	LANE 13C	LANE 13C	LANE 13C	LANE 13C
1	24.73	25.22	25.71	25.71	25.71	25.71
2	24.85	25.35	25.85	25.85	25.85	25.85
3	25.96	26.48	27.00	27.00	27.00	27.00
4	27.26	27.80	28.34	28.34	28.34	28.34
5	28.90	29.47	30.06	30.06	30.06	30.06
6	31.78	32.42	33.06	33.06	33.06	33.06

STEP	Credits 1 - 16		Credits 17 - 24		Credits 25 +	
	LANE 17A	LANE 17B	LANE 17C	LANE 17C	LANE 17C	LANE 17C
1	30.98	31.59	32.22	32.22	32.22	32.22
2	31.13	31.75	32.38	32.38	32.38	32.38
3	32.53	33.18	33.84	33.84	33.84	33.84
4	34.16	34.83	35.53	35.53	35.53	35.53
5	36.21	36.93	37.66	37.66	37.66	37.66
6	39.82	40.62	41.42	41.42	41.42	41.42

STEP	Credits 1 - 16		Credits 17 - 24		Credits 25 +	
	LANE 2A	LANE 2B	LANE 2C	LANE 2C	LANE 2C	LANE 2C
1	10.99	11.20	11.42	11.42	11.42	11.42
2	11.04	11.26	11.48	11.48	11.48	11.48
3	11.57	11.80	12.03	12.03	12.03	12.03
4	12.14	12.38	12.64	12.64	12.64	12.64
5	12.78	13.03	13.29	13.29	13.29	13.29
6	14.11	14.39	14.68	14.68	14.68	14.68

STEP	Credits 1 - 16		Credits 17 - 24		Credits 25 +	
	LANE 6A	LANE 6B	LANE 6C	LANE 6C	LANE 6C	LANE 6C
1	15.79	16.11	16.42	16.42	16.42	16.42
2	15.87	16.18	16.50	16.50	16.50	16.50
3	16.60	16.95	17.27	17.27	17.27	17.27
4	17.45	17.81	18.16	18.16	18.16	18.16
5	18.38	18.75	19.11	19.11	19.11	19.11
6	20.28	20.68	21.08	21.08	21.08	21.08

STEP	Credits 1 - 16		Credits 17 - 24		Credits 25 +	
	LANE 10A	LANE 10B	LANE 10C	LANE 10C	LANE 10C	LANE 10C
1	20.61	21.03	21.43	21.43	21.43	21.43
2	20.72	21.13	21.55	21.55	21.55	21.55
3	21.69	22.13	22.56	22.56	22.56	22.56
4	22.83	23.28	23.74	23.74	23.74	23.74
5	24.03	24.52	25.00	25.00	25.00	25.00
6	26.47	26.99	27.52	27.52	27.52	27.52

STEP	Credits 1 - 16		Credits 17 - 24		Credits 25 +	
	LANE 14A	LANE 14B	LANE 14C	LANE 14C	LANE 14C	LANE 14C
1	26.15	26.68	27.20	27.20	27.20	27.20
2	26.29	26.81	27.34	27.34	27.34	27.34
3	27.47	28.02	28.57	28.57	28.57	28.57
4	28.85	29.42	29.99	29.99	29.99	29.99
5	30.56	31.18	31.78	31.78	31.78	31.78
6	33.62	34.30	34.97	34.97	34.97	34.97

STEP	Credits 1 - 16		Credits 17 - 24		Credits 25 +	
	LANE 18A	LANE 18B	LANE 18C	LANE 18C	LANE 18C	LANE 18C
1	32.77	33.43	34.09	34.09	34.09	34.09
2	32.93	33.59	34.26	34.26	34.26	34.26
3	34.41	35.11	35.79	35.79	35.79	35.79
4	36.13	36.85	37.58	37.58	37.58	37.58
5	38.30	39.05	39.83	39.83	39.83	39.83
6	42.14	42.98	43.81	43.81	43.81	43.81

STEP	Credits 1 - 16		Credits 17 - 24		Credits 25 +	
	LANE 4A	LANE 4B	LANE 4C	LANE 4C	LANE 4C	LANE 4C
1	13.81	14.08	14.37	14.37	14.37	14.37
2	13.88	14.16	14.43	14.43	14.43	14.43
3	14.53	14.83	15.11	15.11	15.11	15.11
4	15.27	15.56	15.88	15.88	15.88	15.88
5	16.09	16.40	16.74	16.74	16.74	16.74
6	17.74	18.08	18.44	18.44	18.44	18.44

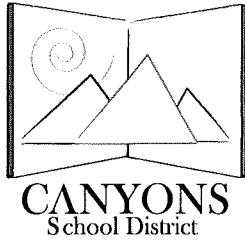
STEP	Credits 1 - 16		Credits 17 - 24		Credits 25 +	
	LANE 8A	LANE 8B	LANE 8C	LANE 8C	LANE 8C	LANE 8C
1	17.57	17.93	18.27	18.27	18.27	18.27
2	17.65	18.02	18.37	18.37	18.37	18.37
3	18.49	18.87	19.23	19.23	19.23	19.23
4	19.44	19.84	20.21	20.21	20.21	20.21
5	20.45	20.87	21.27	21.27	21.27	21.27
6	22.56	23.02	23.47	23.47	23.47	23.47

STEP	Credits 1 - 16		Credits 17 - 24		Credits 25 +	
	LANE 12A	LANE 12B	LANE 12C	LANE 12C	LANE 12C	LANE 12C
1	22.48	22.93	23.37	23.37	23.37	23.37
2	22.59	23.05	23.50	23.50	23.50	23.50
3	23.68	24.16	24.62	24.62	24.62	24.62
4	24.87	25.37	25.87	25.87	25.87	25.87
5	26.18	26.70	27.23	27.23	27.23	27.23
6	28.89	29.46	30.04	30.04	30.04	30.04

STEP	Credits 1 - 16		Credits 17 - 24		Credits 25 +	
	LANE 16A	LANE 16B	LANE 16C	LANE 16C	LANE 16C	LANE 16C
1	29.28	29.87	30.45	30.45	30.45	30.45
2	29.42	30.02	30.60	30.60	30.60	30.60
3	30.74	31.36	31.98	31.98	31.98	31.98
4	32.27	32.92	33.56	33.56	33.56	33.56
5	34.21	34.91	35.58	35.58	35.58	35.58
6	37.63	38.39	39.15	39.15	39.15	39.15

STEP	Credits 1 - 16		Credits 17 - 24		Credits 25 +	
	LANE 20A	LANE 20B	LANE 20C	LANE 20C	LANE 20C	LANE 20C
1	36.68	37.42	38.16	38.16	38.16	38.16
2	36.88	37.60	38.35	38.35	38.35	38.35
3	38.53	39.29	40.07	40.07	40.07	40.07
4	40.45	41.26	42.07	42.07	42.07	42.07
5	42.87	43.73	44.59	44.59	44.59	44.59
6	47.16	48.11	49.05	49.05	49.05	49.05

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.



Negotiations - ESP (Contract Year 2012-2013)

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

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Canyons Educational Support Professionals Association

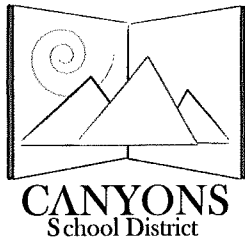
Date: 5-17-12

For Canyons School District



For Canyons Educational Support Professionals Association





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

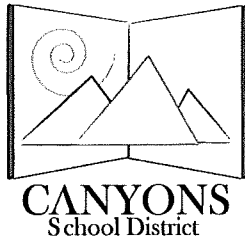
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Canyons Educational Support Professionals Association

Date: 5-17-12

For Canyons School District

For Canyons Educational Support Professionals Association



Negotiations - ESP (Contract Year 2012-2013)

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

Between

Canyons School District

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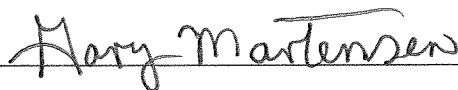
Canyons Educational Support Professionals Association

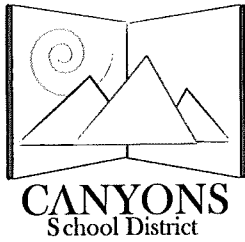
Date: 5-17-12

For Canyons School District



For Canyons Educational Support Professionals Association





Negotiations - ESP (Contract Year 2012-2013)

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 CESP 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

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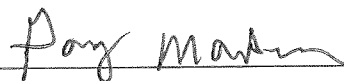
Canyons Educational Support Professionals Association

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 CESPAs 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. CESPAs 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 ~~46~~ ^{HCA} 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