

**Tentative Agreements Between
Canyons School District
&
Canyons Educational Support Professionals Association
For the 2017-2018 Contract Year**

The Tentative Agreements between the Canyon's School District (CSD) and Canyons Education Support Professionals Association (CESPA) for the 2017-2018 contract year are as follows:

1. The District will fully fund increment steps for eligible employees.
2. The District will fund a 3.25% cost of living adjustment (COLA) to the base of the Education Support Professional (ESP) salary schedule. This will be done by adding a 3.25% increase to Step 1 with each subsequent steps being adjusted as indicated on the Salary Schedule which is attached as Appendix A.
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, 2017, changes will be retroactive if negotiations extend beyond that date.
5. The District will maintain health premiums with no increase between July 1, 2017 and December 31, 2017. CESPA will adhere to the recommendation of the Insurance Committee (attached as Appendix B) for the time of January 1, 2018 thru December 31, 2018.
6. The following practices worked out by previous agreement the Board and CESPA, will be referred to the Board's Policy Committee for possible inclusion in the District's written policies
 1. The District will, 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, pay \$100 per day for 25 percent of the employee's accrued, but unused sick leave.
 2. The policy GDF is not a negotiated policy; however, the District agrees to forward this to policy committee with a recommendation that the proposed revision be considered.


- Policy GDF-Support Staff Hiring
 - 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 increments increase.



Representing Canyons School District

4/11/17

Date



Representing Canyons Education Support Professionals
Robert W. Martin

4-11-17

Date



Education Support Professional Salary Schedule

(2017-2018)

July 1, 2017 - June 30, 2018

| STEP | LANE 1 | LANE 2 | LANE 3 | LANE 4 | LANE 5 | LANE 6 | LANE 7 | LANE 8 | LANE 9 | LANE 10 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| 1 | 10.55 | 11.89 | 13.45 | 14.95 | 16.10 | 17.09 | 17.94 | 19.02 | 20.29 | 22.31 |
| 2 | 10.81 | 12.19 | 13.79 | 15.32 | 16.50 | 17.52 | 18.39 | 19.50 | 20.80 | 22.87 |
| 3 | 11.13 | 12.56 | 14.20 | 15.78 | 17.00 | 18.05 | 18.94 | 20.09 | 21.42 | 23.56 |
| 4 | 11.69 | 13.19 | 14.91 | 16.57 | 17.85 | 18.95 | 19.89 | 21.09 | 22.49 | 24.74 |
| 5 | 12.30 | 13.88 | 15.69 | 17.44 | 18.79 | 19.94 | 20.93 | 22.20 | 23.67 | 26.04 |
| 6 | 13.68 | 15.44 | 17.46 | 19.40 | 20.90 | 22.18 | 23.28 | 24.70 | 26.33 | 28.97 |
| 7 | 13.95 | 15.75 | 17.81 | 19.79 | 21.32 | 22.62 | 23.75 | 25.19 | 26.86 | 29.55 |
| 8 | 14.23 | 16.07 | 18.17 | 20.19 | 21.75 | 23.07 | 24.23 | 25.69 | 27.40 | 30.14 |
| 9 | 14.51 | 16.39 | 18.53 | 20.59 | 22.19 | 23.53 | 24.71 | 26.20 | 27.95 | 30.74 |

| STEP | LANE 11 | LANE 12 | LANE 13 | LANE 14 | LANE 15 | LANE 16 | LANE 17 | LANE 18 | LANE 19 | LANE 20 |
|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1 | 23.06 | 24.33 | 26.77 | 28.30 | 29.96 | 31.69 | 33.54 | 35.48 | 37.52 | 39.71 |
| 2 | 23.64 | 24.94 | 27.44 | 29.01 | 30.71 | 32.48 | 34.38 | 36.37 | 38.46 | 40.70 |
| 3 | 24.35 | 25.69 | 28.26 | 29.88 | 31.63 | 33.45 | 35.41 | 37.46 | 39.61 | 41.92 |
| 4 | 25.57 | 26.97 | 29.67 | 31.37 | 33.21 | 35.12 | 37.18 | 39.33 | 41.59 | 44.02 |
| 5 | 26.91 | 28.39 | 31.23 | 33.02 | 34.95 | 36.96 | 39.13 | 41.39 | 43.77 | 46.33 |
| 6 | 29.94 | 31.58 | 34.74 | 36.73 | 38.88 | 41.12 | 43.53 | 46.05 | 48.69 | 51.54 |
| 7 | 30.54 | 32.21 | 35.43 | 37.46 | 39.66 | 41.94 | 44.40 | 46.97 | 49.66 | 52.57 |
| 8 | 31.15 | 32.85 | 36.14 | 38.21 | 40.45 | 42.78 | 45.29 | 47.91 | 50.65 | 53.62 |
| 9 | 31.77 | 33.51 | 36.86 | 38.97 | 41.26 | 43.64 | 46.20 | 48.87 | 51.66 | 54.69 |

COLA increases are calculated on step one of each lane. Steps for each lane are then increased according to the following table.

| | |
|---|--------|
| 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.

Summary of Proposed Premium Change

| | 2017 Revenue | 2018 Revenue | \$ Increase | % Increase |
|-------------------------------------|-------------------------|-------------------------|------------------------|-----------------------|
| Employee Premiums | \$ 6,617,361 | \$ 7,079,199 | \$ 461,838 | 6.98% |
| Employer Premiums | 18,328,487 | 20,691,932 | 2,363,445 | 12.89% |
| TOTAL REVENUE | 24,945,848 | 27,771,131 | 2,825,283 | 11.33% |
| % Contributed by Employees | 36.1% | 34.2% | 16.3% | |
| % Contributed by District | 73.5% | 74.5% | 83.7% | |
| Based on 2017 open enrollment file. | | | | |

Summary of Proposed Decrement Changes

| | 2017 Current Year | 2018 Proposed | Savings |
|---------------------------|--------------------------|----------------------|----------------|
| Deductible | \$750/\$2250 | \$850/\$2550 | \$102,335.00 |
| Out of pocket | \$3000/\$6000 | \$3500/\$7000 | \$81,119.00 |
| Office Visit Copay | \$20/\$35 | \$30/\$50 | \$159,742.00 |
| Pharmacy | \$0 | \$100/\$300 | \$86,260.00 |
| Total | | | \$429,456.00 |

2018 PROPOSED ESP RATES

| 2018 Proposed ESP Traditional Plans | | | | | | | | | | Share of Total Rate Inc | |
|-------------------------------------|-----------|-----------|-----------|------------|-----------|----------------|------------|------------|--------|-------------------------|----------|
| | Employee | Emp Inc % | District | District % | Total | Total Increase | % Employee | % District | Total | Employee | District |
| Employee | \$ 161.11 | 8.0% | \$ 479.33 | 12.7% | \$ 640.44 | 11.5% | 25.2% | 74.8% | 100.0% | 18.1% | 81.9% |
| Employee + One | 259.31 | 8.0% | 771.41 | 12.7% | 1,030.72 | 11.5% | 25.2% | 74.8% | 100.0% | 18.1% | 81.9% |
| Family | 440.34 | 8.0% | 1,309.92 | 12.7% | 1,750.26 | 11.5% | 25.2% | 74.8% | 100.0% | 18.1% | 81.9% |
| 2017 RATES | | | | | | | | | | | |
| Employee | 149.18 | | 425.20 | | 574.38 | | 26.0% | 74.0% | 100.0% | | |
| Employee + One | 240.10 | | 684.30 | | 924.40 | | 26.0% | 74.0% | 100.0% | | |
| Family | 407.72 | | 1,162.00 | | 1,569.72 | | 26.0% | 74.0% | 100.0% | | |

| 2018 Proposed ESP Traditional Plans Buyup | | | | | | | | | | Share of Total Rate Inc | |
|---|-----------|-----------|-----------|------------|-----------|----------------|------------|------------|--------|-------------------------|----------|
| | Employee | Emp Inc % | District | District % | Total | Total Increase | % Employee | % District | Total | Employee | District |
| Employee | \$ 225.13 | 9.0% | \$ 479.33 | 12.7% | \$ 704.46 | 11.5% | 32.0% | 68.0% | 100.0% | 25.5% | 74.5% |
| Employee + One | 362.37 | 9.0% | 771.41 | 12.7% | 1,133.78 | 11.5% | 32.0% | 68.0% | 100.0% | 25.5% | 74.5% |
| Family | 615.33 | 9.0% | 1,309.92 | 12.7% | 1,925.25 | 11.5% | 32.0% | 68.0% | 100.0% | 25.5% | 74.5% |
| 2017 RATES | | | | | | | | | | | |
| Employee | 206.60 | | 425.20 | | 631.80 | | 32.7% | 67.3% | 100.0% | | |
| Employee + One | 332.54 | | 684.30 | | 1,016.84 | | 32.7% | 67.3% | 100.0% | | |
| Family | 564.68 | | 1,162.00 | | 1,726.68 | | 32.7% | 67.3% | 100.0% | | |

| 2018 Proposed ESP High Deductible Plan | | | | | | | | | | Share of Total Rate Inc | |
|--|----------|-----------|-----------|------------|-----------|----------------|------------|------------|--------|-------------------------|----------|
| | Employee | Emp Inc % | District | District % | Total | Total Increase | % Employee | % District | Total | Employee | District |
| Employee | \$ 83.35 | 4.0% | \$ 435.15 | 13.1% | \$ 518.50 | 11.5% | 16.1% | 83.9% | 100.0% | 6.0% | 94.0% |
| Employee + One | 134.14 | 4.0% | 700.33 | 13.1% | 834.47 | 11.5% | 16.1% | 83.9% | 100.0% | 6.0% | 94.0% |
| Family | 227.76 | 4.0% | 1,189.23 | 13.1% | 1,416.99 | 11.5% | 16.1% | 83.9% | 100.0% | 6.0% | 94.0% |
| 2017 RATES | | | | | | | | | | | |
| Employee | 80.14 | | 384.88 | | 465.02 | | 17.2% | 82.8% | 100.0% | | |
| Employee + One | 128.98 | | 619.42 | | 748.40 | | 17.2% | 82.8% | 100.0% | | |
| Family | 219.00 | | 1,051.84 | | 1,270.84 | | 17.2% | 82.8% | 100.0% | | |

| 2018 Proposed ESP High Deductible Buyup | | | | | | | | | | Share of Total Rate Inc | |
|---|-----------|-----------|-----------|------------|-----------|----------------|------------|------------|--------|-------------------------|----------|
| | Employee | Emp Inc % | District | District % | Total | Total Increase | % Employee | % District | Total | Employee | District |
| Employee | \$ 135.19 | 6.8% | \$ 435.15 | 13.1% | \$ 570.34 | 11.5% | 23.7% | 76.3% | 100.0% | 14.5% | 85.5% |
| Employee + One | 217.58 | 6.8% | 700.33 | 13.1% | 917.91 | 11.5% | 23.7% | 76.3% | 100.0% | 14.5% | 85.5% |
| Family | 369.45 | 6.8% | 1,189.23 | 13.1% | 1,558.68 | 11.5% | 23.7% | 76.3% | 100.0% | 14.5% | 85.5% |
| 2017 RATES | | | | | | | | | | | |
| Employee | 126.64 | | 384.88 | | 511.52 | | 24.8% | 75.2% | 100.0% | | |
| Employee + One | 203.82 | | 619.42 | | 823.24 | | 24.8% | 75.2% | 100.0% | | |
| Family | 346.08 | | 1,051.84 | | 1,397.92 | | 24.8% | 75.2% | 100.0% | | |