

**Tentative Agreements Between
Canyons School District
&
Canyons Educational Support Professionals Association
For the 2016-2017 Contract Year**

The Tentative Agreements between the Canyon's School District (CSD) and Canyons Education Support Professionals Association (CESPA) for the 2016-2017 contract year are as follows:

1. The District will fully fund increment steps for eligible employees. (The cost of steps are \$1.554M. Additionally 92.8% of contracted ESP employees will receive a step increase).
2. The District will fund a 1% cost of living adjustment (COLA) to the base of the Education Support Professional (ESP) salary schedule. (The cost of the COLA is \$484k)
3. The District will maintain the same number of working days and hours for current contracted employees. Exceptions to this for individuals would follow regular district policy and procedures.
4. The salary schedule changes and the increment increase for all ESP employees, regardless of employee's contracted days of work, will go into effect July 1, 2016, changes will be retroactive if negotiations extend beyond that date.
5. 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 Canyons School District on or after July 1, 2009, the District will pay \$100 per day for 25 percent of the employee's accrued, but unused sick leave. (Previously was 20 percent.)
6. The District will maintain health premiums with no increase between July 2016 and December 2016. CESPA will adhere to the recommendation of the Insurance Committee for the time period of January 2017 thru June 2017. The increase in premiums recommended by the Insurance Committee will be shared equally between the employees and Canyons School District (See Attachment A).

7. The District agrees to allow employees who accrue more than 15 days a year vacation time to rollover the unused days they would lose on July 1 of each year because those unused days would exceed the 30-day vacation day cap and allow those days to be used, with the employee's supervisor's permission and with a plan worked out with the employee's supervisor, during the month of July. Any unused vacation days above the 30-day vacation cap not so used during July will be forfeited as of August 1.
8. During summer months when employees work 4 ten-hour days a week, the district agrees to allow a minimum of 3 full working days bereavement leave to employees who otherwise qualify for bereavement leave. The Association agrees not to bring any part of the District's bereavement policies to the Board for negotiation during the next 3 contract years.
9. The District agrees to implement the practice of having New Employee Orientations once a month.
10. The policy GDF is not a negotiated policy however, the District agrees to forward this to its policy committee with a recommendation that it be considered.
 - a. Policy GDF-Support Staff Hiring
 - i. 5.5. *Salary lane movement for promotions of current employees promoted after January 1st will be given service credit from their previous hire date and eligible for step increment increase.*
11. The District agrees to change policy GDCA-Sick Leave Support Staff – CESP requests a change be made to ADMINISTRATIVE REGULATION-GDCA-R-2 (Employee-Funded Sick Bank) such that days from the sick leave bank shall be granted to eligible ESP employees only after all accrued vacation leave, sick leave, and family leave, and two (2) personal leave days have been used.
12. The District will increase the funding for professional development to \$300 per full-time employee and \$100 per part-time employee staying within the current budgeted amount for all ESP's.
13. The District and the Association agree 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).

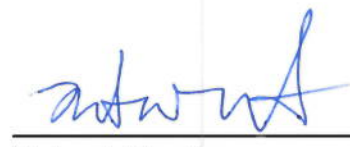
14. The District agrees to move all Secondary Support Assistants currently on Lane 1 to Lane 2.

15. The Association agrees with the District's redrafting of the Negotiated Policies (NEG), attached as Attachment B.

16. The District agrees to extend the Negotiated Policies (NEG), attached as Attachment B to June 30, 2017.

These agreements are only tentative and do not become effective unless or until they are adopted by the Canyons Board of Education and the membership of the Canyons Education Support Professionals Association.



Jim Briscoe
Canyons School District Superintendent

Robert Martin
CESPA President

*Pending approval
of attachment B
(Negotiated Policies)*

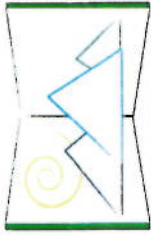
Attachment A

Education Support Professional Rate Projection

Rate Increase Projection Increase

7% split equally

		Current Employee monthly premium	Current District Monthly premium	Current Total Premium	7% increase	Employee portion	District portion	New Monthly Employee Premium	New District Monthly Premium	New Total monthly premium
AETNA Select Qualified High Deductible	Family	177.42	1,010.27	1,187.69	83.14	41.57	41.57	218.99	1,051.84	1,270.83
AETNA Select Qualified High Deductible	Employee +1	104.48	594.94	699.42	48.96	24.48	24.48	128.96	619.42	748.38
AETNA Select Qualified High Deductible	Employee only	64.92	369.66	434.58	30.42	15.21	15.21	80.13	384.87	465.00
AETNA POS Qualified High Deductible	Family	296.19	1,010.27	1,306.46	91.45	49.88	41.57	346.07	1,051.84	1,397.91
AETNA POS Qualified High Deductible	Employee +1	174.42	594.94	769.36	53.86	29.37	24.48	203.79	619.42	823.22
AETNA POS Qualified High Deductible	Employee only	108.38	369.66	478.04	33.46	18.25	15.21	126.63	384.87	511.50
AETNA Select Traditional	Family	356.37	1,110.65	1,467.02	102.69	51.35	51.35	407.72	1,162.00	1,569.71
AETNA Select Traditional	Employee +1	209.86	654.05	863.91	60.47	30.24	30.24	240.10	684.29	924.38
AETNA Select Traditional	Employee only	130.39	406.40	536.79	37.58	18.79	18.79	149.18	425.19	574.37
AETNA POS Traditional	Family	503.07	1,110.65	1,613.72	112.96	61.61	51.35	564.68	1,162.00	1,726.68
AETNA POS Traditional	Employee +1	296.25	654.05	950.30	66.52	36.28	30.24	332.53	684.29	1,016.82
AETNA POS Traditional	Employee only	184.07	406.40	590.47	41.33	22.55	18.79	206.62	425.19	631.80
SelectMed Qualified High Deductible	Family	177.42	1,010.27	1,187.69	83.14	41.57	41.57	218.99	1,051.84	1,270.83
SelectMed Qualified High Deductible	Employee +1	104.48	594.94	699.42	48.96	24.48	24.48	128.96	619.42	748.38
SelectMed Qualified High Deductible	Employee only	64.92	369.66	434.58	30.42	15.21	15.21	80.13	384.87	465.00
SelectCare Plus Qualified High Deductible	Family	296.19	1,010.27	1,306.46	91.45	49.88	41.57	346.07	1,051.84	1,397.91
SelectCare Plus Qualified High Deductible	Employee +1	174.42	594.94	769.36	53.86	29.37	24.48	203.79	619.42	823.22
SelectCare Plus Qualified High Deductible	Employee only	108.38	369.66	478.04	33.46	18.25	15.21	126.63	384.87	511.50
SelectMed Traditional	Family	356.37	1,110.65	1,467.02	102.69	51.35	51.35	407.72	1,162.00	1,569.71
SelectMed Traditional	Employee +1	209.86	654.05	863.91	60.47	30.24	30.24	240.10	684.29	924.38
SelectMed Traditional	Employee only	130.39	406.40	536.79	37.58	18.79	18.79	149.18	425.19	574.37
SelectCare Plus Traditional	Family	503.07	1,110.65	1,613.72	112.96	61.61	51.35	564.68	1,162.00	1,726.68
SelectCare Plus Traditional	Employee +1	296.25	654.05	950.30	66.52	36.28	30.24	332.53	684.29	1,016.82
SelectCare Plus Traditional	Employee only	184.07	406.40	590.47	41.33	22.55	18.79	206.62	425.19	631.80



Education Support Professional Salary Schedule

Draft (2016-2017)

July 1, 2016 - June 30, 2017

STEP	LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7	LANE 8	LANE 9	LANE 10
1	10.22	11.52	13.03	14.48	15.59	16.55	17.38	18.42	19.65	21.61
2	10.48	11.81	13.36	14.84	15.98	16.96	17.81	18.88	20.14	22.15
3	10.79	12.16	13.76	15.29	16.46	17.47	18.35	19.45	20.75	22.81
4	11.33	12.77	14.44	16.05	17.28	18.35	19.27	20.42	21.78	23.96
5	11.92	13.44	15.20	16.89	18.19	19.31	20.28	21.49	22.93	25.21
6	13.27	14.95	16.91	18.79	20.24	21.48	22.56	23.91	25.51	28.05
7	13.53	15.25	17.25	19.17	20.64	21.91	23.01	24.39	26.02	28.61
8	13.80	15.56	17.60	19.55	21.05	22.35	23.47	24.87	26.54	29.18
9	14.08	15.87	17.95	19.95	21.47	22.80	23.94	25.37	27.07	29.77

STEP	LANE 11	LANE 12	LANE 13	LANE 14	LANE 15	LANE 16	LANE 17	LANE 18	LANE 19	LANE 20
1	22.33	23.56	25.93	27.41	29.02	30.69	32.48	34.36	36.34	38.46
2	22.89	24.15	26.58	28.10	29.75	31.46	33.29	35.22	37.25	39.42
3	23.57	24.87	27.38	28.94	30.64	32.40	34.29	36.28	38.37	40.60
4	24.75	26.12	28.74	30.39	32.17	34.02	36.01	38.09	40.28	42.63
5	26.05	27.49	30.25	31.98	33.86	35.81	37.90	40.09	42.40	44.87
6	28.98	30.58	33.66	35.58	37.67	39.84	42.16	44.60	47.17	49.92
7	29.56	31.19	34.33	36.29	38.42	40.63	43.00	45.49	48.11	50.92
8	30.16	31.82	35.02	37.02	39.19	41.44	43.86	46.40	49.07	51.94
9	30.76	32.45	35.72	37.76	39.97	42.27	44.74	47.33	50.06	52.98

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 inserted 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.