



**Canyons Education Association
Canyons School District
2026-2027**



Canyons Education Association Negotiations Team

Rebecca Allen	Teacher – Albion Middle School
Mitchell Atencio	Teacher – Corner Canyon High
Julie Beane	Teacher - Jordan High
ERic Blackham	Jordan Canyons UniServ
Natalie Day	Teacher - Quail Hollow Elementary
Katie Nelson	Teacher – Eastmont Middle School
Kathy Smith	Teacher - Altara Elementary

Canyons School District Board of Education Negotiations Team

Dr. Rick Robins	Superintendent
Stephen Dimond	Human Resources Director
Charles Evans	Director of External Affairs
Daniel Harper	Director of Legal Services
Tiffany Midgley	Human Resources Director
McKay Robinson	Assistant Superintendent
Leon Wilcox	Business Administrator

Canyons School District Board of Education

Amber Shill	District 2 - President
Andrew Edtl	District 4 – Vice President
Amanda Oaks	District 6 – Vice President
Jackson Lewis	District 1
Katie Dahle	District 3
Karen Pederson	District 5
Holly Neibaur	District 7

**Proposed Ground Rules
2026-2027**

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

1. The parties will schedule bargaining sessions on a regular basis as long as good-faith negotiations are continuing.
2. The District will pay the cost of substitute teachers during negotiations.
3. Prior to the first meeting, arrangements for locations of future sessions will mutually be agreed upon by the Canyons Education Association and Canyons

School District.


4. All efforts will be made to bargain in good faith.
5. Minutes may be taken by either or both parties. However, minutes are working notes for the teams' purposes only and not an official record of negotiations sessions.
6. When the District and Canyons Education Association reach consensus on issues, they shall be written and signed by both parties as tentative agreements.
7. All agreements, if any, reached during negotiations shall be considered tentative until final agreement has been reached on the entire package. Tentative agreements will be signed and dated.
8. Canyons Education Association and the Board of Education may regularly communicate with their membership regarding the negotiations process. When a tentative final agreement is reached by the negotiation teams, the provisions of the agreement will be released in separate but simultaneous communications by Canyons Education Association and the Board (i.e., Canyons Education Association to members of Canyons Education Association and the Board of Education to all licensed employees). **Any public release of information during negotiations will be done jointly.**
9. The complete negotiations package must be ratified by the Canyons Education Association membership and formally approved by the Board of Education in order to be considered a final agreement. The provisions of such agreements shall not be released to the public until they have been so ratified, at which time a joint release of information will be prepared.
10. Negotiated agreements will be posted online within ten (10) working days of the ratification of the Board of Education.



For Canyons School District

4/13/26

Date



For Canyons Education Association

4/15/26

Date

Financial Compensation



Negotiations - Licensed

Financial Compensation
(Contract Year 2026-27)



Joint Proposal

Canyons School District Administration and the Canyons Education Association propose a Total Financial Compensation Increase of \$2,575, contingent upon the Board passing a tax increase in August of 2026.

- **ESA:** Increased from \$ \$10,350 to \$10,661, i.e., an increase of \$311
- **TSSA:** Legislative funds remain the same, i.e., \$1,110
- **Increment Level Increase:** \$950
- **COLA:** 1.856% calculated on Increment Level 20, minus ESA and TSSA funds, i.e., \$1,314
- **Starting Salary:** \$65,825.

If the tax increase does not pass, the following will apply:

Canyons School District Administration and the Canyons Education Association propose a Total Financial Compensation Increase of \$2,040:

- **ESA:** Increased from \$ \$10,350 to \$10,661, i.e., an increase of \$311
- **TSSA:** Legislative funds remain the same, i.e., \$1,110
- **Increment Level Increase:** \$950
- **COLA:** 1.1% calculated on Increment Level 20, minus ESA and TSSA funds, i.e., \$779
- **Starting Salary:** \$65,290.

The total increase cost between the 1.1% COLA and 1.856% COLA is approximately \$1,325,000 which includes associated payroll benefits.

Rationale

Increasing the Cost-of-Living Adjustment (COLA) is essential for attracting new educators to the profession, as well as to the Canyons School District, while encouraging highly qualified career educators to remain in the profession and continue their valuable work within the District.

It is also believed that having educators living within the District boundaries is beneficial and helps build community strength. To keep pace with the cost of living within the Canyons School District boundaries, we believe a COLA is necessary.

Tentative Agreement
Between
Canyons School District
&
Canyons Education Association

Date: 4/22/2026
For Canyons School District



For Canyons Education Association



Inservice Rate is Increment Level 1

Salary Placement

To determine an educator's initial salary placement:

- ♦ Identify the educator's "Education Enhancement" Increment Level
- ♦ Add previous contracted licensed work experience from an accredited school system, up to fifteen years, each year equating to an Increment Level
 - Two half years, with at least one of the years being a minimum of 92 days, will be added together to equal one year/Increment Level
 - Educator's experience in Canyons District receives full credit
 - Educators who have retired with the Utah Retirement System (URS) may receive up to fifteen (15) Increment Levels for experience
- ♦ Add one (1) Increment Level

Education Enhancement

To determine the educator's "Education Enhancement" Increment Level:

- ♦ Identify the educator's degree attainment from an accredited university

Bachelor's Degree	n/a
Master's Degree	+6 Increment Levels
Doctorate Degree	+6 Increment Levels
- ♦ Identify semester hours awarded after July 1, 2017, not used for the degree(s) identified above, and which are relevant to education and/or the educator's assignment. Note: Educators with multiple degrees are also placed using the same/following criteria.

20 semester hours	+1 Increment Level
40 semester hours	+1 Increment Level
60 semester hours	+1 Increment Level
80 semester hours	+1 Increment Level

Example: A newly hired educator with a Master's Degree and +20 semester hours with four years of experience would be placed on Increment Level twelve (12), contingent upon verification of education and experience.

Salary Schedule Information

- ♦ An Educator Salary Adjustment (ESA) of \$10,661 and a Teacher and Student Success Act (TSSA) of \$1,110 are included as part of the Base Contract.

Thirty-two (32) additional hours of pay are available to CACTUS licensed employees for personal professional development at the educator's Hourly Rate. All are dependent upon continued legislative funding.
- ♦ Cost of Living Adjustment (COLA) is calculated on the mid-point of the salary schedule, Increment Level 20, minus ESA and TSSA funds. The dollar difference between Increment Levels is \$950.
- ♦ The Base Contract is prorated based upon the number of days remaining in the contract.
- ♦ Educators with current National Board Certification for teaching will be paid a stipend of \$2,000 in addition to their Base Contract. Other approved National Board Certifications will be paid a stipend of \$1,000.

Increment Levels	Hourly Rate
1	\$44.24
2	\$44.88
3	\$45.51
4	\$46.15
5	\$46.79
6	\$47.43
7	\$48.07
8	\$48.71
9	\$49.34
10	\$49.98
11	\$50.62
12	\$51.26
13	\$51.90
14	\$52.54
15	\$53.18
16	\$53.81
17	\$54.45
18	\$55.09
19	\$55.73
20	\$56.37
21	\$57.01
22	\$57.64
23	\$58.28
24	\$58.92
25	\$59.56
26	\$60.20
27	\$60.84
28	\$61.48
29	\$62.11
30	\$62.75
31	\$63.39
32	\$64.03
33	\$64.67
34	\$65.31
35	\$65.94
36	\$66.58
37	\$67.22
38	\$67.86
39	\$68.50
40	\$69.14



August 10, 2026 - May 27, 2027

186 Days - Full Time 8 Hours Per Day

(16 hours of preparation time, outside of contracted days, are included in the base contract.)

Salary Placement

To determine an educator's initial salary placement:

- ◆ Identify the educator's "Education Enhancement" Increment Level
- ◆ Add previous contracted licensed work experience from an accredited school system, up to fifteen years, each year equating to an Increment Level
 - Two half years, with at least one of the years being a minimum of 92 days, will be added together to equal one year/Increment Level
 - Educator's experience in Canyons District receives full credit
 - Educators who have retired with the Utah Retirement System (URS) may receive up to fifteen (15) Increment Levels for experience
- ◆ Add one (1) Increment Level

Education Enhancement

To determine the educator's "Education Enhancement" Increment Level:

- ◆ Identify the educator's degree attainment from an accredited university

Bachelor's Degree	n/a
Master's Degree	+6 Increment Levels
Doctorate Degree	+6 Increment Levels
- ◆ Identify semester hours awarded after July 1, 2017, not used for the degree(s) identified above, and which are relevant to education and/or the educator's assignment. Note: Educators with multiple degrees are also placed using the same/following criteria.

20 semester hours	+1 Increment Level
40 semester hours	+1 Increment Level
60 semester hours	+1 Increment Level
80 semester hours	+1 Increment Level

Example: A newly hired educator with a Master's Degree and +20 semester hours with four years of experience would be placed on Increment Level twelve (12), contingent upon verification of education and experience.

Salary Schedule Information

- ◆ An Educator Salary Adjustment (ESA) of \$10,661 and a Teacher and Student Success Act (TSSA) of \$1,110 are included as part of the Base Contract.
Thirty-two (32) additional hours of pay are available to CACTUS licensed employees for personal professional development at the educator's Hourly Rate. All are dependent upon continued legislative funding.
- ◆ Cost of Living Adjustment (COLA) is calculated on the mid-point of the salary schedule, Increment Level 20, minus ESA and TSSA funds. The dollar difference between Increment Levels is \$950.
- ◆ The Base Contract is prorated based upon the number of days remaining in the contract.
- ◆ Educators with current National Board Certification for teaching will be paid a stipend of \$2,000 in addition to their Base Contract. Other approved National Board Certifications will be paid a stipend of \$1,000.

Increment Levels	Base Contract
1	\$65,825
2	\$66,775
3	\$67,725
4	\$68,675
5	\$69,625
6	\$70,575
7	\$71,525
8	\$72,475
9	\$73,425
10	\$74,375
11	\$75,325
12	\$76,275
13	\$77,225
14	\$78,175
15	\$79,125
16	\$80,075
17	\$81,025
18	\$81,975
19	\$82,925
20	\$83,875
21	\$84,825
22	\$85,775
23	\$86,725
24	\$87,675
25	\$88,625
26	\$89,575
27	\$90,525
28	\$91,475
29	\$92,425
30	\$93,375
31	\$94,325
32	\$95,275
33	\$96,225
34	\$97,175
35	\$98,125
36	\$99,075
37	\$100,025
38	\$100,975
39	\$101,925
40	\$102,875

Note: Increment Levels continue beyond what is shown on the printed salary schedule.



July 30, 2026 - June 2, 2027

196 Days - Full Time 8 Hours Per Day

Salary Placement

To determine an educator's initial salary placement:

- ♦ Identify the educator's "Education Enhancement" Increment Level
- ♦ Add previous contracted licensed work experience from an accredited school system, up to fifteen years, each year equating to an Increment Level
 - Two half years, with at least one of the years being a minimum of 92 days, will be added together to equal one year/Increment Level
 - Educator's experience in Canyons District receives full credit
 - Educators who have retired with the Utah Retirement System (URS) may receive up to fifteen (15) Increment Levels for experience
- ♦ Add one (1) Increment Level

Education Enhancement

To determine the educator's "Education Enhancement" Increment Level:

- ♦ Identify the educator's degree attainment from an accredited university

Bachelor's Degree	n/a
Master's Degree	+6 Increment Levels
Doctorate Degree	+6 Increment Levels
- ♦ Identify semester hours awarded after July 1, 2017, not used for the degree(s) identified above, and which are relevant to education and/or the educator's assignment. Note: Educators with multiple degrees are also placed using the same/following criteria.

20 semester hours	+1 Increment Level
40 semester hours	+1 Increment Level
60 semester hours	+1 Increment Level
80 semester hours	+1 Increment Level

Example: A newly hired educator with a Master's Degree and +20 semester hours with four years of experience would be placed on Increment Level twelve (12), contingent upon verification of education and experience.

Salary Schedule Information

- ♦ An Educator Salary Adjustment (ESA) of \$10,661 and a Teacher and Student Success Act (TSSA) of \$1,110 are included as part of the Base Contract.

Thirty-two (32) additional hours of pay are available to CACTUS licensed employees for personal professional development at the educator's Hourly Rate. All are dependent upon continued legislative funding.
- ♦ Cost of Living Adjustment (COLA) is calculated on the mid-point of the L186 salary schedule, Increment Level 20, minus ESA and TSSA funds. The dollar difference between Increment Levels is approximately \$1,001.
- ♦ The Base Contract is prorated based upon the number of days remaining in the contract
- ♦ Educators with current National Board Certification for teaching will be paid a stipend of \$2,000 in addition to their Base Contract. Other approved National Board Certifications will be paid a stipend of \$1,000.

Increment Levels	Base Contract
1	\$68,731
2	\$69,732
3	\$70,733
4	\$71,734
5	\$72,735
6	\$73,737
7	\$74,738
8	\$75,739
9	\$76,740
10	\$77,741
11	\$78,742
12	\$79,743
13	\$80,744
14	\$81,745
15	\$82,746
16	\$83,747
17	\$84,748
18	\$85,749
19	\$86,750
20	\$87,752
21	\$88,753
22	\$89,754
23	\$90,755
24	\$91,756
25	\$92,757
26	\$93,758
27	\$94,759
28	\$95,760
29	\$96,761
30	\$97,762
31	\$98,763
32	\$99,764
33	\$100,766
34	\$101,767
35	\$102,768
36	\$103,769
37	\$104,770
38	\$105,771
39	\$106,772
40	\$107,773

Note: Increment Levels continue beyond what is shown on the printed salary schedule.



July 20, 2026 - June 7, 2027

206 Days - Full Time 8 Hours Per Day

Salary Placement

To determine an educator's initial salary placement:

- ◆ Identify the educator's "Education Enhancement" Increment Level
- ◆ Add previous contracted licensed work experience from an accredited school system, up to fifteen years, each year equating to an Increment Level
 - Two half years, with at least one of the years being a minimum of 92 days, will be added together to equal one year/Increment Level
 - Educator's experience in Canyons District receives full credit
 - Educators who have retired with the Utah Retirement System (URS) may receive up to fifteen (15) Increment Levels for experience
- ◆ Add one (1) Increment Level

Education Enhancement

To determine the educator's "Education Enhancement" Increment Level:

- ◆ Identify the educator's degree attainment from an accredited university

Bachelor's Degree	n/a
Master's Degree	+6 Increment Levels
Doctorate Degree	+6 Increment Levels
- ◆ Identify semester hours awarded after July 1, 2017, not used for the degree(s) identified above, and which are relevant to education and/or the educator's assignment. Note: Educators with multiple degrees are also placed using the same/following criteria.

20 semester hours	+1 Increment Level
40 semester hours	+1 Increment Level
60 semester hours	+1 Increment Level
80 semester hours	+1 Increment Level

Example: A newly hired educator with a Master's Degree and +20 semester hours with four years of experience would be placed on Increment Level twelve (12), contingent upon verification of education and experience.

Salary Schedule Information

- ◆ An Educator Salary Adjustment (ESA) of \$10,661 and a Teacher and Student Success Act (TSSA) of \$1,110 are included as part of the Base Contract.
Thirty-two (32) additional hours of pay are available to CACTUS licensed employees for personal professional development at the educator's Hourly Rate. All are dependent upon continued legislative funding.
- ◆ Cost of Living Adjustment (COLA) is calculated on the mid-point of the L186 salary schedule, Increment Level 20, minus ESA and TSSA funds. The dollar difference between Increment Levels is approximately \$1,052.
- ◆ The Base Contract is prorated based upon the number of days remaining in the contract
- ◆ Educators with current National Board Certification for teaching will be paid a stipend of \$2,000 in addition to their Base Contract. Other approved National Board Certifications will be paid a stipend of \$1,000.

Increment Levels	Base Contract
1	\$71,637
2	\$72,689
3	\$73,742
4	\$74,794
5	\$75,846
6	\$76,898
7	\$77,950
8	\$79,002
9	\$80,054
10	\$81,107
11	\$82,159
12	\$83,211
13	\$84,263
14	\$85,315
15	\$86,367
16	\$87,420
17	\$88,472
18	\$89,524
19	\$90,576
20	\$91,628
21	\$92,680
22	\$93,732
23	\$94,785
24	\$95,837
25	\$96,889
26	\$97,941
27	\$98,993
28	\$100,045
29	\$101,097
30	\$102,150
31	\$103,202
32	\$104,254
33	\$105,306
34	\$106,358
35	\$107,410
36	\$108,463
37	\$109,515
38	\$110,567
39	\$111,619
40	\$112,671

Note: Increment Levels continue beyond what is shown on the printed salary schedule.



July 1, 2026 - June 30, 2027

242 Days - Full Time 8 Hours Per Day

Salary Placement

To determine an educator's initial salary placement:

- ◆ Identify the educator's "Education Enhancement" Increment Level
- ◆ Add previous contracted licensed work experience from an accredited school system, up to fifteen years, each year equating to an Increment Level
 - Two half years, with at least one of the years being a minimum of 92 days, will be added together to equal one year/Increment Level
 - Educator's experience in Canyons District receives full credit
 - Educators who have retired with the Utah Retirement System (URS) may receive up to fifteen (15) Increment Levels for experience
- ◆ Add one (1) Increment Level

Education Enhancement

To determine the educator's "Education Enhancement" Increment Level:

- ◆ Identify the educator's degree attainment from an accredited university

Bachelor's Degree	n/a
Master's Degree	+6 Increment Levels
Doctorate Degree	+6 Increment Levels
- ◆ Identify semester hours awarded after July 1, 2017, not used for the degree(s) identified above, and which are relevant to education and/or the educator's assignment. Note: Educators with multiple degrees are also placed using the same/following criteria.

20 semester hours	+1 Increment Level
40 semester hours	+1 Increment Level
60 semester hours	+1 Increment Level
80 semester hours	+1 Increment Level

Example: A newly hired educator with a Master's Degree and +20 semester hours with four years of experience would be placed on Increment Level twelve (12), contingent upon verification of education and experience.

Salary Schedule Information

- ◆ An Educator Salary Adjustment (ESA) of \$10,661 and a Teacher and Student Success Act (TSSA) of \$1,110 are included as part of the Base Contract.
Thirty-two (32) additional hours of pay are available to CACTUS licensed employees for personal professional development at the educator's Hourly Rate. All are dependent upon continued legislative funding.
- ◆ Cost of Living Adjustment (COLA) is calculated on the mid-point of the L186 salary schedule, Increment Level 20, minus ESA and TSSA funds. The dollar difference between Increment Levels is approximately \$1,134.
- ◆ The Base Contract is prorated based upon the number of days remaining in the contract
- ◆ Educators with current National Board Certification for teaching will be paid a stipend of \$2,000 in addition to their Base Contract. Other approved National Board Certifications will be paid a stipend of \$1,000.

Increment Levels	Base Contract
1	\$76,287
2	\$77,421
3	\$78,555
4	\$79,689
5	\$80,823
6	\$81,956
7	\$83,090
8	\$84,224
9	\$85,358
10	\$86,492
11	\$87,626
12	\$88,760
13	\$89,894
14	\$91,027
15	\$92,161
16	\$93,295
17	\$94,429
18	\$95,563
19	\$96,697
20	\$97,831
21	\$98,964
22	\$100,098
23	\$101,232
24	\$102,366
25	\$103,500
26	\$104,634
27	\$105,768
28	\$106,902
29	\$108,035
30	\$109,169
31	\$110,303
32	\$111,437
33	\$112,571
34	\$113,705
35	\$114,839
36	\$115,973
37	\$117,106
38	\$118,240
39	\$119,374
40	\$120,508

Note: Increment Levels continue beyond what is shown on the printed salary schedule.

Inservice Rate is Increment Level 1

Salary Placement

To determine an educator's initial salary placement:

- ♦ Identify the educator's "Education Enhancement" Increment Level
- ♦ Add previous contracted licensed work experience from an accredited school system, up to fifteen years, each year equating to an Increment Level
 - Two half years, with at least one of the years being a minimum of 92 days, will be added together to equal one year/Increment Level
 - Educator's experience in Canyons District receives full credit
 - Educators who have retired with the Utah Retirement System (URS) may receive up to fifteen (15) Increment Levels for experience
- ♦ Add one (1) Increment Level

Education Enhancement

To determine the educator's "Education Enhancement" Increment Level:

- ♦ Identify the educator's degree attainment from an accredited university

Bachelor's Degree	n/a
Master's Degree	+6 Increment Levels
Doctorate Degree	+6 Increment Levels
- ♦ Identify semester hours awarded after July 1, 2017, not used for the degree(s) identified above, and which are relevant to education and/or the educator's assignment. Note: Educators with multiple degrees are also placed using the same/following criteria.

20 semester hours	+1 Increment Level
40 semester hours	+1 Increment Level
60 semester hours	+1 Increment Level
80 semester hours	+1 Increment Level

Example: A newly hired educator with a Master's Degree and +20 semester hours with four years of experience would be placed on Increment Level twelve (12), contingent upon verification of education and experience.

Salary Schedule Information

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Thirty-two (32) additional hours of pay are available to CACTUS licensed employees for personal professional development at the educator's Hourly Rate. All are dependent upon continued legislative funding.
- ♦ Cost of Living Adjustment (COLA) is calculated on the mid-point of the salary schedule, Increment Level 20, minus ESA and TSSA funds. The dollar difference between Increment Levels is \$950.
- ♦ The Base Contract is prorated based upon the number of days remaining in the contract.
- ♦ Educators with current National Board Certification for teaching will be paid a stipend of \$2,000 in addition to their Base Contract. Other approved National Board Certifications will be paid a stipend of \$1,000.

Increment Levels	Hourly Rate
1	\$43.88
2	\$44.52
3	\$45.15
4	\$45.79
5	\$46.43
6	\$47.07
7	\$47.71
8	\$48.35
9	\$48.99
10	\$49.62
11	\$50.26
12	\$50.90
13	\$51.54
14	\$52.18
15	\$52.82
16	\$53.45
17	\$54.09
18	\$54.73
19	\$55.37
20	\$56.01
21	\$56.65
22	\$57.28
23	\$57.92
24	\$58.56
25	\$59.20
26	\$59.84
27	\$60.48
28	\$61.12
29	\$61.75
30	\$62.39
31	\$63.03
32	\$63.67
33	\$64.31
34	\$64.95
35	\$65.58
36	\$66.22
37	\$66.86
38	\$67.50
39	\$68.14
40	\$68.78



August 10, 2026 - May 27, 2027

186 Days - Full Time 8 Hours Per Day

(16 hours of preparation time, outside of contracted days, are included in the base contract.)

Salary Placement

To determine an educator's initial salary placement:

- ♦ Identify the educator's "Education Enhancement" Increment Level
- ♦ Add previous contracted licensed work experience from an accredited school system, up to fifteen years, each year equating to an Increment Level
 - Two half years, with at least one of the years being a minimum of 92 days, will be added together to equal one year/Increment Level
 - Educator's experience in Canyons District receives full credit
 - Educators who have retired with the Utah Retirement System (URS) may receive up to fifteen (15) Increment Levels for experience
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Education Enhancement

To determine the educator's "Education Enhancement" Increment Level:

- ♦ Identify the educator's degree attainment from an accredited university

Bachelor's Degree	n/a
Master's Degree	+6 Increment Levels
Doctorate Degree	+6 Increment Levels
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20 semester hours	+1 Increment Level
40 semester hours	+1 Increment Level
60 semester hours	+1 Increment Level
80 semester hours	+1 Increment Level

Example: A newly hired educator with a Master's Degree and +20 semester hours with four years of experience would be placed on Increment Level twelve (12), contingent upon verification of education and experience.

Increment Levels	Base Contract
1	\$65,290
2	\$66,240
3	\$67,190
4	\$68,140
5	\$69,090
6	\$70,040
7	\$70,990
8	\$71,940
9	\$72,890
10	\$73,840
11	\$74,790
12	\$75,740
13	\$76,690
14	\$77,640
15	\$78,590
16	\$79,540
17	\$80,490
18	\$81,440
19	\$82,390
20	\$83,340
21	\$84,290
22	\$85,240
23	\$86,190
24	\$87,140
25	\$88,090
26	\$89,040
27	\$89,990
28	\$90,940
29	\$91,890
30	\$92,840
31	\$93,790
32	\$94,740
33	\$95,690
34	\$96,640
35	\$97,590
36	\$98,540
37	\$99,490
38	\$100,440
39	\$101,390
40	\$102,340

Salary Schedule Information

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Note: Increment Levels continue beyond what is shown on the printed salary schedule.



July 30, 2026 - June 2, 2027

196 Days - Full Time 8 Hours Per Day

Salary Placement

To determine an educator's initial salary placement:

- ◆ Identify the educator's "Education Enhancement" Increment Level
- ◆ Add previous contracted licensed work experience from an accredited school system, up to fifteen years, each year equating to an Increment Level
 - Two half years, with at least one of the years being a minimum of 92 days, will be added together to equal one year/Increment Level
 - Educator's experience in Canyons District receives full credit
 - Educators who have retired with the Utah Retirement System (URS) may receive up to fifteen (15) Increment Levels for experience
- ◆ Add one (1) Increment Level

Education Enhancement

To determine the educator's "Education Enhancement" Increment Level:

- ◆ Identify the educator's degree attainment from an accredited university

Bachelor's Degree	n/a
Master's Degree	+6 Increment Levels
Doctorate Degree	+6 Increment Levels
- ◆ Identify semester hours awarded after July 1, 2017, not used for the degree(s) identified above, and which are relevant to education and/or the educator's assignment. Note: Educators with multiple degrees are also placed using the same/following criteria.

20 semester hours	+1 Increment Level
40 semester hours	+1 Increment Level
60 semester hours	+1 Increment Level
80 semester hours	+1 Increment Level

Example: A newly hired educator with a Master's Degree and +20 semester hours with four years of experience would be placed on Increment Level twelve (12), contingent upon verification of education and experience.

Salary Schedule Information

- ◆ An Educator Salary Adjustment (ESA) of \$10,661 and a Teacher and Student Success Act (TSSA) of \$1,110 are included as part of the Base Contract.
Thirty-two (32) additional hours of pay are available to CACTUS licensed employees for personal professional development at the educator's Hourly Rate. All are dependent upon continued legislative funding.
- ◆ Cost of Living Adjustment (COLA) is calculated on the mid-point of the L186 salary schedule, Increment Level 20, minus ESA and TSSA funds. The dollar difference between Increment Levels is approximately \$1,001.
- ◆ The Base Contract is prorated based upon the number of days remaining in the contract
- ◆ Educators with current National Board Certification for teaching will be paid a stipend of \$2,000 in addition to their Base Contract. Other approved National Board Certifications will be paid a stipend of \$1,000.

Increment Levels	Base Contract
1	\$68,167
2	\$69,168
3	\$70,170
4	\$71,171
5	\$72,172
6	\$73,173
7	\$74,174
8	\$75,175
9	\$76,176
10	\$77,177
11	\$78,178
12	\$79,179
13	\$80,180
14	\$81,181
15	\$82,182
16	\$83,183
17	\$84,185
18	\$85,186
19	\$86,187
20	\$87,188
21	\$88,189
22	\$89,190
23	\$90,191
24	\$91,192
25	\$92,193
26	\$93,194
27	\$94,195
28	\$95,196
29	\$96,197
30	\$97,199
31	\$98,200
32	\$99,201
33	\$100,202
34	\$101,203
35	\$102,204
36	\$103,205
37	\$104,206
38	\$105,207
39	\$106,208
40	\$107,209

Note: Increment Levels continue beyond what is shown on the printed salary schedule.



July 20, 2026 - June 7, 2027

206 Days - Full Time 8 Hours Per Day

Salary Placement

To determine an educator's initial salary placement:

- ♦ Identify the educator's "Education Enhancement" Increment Level
- ♦ Add previous contracted licensed work experience from an accredited school system, up to fifteen years, each year equating to an Increment Level
 - Two half years, with at least one of the years being a minimum of 92 days, will be added together to equal one year/Increment Level
 - Educator's experience in Canyons District receives full credit
 - Educators who have retired with the Utah Retirement System (URS) may receive up to fifteen (15) Increment Levels for experience
- ♦ Add one (1) Increment Level

Education Enhancement

To determine the educator's "Education Enhancement" Increment Level:

- ♦ Identify the educator's degree attainment from an accredited university

Bachelor's Degree	n/a
Master's Degree	+6 Increment Levels
Doctorate Degree	+6 Increment Levels
- ♦ Identify semester hours awarded after July 1, 2017, not used for the degree(s) identified above, and which are relevant to education and/or the educator's assignment. Note: Educators with multiple degrees are also placed using the same/following criteria.

20 semester hours	+1 Increment Level
40 semester hours	+1 Increment Level
60 semester hours	+1 Increment Level
80 semester hours	+1 Increment Level

Example: A newly hired educator with a Master's Degree and +20 semester hours with four years of experience would be placed on Increment Level twelve (12), contingent upon verification of education and experience.

Increment Levels	Base Contract
1	\$71,045
2	\$72,097
3	\$73,149
4	\$74,201
5	\$75,253
6	\$76,305
7	\$77,358
8	\$78,410
9	\$79,462
10	\$80,514
11	\$81,566
12	\$82,618
13	\$83,671
14	\$84,723
15	\$85,775
16	\$86,827
17	\$87,879
18	\$88,931
19	\$89,983
20	\$91,036
21	\$92,088
22	\$93,140
23	\$94,192
24	\$95,244
25	\$96,296
26	\$97,348
27	\$98,401
28	\$99,453
29	\$100,505
30	\$101,557
31	\$102,609
32	\$103,661
33	\$104,714
34	\$105,766
35	\$106,818
36	\$107,870
37	\$108,922
38	\$109,974
39	\$111,026
40	\$112,079

Salary Schedule Information

- ♦ An Educator Salary Adjustment (ESA) of \$10,661 and a Teacher and Student Success Act (TSSA) of \$1,110 are included as part of the Base Contract.

Thirty-two (32) additional hours of pay are available to CACTUS licensed employees for personal professional development at the educator's Hourly Rate. All are dependent upon continued legislative funding.
- ♦ Cost of Living Adjustment (COLA) is calculated on the mid-point of the L186 salary schedule, Increment Level 20, minus ESA and TSSA funds. The dollar difference between Increment Levels is approximately \$1,052.
- ♦ The Base Contract is prorated based upon the number of days remaining in the contract
- ♦ Educators with current National Board Certification for teaching will be paid a stipend of \$2,000 in addition to their Base Contract. Other approved National Board Certifications will be paid a stipend of \$1,000.

Note: Increment Levels continue beyond what is shown on the printed salary schedule.



July 1, 2026 - June 30, 2027

242 Days - Full Time 8 Hours Per Day

Salary Placement

To determine an educator's initial salary placement:

- ♦ Identify the educator's "Education Enhancement" Increment Level
- ♦ Add previous contracted licensed work experience from an accredited school system, up to fifteen years, each year equating to an Increment Level
 - Two half years, with at least one of the years being a minimum of 92 days, will be added together to equal one year/Increment Level
 - Educator's experience in Canyons District receives full credit
 - Educators who have retired with the Utah Retirement System (URS) may receive up to fifteen (15) Increment Levels for experience
- ♦ Add one (1) Increment Level

Education Enhancement

To determine the educator's "Education Enhancement" Increment Level:

- ♦ Identify the educator's degree attainment from an accredited university

Bachelor's Degree	n/a
Master's Degree	+6 Increment Levels
Doctorate Degree	+6 Increment Levels
- ♦ Identify semester hours awarded after July 1, 2017, not used for the degree(s) identified above, and which are relevant to education and/or the educator's assignment. Note: Educators with multiple degrees are also placed using the same/following criteria.

20 semester hours	+1 Increment Level
40 semester hours	+1 Increment Level
60 semester hours	+1 Increment Level
80 semester hours	+1 Increment Level

Example: A newly hired educator with a Master's Degree and +20 semester hours with four years of experience would be placed on Increment Level twelve (12), contingent upon verification of education and experience.

Increment Levels	Base Contract
1	\$75,649
2	\$76,782
3	\$77,916
4	\$79,050
5	\$80,184
6	\$81,318
7	\$82,452
8	\$83,586
9	\$84,719
10	\$85,853
11	\$86,987
12	\$88,121
13	\$89,255
14	\$90,389
15	\$91,523
16	\$92,657
17	\$93,790
18	\$94,924
19	\$96,058
20	\$97,192
21	\$98,326
22	\$99,460
23	\$100,594
24	\$101,728
25	\$102,861
26	\$103,995
27	\$105,129
28	\$106,263
29	\$107,397
30	\$108,531
31	\$109,665
32	\$110,799
33	\$111,932
34	\$113,066
35	\$114,200
36	\$115,334
37	\$116,468
38	\$117,602
39	\$118,736
40	\$119,869

Salary Schedule Information

- ♦ An Educator Salary Adjustment (ESA) of \$10,661 and a Teacher and Student Success Act (TSSA) of \$1,110 are included as part of the Base Contract.

Thirty-two (32) additional hours of pay are available to CACTUS licensed employees for personal professional development at the educator's Hourly Rate. All are dependent upon continued legislative funding.
- ♦ Cost of Living Adjustment (COLA) is calculated on the mid-point of the L186 salary schedule, Increment Level 20, minus ESA and TSSA funds. The dollar difference between Increment Levels is approximately \$1,134.
- ♦ The Base Contract is prorated based upon the number of days remaining in the contract
- ♦ Educators with current National Board Certification for teaching will be paid a stipend of \$2,000 in addition to their Base Contract. Other approved National Board Certifications will be paid a stipend of \$1,000.

Note: Increment Levels continue beyond what is shown on the printed salary schedule.



**Negotiations
Contract Year 2025-2026**

Proposal

Canyons Education Association proposes that Canyons School District funds the annual increment increase, advancing each employee by their earned increment level.

Rationale

Employees depend on the annual level increase at a bare minimum, in addition to regular COLAs. Educators count on this increase when budgeting year-to-year finances and retirement.

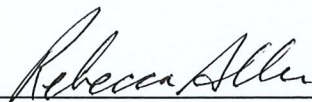
**Tentative Agreement Between
Canyons School District &
Canyons Education Association**



For Canyons School District

4/22/26

Date



For Canyons Education Association

4/22/26

Date



Negotiations
Contract Year 2026-2027

Proposal

Canyons Education Association proposes that Education Enhancements for continuing education be funded for the 2026-27 contract year.


Rationale

Canyons Education Association believes funding Education Enhancements is an inherent part of the salary schedule and should be funded every year. Continuing education for educators increases their skills and effectiveness in helping students be successful.

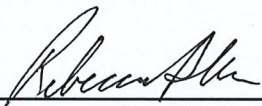
**Tentative Agreement Between
Canyons School District &
Canyons Education Association**



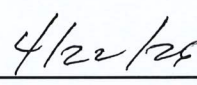
For Canyons School District



Date



For Canyons Education Association



Date

Benefits – Insurance



Negotiations - Licensed

Insurance
(Contract Year 2026-27)



Joint Proposal

Canyons Education Association and Canyons School District Administration agree to adopt the recommendations proposed by the District Insurance Committee, including a 5.0% premium increase for employees (or \$281,000 for all groups) and a 3.6% increase on the District portion (or \$1,117,000 for all groups) totaling \$1,398,000 and no increase to deductibles, copays, and out-of-pocket maximums.

Effective for the plan year beginning January 1, 2027, the District will continue to pay:

- High Deductible Plan – 89.1% of the total premium
- Traditional Plan – 77.3% of the total premium

Rationale

Canyons Education Association understands that usage in the insurance plans have significantly increased as well as health care costs in general. If the plan costs continue to rise, the Insurance Committee may need to revisit the premium costs for the 2027 plan year and a Memorandum of Understanding may be needed if adjustments are required.

Tentative Agreement
Between
Canyons School District
&
Canyons Education Association

Date: 4/22/26

For Canyons School District

For Canyons Education Association

Contribution Modeling: Canyons School District

Medical & Pharmacy
Self-Funded
Status Quo

Certificated & Administration

Renewal Plan Year: 1/1/2027 - 12/31/2027
Carrier(s): PEHP
Specific Deductible: \$250,000
Aggregating Specific Deductible: \$200,000

Coverage Tier	Current			Renewal Plan Year			Employee Per Pay Difference	Employer % Cost Share		
	Enrollment	Employee	Employer	Total Rates	Enrollment	Employee			Employer	Self Funded (Mature Expected)
Advantage HDHP Base										
Employee	271	\$67.62	\$560.08	\$627.70	271	\$71.00	\$581.70	\$652.70	\$1.69	89.1%
Two Party	94	\$108.80	\$900.60	\$1,009.40	94	\$114.24	\$935.26	\$1,049.50	\$2.72	89.1%
Employee + Family	304	\$184.74	\$1,529.26	\$1,714.00	304	\$193.98	\$1,588.22	\$1,782.20	\$4.62	89.1%
Advantage HDHP Buy-up										
Employee	28	\$125.62	\$559.58	\$685.20	28	\$131.90	\$580.60	\$712.50	\$3.14	81.5%
Two Party	9	\$202.10	\$900.60	\$1,102.70	9	\$212.21	\$934.39	\$1,146.60	\$5.06	81.5%
Employee + Family	27	\$343.24	\$1,529.26	\$1,872.50	27	\$360.40	\$1,586.60	\$1,947.00	\$8.58	81.5%
Advantage Trad Base										
Employee	133	\$174.85	\$602.95	\$777.80	133	\$183.59	\$625.11	\$808.70	\$4.37	77.3%
Two Party	85	\$281.39	\$970.41	\$1,251.80	85	\$295.46	\$1,006.14	\$1,301.60	\$7.04	77.3%
Employee + Family	206	\$477.80	\$1,647.70	\$2,125.50	206	\$501.69	\$1,708.31	\$2,210.00	\$11.95	77.3%
Advantage Trad Buy-up										
Employee	13	\$247.45	\$602.95	\$850.40	13	\$259.82	\$624.38	\$884.20	\$6.19	70.6%
Two Party	7	\$399.99	\$970.41	\$1,370.40	7	\$419.99	\$1,004.91	\$1,424.90	\$10.00	70.5%
Employee + Family	12	\$679.40	\$1,647.70	\$2,327.10	12	\$713.37	\$1,706.33	\$2,419.70	\$16.99	70.5%
Summit HDHP Base										
Employee	71	\$67.62	\$560.08	\$627.70	71	\$71.00	\$581.70	\$652.70	\$1.69	89.1%
Two Party	42	\$108.80	\$900.60	\$1,009.40	42	\$114.24	\$935.26	\$1,049.50	\$2.72	89.1%
Employee + Family	86	\$184.74	\$1,529.26	\$1,714.00	86	\$193.98	\$1,588.22	\$1,782.20	\$4.62	89.1%
Summit HDHP Buy-up										
Employee	12	\$125.62	\$559.58	\$685.20	12	\$131.90	\$580.60	\$712.50	\$3.14	81.5%
Two Party	3	\$202.10	\$900.60	\$1,102.70	3	\$212.21	\$934.39	\$1,146.60	\$5.06	81.5%
Employee + Family	16	\$343.24	\$1,529.26	\$1,872.50	16	\$365.55	\$1,581.45	\$1,947.00	\$11.16	81.2%
Summit Trad Base										
Employee	48	\$174.85	\$602.95	\$777.80	48	\$183.59	\$625.11	\$808.70	\$4.37	77.3%
Two Party	25	\$281.39	\$970.41	\$1,251.80	25	\$295.46	\$1,006.14	\$1,301.60	\$7.04	77.3%
Employee + Family	61	\$477.80	\$1,647.70	\$2,125.50	61	\$501.69	\$1,708.31	\$2,210.00	\$11.95	77.3%
Summit Trad Buy-up										
Employee	5	\$247.45	\$602.95	\$850.40	5	\$259.82	\$624.38	\$884.20	\$6.19	70.6%
Two Party	5	\$399.99	\$970.41	\$1,370.40	5	\$419.99	\$1,004.91	\$1,424.90	\$10.00	70.5%
Employee + Family	13	\$679.40	\$1,647.70	\$2,327.10	13	\$713.37	\$1,706.33	\$2,419.70	\$16.99	70.5%
Plan Cost Composite	1,576	\$221.19	\$1,097.01	\$1,318.20	1,576	\$232.30	\$1,138.33	\$1,370.64		83%
PCORI Fees		\$0.00	\$0.66	\$0.66		\$0.00	\$0.66	\$0.66		
HSA Seed		\$0.00	\$59.89	\$59.89		\$0.00	\$59.89	\$59.89		
Annual		\$4,183.117	\$21,891,780	\$26,074,897		\$4,393,266	\$22,673,236	\$27,066,502		84%
Change From Current (\$)			\$5,610,979	\$30,920,270		\$210,149	\$781,456	\$991,604		
Change From Current (%)						5.0%	3.6%	3.8%		

*This analysis is for illustrative purposes only, and is not a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. Please see your policy or contact us for specific information or further details in this regard.

Policy Changes

Negotiations - Licensed

Policy 410.01 – Scope of Negotiations-Policies (Licensed)
(Contract Year 2026-27)



Joint Proposal

Canyons Education Association proposes the attached changes to Policy 410.01 – Scope of Negotiations – Policies (Licensed) to ensure the policies contained therein remain negotiated through the 2026-27 school year.

Rationale

The years listed for the effective dates for policies agreed to in the 2026-27 contract negotiations need to be updated.

Tentative Agreement
Between
Canyons School District
&
Canyons Education Association

Date: 4/22/26

For Canyons School District

A handwritten signature in blue ink, appearing to be 'M. R.', is written above a horizontal blue line.

For Canyons Education Association

A handwritten signature in blue ink, 'Rebecca Allen', is written above a horizontal blue line.

Policy 410.01 – Scope of Negotiations-Policies (Licensed)

POLICY NUMBER:

410.01

ADOPTED:

~~5.17.2022~~To be updated (NEG)

Board Policy

1. The Board of Education has statutory authority over all issues relating to the effective and efficient operation of the school district (Utah Code Title 53G Chapter 04). Locally elected Board of Education members should retain the right to operate the school district without undue influence or control from outside groups, individuals, organizations, associations, political parties, or special interests.
2. The Board authorizes the Superintendent and District Administration to develop administrative regulations consistent with this policy.

ADMINISTRATIVE REGULATION:

410.01-1

APPROVED:

~~5.17.2022~~To be updated

Scope of Negotiations - Policies (Licensed) - 410.01-1

1. The Board of Education recognizes the need to negotiate with the recognized employee agent group on issues relating to wages, hours, and working conditions. The following policies will remain as negotiated polices for the contract year ~~2022-2023~~2026-2027:
 - o 410.00, Scope of Negotiations (~~6.9.2020~~5.16.2017)
 - o 410.01, Scope of Negotiations – Policies (Licensed) (5.17.2022)
 - o 410.02, Release Time for Licensed Employee Agent Group President (8.30.2011)
 - o 410.03, Hours of Work (Licensed) (~~5.7.2019~~5.07.2024)
 - o 410.04, Employee Leave (Licensed) (~~5.17.2022~~5.6.2025)
 - o 410.05, Fringe Benefits (Licensed) (6.9.2020)
 - o 410.06, Personal Security and Safety (8.18.2018)
 - o 410.07, Salary Guidelines (~~5.17.2022~~5.9.2023)
 - o 410.08, Provisional Status (Licensed) (5.16.2017)
 - o 410.09, School Advisory Council (5.7.2019)
 - o 410.10, District Advisory Council (5.8.2018)
 - o 410.11, Concerns/L-Complaints/L-Grievances (Licensed) (8.30.2011)
 - o 410.12, Assignments and Transfers (~~5.17.2022~~5.9.2023)
 - o 410.13, Reduction in Force (Licensed) (6.9.2020)
 - o 410.14, Termination of Employment (Licensed) (8.30.2011)
 - o 410.15, District-Post Retirement Benefits (10.16.2007; 3.21.2006; 3.21.2006; updated 5.17.2022)

NOTE: Any other policies or specific aspects of certain policies where negotiation with employee groups is stipulated by state or federal law.

Exhibits

None

References

None

Forms

None

This online presentation is an electronic representation of the Canyons School District's currently adopted policy manual. It does not reflect updating activities in progress. The official, authoritative manual is available for inspection in the office of the Superintendent located at 9361 South 300 East Sandy, UT 84070.

410 - Licensed Policy

- District Policy Home (<https://www.canyonsdistrict.org/policy/>)
- Personnel Policy – Series 400 (<https://www.canyonsdistrict.org/policies/personnel/>)
- Policy 410.01 – Scope of Negotiations-Policies (Licensed) (<https://www.canyonsdistrict.org/policies/personnel/licensed/410-1/>)
- Policy 410.02 – Release Time for Licensed Employee Agent Group President (<https://www.canyonsdistrict.org/policies/personnel/licensed/410-2/>)
- Policy 410.03 – Hours of Work (Licensed) (<https://www.canyonsdistrict.org/policies/personnel/licensed/410-3/>)
- Policy 410.04 – Employee Leave (Licensed) (<https://www.canyonsdistrict.org/policies/personnel/licensed/410-4/>)
- Policy 410.05 – Fringe Benefits (Licensed) (<https://www.canyonsdistrict.org/policies/personnel/licensed/410-5/>)
- Policy 410.06 – Personal Security and Safety (<https://www.canyonsdistrict.org/policies/personnel/licensed/410-6/>)
- Policy 410.07 – Salary Guidelines (<https://www.canyonsdistrict.org/policies/personnel/licensed/410-7/>)
- Policy 410.08 – Provisional Status Licensed Personnel (<https://www.canyonsdistrict.org/policies/personnel/licensed/410-8/>)
- Policy 410.09 – School Advisory Council (<https://www.canyonsdistrict.org/policies/personnel/licensed/410-9/>)
- Policy 410.10 – District Advisory Council (<https://www.canyonsdistrict.org/policies/personnel/licensed/410-10/>)
- Policy 410.11 – Concerns/Complaints/Grievances (Licensed) (<https://www.canyonsdistrict.org/policies/personnel/licensed/410-11/>)
- Policy 410.12 – Assignments and Transfers (<https://www.canyonsdistrict.org/policies/personnel/licensed/410-12/>)
- Policy 410.13 – Reduction in Force (Licensed) (<https://www.canyonsdistrict.org/policies/personnel/licensed/410-13/>)
- Policy 410.14 – Termination of Employment (Licensed) (<https://www.canyonsdistrict.org/policies/personnel/licensed/410-14/>)
- Policy 410.15 – District Post Retirement Benefits (<https://www.canyonsdistrict.org/policies/personnel/licensed/410-15/>)

Table of Contents

410 - Licensed Policy

Board Policy

Scope of Negotiations - Policies (Licensed) - 410.01-1

Exhibits

References

Forms





Negotiations - Licensed

District Policy 410.04 – Employee Leave (Licensed)
(Contract Year 2026-27)



Joint Proposal

Canyons Education Association and Canyons School District Administration propose modifying District Policy 410.04 – Employee Leave (Licensed), Regulation 4 to include Foster Leave:

Foster leave is to be used for the parent of a foster child, to provide a safe and stable environment for children who cannot remain at home due to abuse, neglect, or parental challenges. It is available only for contract work days listed on the employee's work calendar, e.g., L186, L196, L206, and L242 calendars.

1. Employees who qualify for paid leave benefits, qualify for up to twenty (20) contract days of paid Foster Leave.
 1. Foster Leave may be used intermittently; and runs concurrent with any leave authorized under the Family and Medical Leave Act of 1993, 29 U.S.C. Sec. 2601 et seq.
2. Limitations regarding Foster Leave.
 1. Foster Leave may not be used:
 1. before the day on which a child is placed in foster care with a benefit eligible employee;
 2. more than six (6) months after the date on which a child is placed in foster care with a benefit eligible employee; or
 3. after the child is no longer placed in foster care with a benefit eligible employee;
 2. The amount of foster leave does not increase if an employee has more than one child placed in foster care.
 3. A benefit eligible employee may not use more than four work weeks of paid foster leave within a single 12-month period, regardless of whether during that 12-month period more than one child is placed in foster care with a benefit eligible employee.
 4. If a child is placed in foster care with two benefit eligible employees, the employees are entitled to use a single four-work-week period of paid foster leave under this section, which the employees may allocate between themselves.
 1. The employees described in 2.4, shall notify the District with 30 days advance notice, if the employees intend to allocate foster leave between themselves.
 5. A benefit eligible employee may not use both foster leave and parental leave with respect to the same child; or both foster leave and adoption leave with respect to the same young child.
3. Prior to granting Foster Leave days, a licensed employee shall agree in writing to repay compensation received for Foster Leave days used if the employee terminates employment with the District for other than medical reasons before completion of the current contract year.

Rationale

To align with recent legislative updates under HB 329, *State Employee Maternity and Leave Amendments*, the District's leave policy should be revised to include provisions for foster leave.

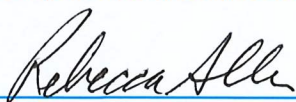
Tentative Agreement
Between
Canyons School District
&
Canyons Education Association

Date: 4/15/26

For Canyons School District



For Canyons Education Association





Negotiations - Licensed

District Policy 410.04 – Employee Leave (Licensed)
(Contract Year 2026-27)



Joint Proposal

Canyons School District Administration and Canyons Education Association propose modifying District Policy 410.04 – Employee Leave (Licensed), Regulation 9 (2.2) to read:

“Medically documented intermittent leave may only be granted for continued treatment of the employee’s qualifying catastrophic/life threatening illness and/or injury, (e.g., chemotherapy, dialysis, etc.).”

Rationale

The proposed revision to District Policy 410.04 – Employee Leave (Licensed), Regulation 9 (2.2) clarifies that medically documented intermittent leave is limited to ongoing treatment for a qualifying catastrophic or life-threatening illness or injury. This ensures the provision is applied consistently and reserved for serious medical needs.

The change promotes fair and accountable use of leave, supports continuity of instruction by reducing unpredictable absences, and maintains necessary protections for employees requiring critical, ongoing medical treatments.

Tentative Agreement
Between
Canyons School District
&
Canyons Education Association

Date: 4/15/26

For Canyons School District

For Canyons Education Association

Miscellaneous



Canyons Administration Statement

Professional Development & PLCs during the week of PTCs
(Contract Year 2026-27)

The statement listed below, rescinds the 2024–25 proposal/agreement dated April 18, 2024, which stated:

“CEA proposes that School Administrators in Canyons District will not hold any IPLCs or Professional Development the week before and during Parent Teacher Conferences. This would ensure that educators are able to actively and effectively plan for their nights with parents: preparing progress reports, writing SGPs, etc.”

Statement

School and District administrators in Canyons School District will not schedule or require Professional Learning Communities (PLCs), professional development, or any other “mandatory” meetings for teachers during the week prior to or the week of Parent-Teacher Conferences.

Teachers may choose, and are strongly encouraged, to hold optional, non-mandatory PLC meetings, or team/department meetings during these weeks to collaborate on student data, prepare for conferences, and align on goals. Participation in these PLCs is voluntary for teams or departments, and administrators may attend as appropriate.

Professional development for teachers typically scheduled during these timeframes will instead occur on designated Professional Development Days already built into the district calendar. School and District Administration may utilize up to four hours of these days for that purpose.

Rationale

This approach provides educators with dedicated time to effectively prepare for Parent-Teacher Conferences while maintaining focus and quality in professional learning. By shifting required PLCs and professional development away from these high-demand weeks, teachers can better prioritize communication with families and conference preparation.

This adjustment is especially important given the shift to holding conferences on different nights of the week across school levels. Increased flexibility in scheduling is necessary to support these changes while still preserving time for meaningful PLC collaboration and professional development.

Additionally, the statement creates greater consistency across schools and grade levels while aligning with the Board-adopted strategic plan’s emphasis on meaningful, well-structured professional learning and collaboration.

McKay Robinson – Superintendent

4/15/26

Date



**Negotiations
Contract Year 2025-26
32 Hourly Rate of Pay**

Proposal

Canyons Education Association proposes that the thirty-two (32) Paid Professional Hours, funded by the Utah State Legislature, be compensated at an educator's hourly rate of pay that corresponds to the educator's Increment Level indicated in SKYWARD, see the Licensed Salary School-Hourly Rate Sheet.

Rationale:

We recommend that this funding continue per the 2024-2025 agreement, as the legislature has appropriated and increased Canyons funding.

**Tentative Agreement Between
Canyons School District &
Canyons Education Association**



For Canyons School District

4/22/26

Date



For Canyons Education Association

4/22/26

Date



Proposal

Canyons Education Association proposes that we continue to recognize and compensate educators in Title 1 schools for their additional workload and responsibilities with a \$1000 stipend, paid in two installments: \$500 in September and \$500 in April.

Rationale

Continuing this funding aides the challenges faced by Title 1 schools in retaining qualified educators are well-documented. Canyons Education Association survey data indicates that all surveyed educators in Title 1 schools positively impact their decisions to stay at their location.

**Tentative Agreement Between
Canyons School District &
Canyons Education Association**



For Canyons School District

4/22/26

Date



For Canyons Education Association

4/22/26

Date



Negotiations
Contract Year 2026-2027

Proposal:

Canyons Education Association proposes that funds be reserved for substitutes when an educator is scheduled to present at a conference. Up to five (5) substitutes annually will be allotted across the district. These funds will be allocated separately from our current practice of sending educators to attend professional development/conferences as determined at the site level. Presenting is a unique challenge, showcases our educators' talents, and provides excellent advertisement for Canyons School District to other potential applicants and educators.

The procedure to apply for these days should be as follows:

1. Receive the invitation to present, and/or have an confirmed an application to present, by an external professional organization/conference
2. Notify your school principal about the opportunity/desire to present
3. Submit the application for the professional presenter day to School Performance
4. School Performance will notify educator and principal when their request for use of one of these days has been approved (within one week of submission to School Performance)

Rationale:

Educators who are asked to present or sign up to present at a conference should be encouraged and supported. This is a great opportunity to showcase brilliant educators from Canyons School District by allowing them to share their expertise. The educator may provide photos of their presentation that could be used by the district to post on the website and social media outlets promoting the continuous learning of Canyons District educators.

This is also in the best interest for Canyons as a recruiting tool: external and pre-service educators review where presenters teach, encouraging them to apply for jobs within Canyons District where they see best educational practices being modeled.

5 day PD

**Tentative Agreement Between
Canyons School District &
Canyons Education Association**

MSR

For Canyons School District

4/22/26

Date

Rebecca Allen

For Canyons Education Association

4/22/26

Date