

**Tentative Agreements Between
Canyons School District
&
Canyons Educational Support Professionals Association**

1. The District will fully fund increment steps for eligible employees. (Step costs are \$1.153M)
2. The District will adopt and implement a new Education Support Professional (ESP) salary schedule. Proposed Salary Schedule is attached. (The cost of the new salary schedule is \$422K)
3. The District will fund a 1.5% cost of living increase (COLA) to the base of the Education Support Professional (ESP) salary schedule. (The cost of this COLA is \$663K)
4. CESPAs and the District agree to the recommendations of the District Advisory Committee and there will be no premium increase for the employees for the 2016 plan year. (There will be plan changes for 2016) Minutes of the District Advisory Committee are attached, see highlighted sections. A qualified high deductible plan will be implemented, see minutes for HSA matching contributions.

Note: Total value of this increase compensation package for ESP employees is 5.06% or \$2.238M

5. The District will change Bereavement Support Staff (ESP) Policy GDCI – R - 2.

Employees shall be granted up to three (3) days absence without pay deduction in the event of the death of the employee's or spouse's father, mother, grandchild, brother, sister, grandfather, grandmother, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt, uncle, niece, nephew or other person residing in the employee's home. (~~Please See, Exhibit 1 for 20914-2015 Addendum re: niece or nephew~~).

6. The Association requests that all individuals who participate in the negotiations process be identified in the final agreement (i.e. The Association's Negotiating Team, the District's Negotiating Team, and the current Board of Education).
7. The District will change Policy GDBD—R Fringe Benefits Support Staff (ESP) 1.

Funds recouped for "no pay" days, based on average salary, shall be distributed equally to those employees paid on Educational Support Professional (ESP) salary schedules whose sick leave, personal leave or no pay days during the contract year total zero to two when rounded upward. These funds will be supplemented by an annual contribution equivalent to a 0.5 percent increase contribution of the cost of the ESP salary schedule. If an employee loses a benefit due to a filed workers compensation claim, which is approved by the District's insurance carrier, three (3) days of the approved workers comp claim(s) will not count against the calculation of this benefit. Employees will need to inform payroll of these exceptions by June 30th so the incentive can be properly calculated.

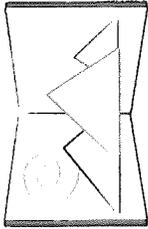
8. The District will establish an advisory committee including ESP employees, with one member appointed by CESSPA, to make recommendations for a dual lane process. This committee will meet as needed.
9. The job title of Head Custodian will be changed to Assistant Facility Manager.
10. CESSPA's monthly leadership meeting with the Superintendent will continue as currently constituted in August, October, January, March and May. In September, November, February and April those meetings will be expanded to include director level managers which may include the Director of Facilities, the Director of Food Services, the Director of Transportation, the Director of IT, and/or the Director of Purchasing. In addition to any other discussions, during these meetings the parties will discuss issues that may arise with regard to job descriptions, hours worked, or lane placements.
11. The salary schedule changes and the increment increases for all ESP employees, regardless of employee's contracted days of work, will be in effect July 1st, 2015, changes will be retroactive if negotiations extend beyond that date.
12. These Tentative Agreements are subject to approval of the Canyons School District Board of Education and the Canyons Education Support Professional Association.



Jim Briscoe
Canyons School District Superintendent



Scott St. Clair
CESSPA President



CANYONS
School District

Education Support Professional Salary Schedule Draft (2015-2016)

July 1, 2015 - June 30, 2016

STEP	LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7	LANE 8	LANE 9	LANE 10
1	10.12	11.41	12.90	14.34	15.44	16.39	17.21	18.24	19.46	21.40
2	10.38	11.69	13.22	14.69	15.82	16.80	17.64	18.70	19.95	21.93
3	10.69	12.04	13.62	15.14	16.30	17.31	18.17	19.26	20.55	22.59
4	11.22	12.65	14.30	15.89	17.11	18.17	19.08	20.22	21.58	23.72
5	11.81	13.31	15.05	16.73	18.01	19.12	20.08	21.28	22.71	24.96
6	13.14	14.81	16.74	18.61	20.04	21.28	22.34	23.68	25.26	27.77
7	13.40	15.10	17.08	18.98	20.44	21.70	22.79	24.15	25.77	28.33
8	13.67	15.41	17.42	19.36	20.85	22.14	23.25	24.63	26.29	28.89
9	13.94	15.71	17.77	19.75	21.26	22.58	23.71	25.13	26.81	29.47

STEP	LANE 11	LANE 12	LANE 13	LANE 14	LANE 15	LANE 16	LANE 17	LANE 18	LANE 19	LANE 20
1	22.11	23.33	25.67	27.14	28.73	30.39	32.16	34.02	35.98	38.08
2	22.66	23.91	26.31	27.82	29.45	31.15	32.96	34.87	36.88	39.03
3	23.34	24.63	27.10	28.65	30.34	32.08	33.95	35.91	37.99	40.20
4	24.50	25.86	28.46	30.09	31.85	33.69	35.65	37.71	39.88	42.21
5	25.79	27.22	29.95	31.67	33.53	35.46	37.52	39.69	41.98	44.42
6	28.69	30.28	33.32	35.23	37.30	39.44	41.74	44.15	46.70	49.42
7	29.27	30.89	33.99	35.93	38.04	40.23	42.57	45.04	47.63	50.41
8	29.85	31.50	34.67	36.65	38.80	41.04	43.42	45.94	48.59	51.42
9	30.45	32.13	35.36	37.39	39.58	41.86	44.29	46.86	49.56	52.45

Percentage increase from previous step

- 2 2.50%
- 3 3.00%
- 4 5.00%
- 5 5.25%
- 6 11.25%
- 7 2.00%
- 8 2.00%
- 9 2.00%

Effective for the 2020-2021 fiscal year a new step 6 will be insterted between the current step 6 and step 7 (the new step 6 will increase 5.50% from step 5 and the new step 7 will increase 5.75% from step 6). Thus resulting in a 10-step salary schedule.