

Canyons School District
CEA Negotiations Overview
(amounts rounded to nearest \$1,000)

- 1- The District will fund an increment level for each certified employee (\$900 for employees on a 186-day contract). The cost, including benefits, will be approx. \$2,270,000 or a 1.4% increase.
- 2- The District will fund a 1.0% cost-of-living adjustment (COLA) to the certified salary schedule. The COLA will be based on step 20, the mid-point of the salary schedule. This will equate to a \$625 increase for each certified employee on a 186-day contract. The new starting salary will be \$50,625. The salary schedules are included in the agreement. The cost of the COLA is \$1,790,000.
- 3- Both parties agree to place Policy 410.5-1 (Licensed), often referred to as the no absence incentive, on moratorium for the 2020-2021 school year. Due to the COVID-19 pandemic, both parties wish to encourage that only healthy employees come to work and to decrease the possible spread of exposure to students/staff and remove any incentive that encourages employees to come to work ill.
- 4- Both parties agree to a COVID-19 resignation window. Licensed employees will have 7-calendar days from when the Board of Education approves the return-to-school-plan and is made available to educators through email and Skylert to resign with no penalty. Employees who need to resign outside the window for COVID-19 related reasons will be reviewed on a case-by-case basis by Human Resources for waiving the penalty.



**Canyons Education Association
Canyons School District
2020-21**



Canyons Education Association Negotiations Team

Mitchell Atencio	Teacher – Corner Canyon High
Mark Besendorfer	Teacher - Willow Springs Elementary
Karen Pedersen	CEA Vice President - Willow Canyon Elementary
Elizabeth Pimentel	Special Education Mentor
Mallory Record	Teacher - Jordan High
Jennifer Boehme	Jordan UniServ Director

Canyons School District Board of Education Negotiations Team

Dr. James Briscoe	Superintendent
Stephen Dimond	Human Resources Director
Charles Evans	Director of External Affairs
Daniel Harper	Director of Legal Services
Leon Wilcox	Business Administrator

Canyons School District Board of Education

Nancy Tingey	President - District 3
Amber Shill	1st Vice President - District 2
Steven Wrigley	2nd Vice President - District 5
Clareen Arnold	District 4
Chad Iverson	District 7
Mont Millerberg	District 1
Amanda Oaks	District 6

**Proposed Ground Rules
2020-21**

In keeping with its belief that established ground rules assist the cooperative and productive progress of negotiations, CEA 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. During the first meeting, arrangements for locations of future sessions will mutually be agreed upon by the Canyons Education Association and Canyons School District.
4. When the District and CEA reach consensus on issues, they shall be written and signed by both parties as tentative agreements.

5. 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.
6. The complete negotiations package must be ratified by the CEA 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.
7. CEA and the Board of Education will regularly communicate with their membership regarding the negotiations process. Any public release of information during negotiations will be done jointly.
8. All efforts will be made to bargain in good faith. However, if impasse is declared, a joint public release of information is no longer required and the procedures outlined in Canyons District Policy 410.0/420.0 Scope of Negotiations shall be followed.
9. Minutes will 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.
10. Negotiated agreements will be posted online within ten (10) working days of the ratification of the Board of Education.



For Canyons School District



Date



For Canyons Education Association



Date



**Addendum to Ground Rules
2020-2021
Virtual Negotiations**



Due to the COVID-19 pandemic and the associated Salt Lake County "Stay Safe, Stay Home" order, negotiations between the Canyons Education Association (CEA) and the Canyons School District (CSD) for the 2020-2021 contract year will take place virtually. This addendum is to outline how virtual negotiations will proceed.

1. Zoom will be the online platform used. Zoom has the capability of establishing breakout rooms, which will be necessary for teams to caucus. Breakout rooms are set up by the host when the meeting is scheduled. All members of both negotiations teams will need to download Zoom. Breakout rooms do not work if using Zoom on a web browser.
2. All members of both negotiations teams will need to turn on the camera and audio for all meetings.
3. All members of both negotiations teams should be on mute unless they are speaking.
4. One member of each negotiations team will be the designated spokesperson. The spokesperson can ask members of their own team to speak to a proposal. The spokesperson can also call on members of either team who have questions or information to add to a discussion.
5. Zoom negotiations meetings will NOT be recorded by either team.
6. Proposal sharing
 - A. One member of each negotiations team, who is not the spokesperson, will be the person to share their team's proposals using the Share Screen feature in Zoom and by emailing a pdf copy of the proposal to the designated person on the other team.
 - B. When a proposal is agreed to by both teams, the date and time will be added to the proposal.
 - C. If and when a proposal is agreed upon by both teams, each team will have the designated person sign a copy of the agreed upon proposal and email a scanned pdf copy of the signed proposal to the other team's designated person. Each team will maintain copies of the signed proposals.
 - D. When negotiations are completed, the designated people on each team will coordinate compiling a final negotiated agreement document.

[Addendum to Ground Rules - Virtual Negotiations - page 2.]

James Busue
For Canyons School District

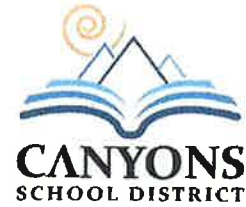
4/21/2020
Date

E. Bradshaw
For Canyons Education Association

4/22/2020
Date




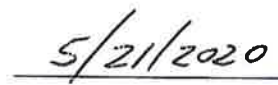

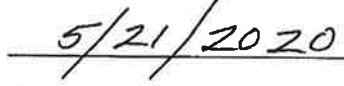
Memorandum of Understanding Negotiations 2020-21



This memorandum of understanding (MOU) is created as a joint agreement between the Canyons Education Association (CEA) and the Canyons School District (CSD). Due to the COVID-19 pandemic and the need to wait for the Utah State Legislature to act on the budget, both parties agree to waive part of Ground Rule 6 which states, "The complete negotiations package must be ratified by the CEA membership and formally approved by the Board of Education in order to be considered a final agreement."

CEA and CSD agree for this year only (2020-2021 contract year) to ratify the Negotiated Agreement in two parts: policy/procedure changes and financial agreements. Policy and procedure changes will be ratified by both parties as soon as they are completed. Financial agreements will be ratified separately by both parties as soon as they are completed.

Agreed to virtually on May 21, 2020 at 2:06 p.m.

<p>Tentative Agreement Between Canyons School District & Canyons Education Association</p>	
 _____ For Canyons School District	 _____ Date
 _____ For Canyons Education Association	 _____ Date



**Negotiations
Contract Year 2020-2021**

Proposal

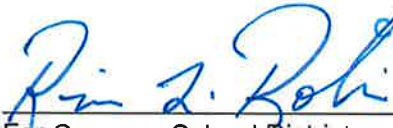



Canyons Education Association proposes a financial package for the 2020-21 contract year that includes the following:

- Level increases and educational enhancement increases will be paid (\$900)
- 1% COLA as calculated at Level 20 (\$625)
 - Total compensation increase of \$1525

Rationale

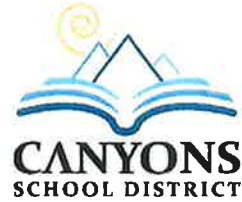
Licensed Educators are valued and have done much to continue learning throughout the COVID-19 pandemic.

Agreed to virtually on July 9, 2020 at 10:30 a.m.

Tentative Agreement Between Canyons School District & Canyons Education Association	
 _____ For Canyons School District	 _____ Date
 _____ For Canyons Education Association	 _____ Date







Memorandum of Understanding Negotiations 2020-21



This memorandum of understanding (MOU) is created as a joint agreement between the Canyons Education Association (CEA) and the Canyons School District (CSD). Due to the COVID-19 pandemic and encouraging all employees to stay home if they are ill, Policy 410.5-1 - Fringe Benefits will be suspended for the 2020-21 contract year.

Agreed to virtually on July 9, 2020 at 10:40 a.m.

<p>Memorandum of Understanding Between Canyons School District & Canyons Education Association</p>	
 _____	 _____
For Canyons School District	Date
 _____	 _____
For Canyons Education Association	Date



Memorandum of Understanding Negotiations 2020-21



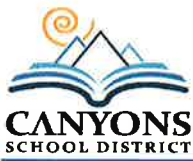
This memorandum of understanding (MOU) is created as a joint agreement between the Canyons Education Association (CEA) and the Canyons School District (CSD). Due to the COVID-19 pandemic with return to school plans being due August 1, Licensed Employees will have a COVID-19 resignation window.

Licensed Employees will have 7 calendar days from when the Canyons District Board return-to-school plan is approved and made available to educators through email and Skylert to resign with no penalty.

In addition, if a Licensed Employee finds they need to resign outside of the 7-calendar day window for a COVID-19-related reason, Human Resources will look at situations on a case-by-case basis for waiving the penalty.

Agreed to virtually on July 9, 2020 at 10:38 a.m.

Memorandum of Understanding Between Canyons School District & Canyons Education Association	
 _____	<u>7/9/2020</u> _____
For Canyons School District	Date
 _____	<u>7/9/2020</u> _____
For Canyons Education Association	Date



Licensed Salary Schedule-Hourly Rate

(2020-2021)

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

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
Bachelor's Degree + 20 semester hours	+1 Increment Level
Bachelor's Degree + 40 semester hours	+1 Increment Level
Bachelor's Degree + 60 semester hours	+1 Increment Level
Master's Degree (Total of 6 Increment Levels)	+3 Increment Levels
Master's Degree + 20 semester hours	+1 Increment Level
Master's Degree + 40 semester hours	+1 Increment Level
Master's Degree + 60 semester hours	+1 Increment Level
Doctorate Degree (Total of 12 Increment Levels)	+3 Increment Levels

Example: A newly hired educator with a Master's Degree +20 semester hours and four years of experience would be placed on Increment Level eleven (11), contingent upon verification of education and experience.

Salary Schedule Information

- ♦ Cost of Living Adjustment (COLA) is calculated on the mid-point of the salary schedule, Increment Level 20. The dollar difference between Increment Levels will remain \$900
- ♦ A minimum of a Bachelor's Degree +20 semester hours is required for educators to advance beyond Increment Level 20
- ♦ An Educator Salary Adjustment (ESA) of \$4,200 and a Teacher and Student Success Act (TSSA) of \$595 are included as part of the Base Contract and are dependent upon continued legislative funding
- ♦ The Base Contract is prorated based upon the number of days remaining in the contract
- ♦ Educators with current National Board Certification will be paid a stipend of \$1,000 in addition to their Base Contract

Increment Levels	Hourly Rate
1	\$34.02
2	\$34.63
3	\$35.23
4	\$35.84
5	\$36.44
6	\$37.05
7	\$37.65
8	\$38.26
9	\$38.86
10	\$39.47
11	\$40.07
12	\$40.68
13	\$41.28
14	\$41.89
15	\$42.49
16	\$43.09
17	\$43.70
18	\$44.30
19	\$44.91
20	\$45.51
21	\$46.12
22	\$46.72
23	\$47.33
24	\$47.93
25	\$48.54
26	\$49.14
27	\$49.75
28	\$50.35
29	\$50.96
30	\$51.56
31	\$52.17
32	\$52.77
33	\$53.38
34	\$53.98
35	\$54.59
36	\$55.19
37	\$55.80
38	\$56.40
39	\$57.01
40	\$57.61



Licensed Salary Schedule-L186 (2020-2021)

August 10, 2020 - May 27, 2021

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

Education Enhancement

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

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

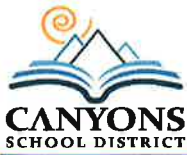
Bachelor's Degree	n/a
Bachelor's Degree + 20 semester hours	+1 Increment Level
Bachelor's Degree + 40 semester hours	+1 Increment Level
Bachelor's Degree + 60 semester hours	+1 Increment Level
Master's Degree (Total of 6 Increment Levels)	+3 Increment Levels
Master's Degree + 20 semester hours	+1 Increment Level
Master's Degree + 40 semester hours	+1 Increment Level
Master's Degree + 60 semester hours	+1 Increment Level
Doctorate Degree (Total of 12 Increment Levels)	+3 Increment Levels

Example: A newly hired educator with a Master's Degree +20 semester hours and four years of experience would be placed on Increment Level eleven (11), contingent upon verification of education and experience.

Salary Schedule Information

- ◆ Cost of Living Adjustment (COLA) is calculated on the mid-point of the salary schedule, Increment Level 20. The dollar difference between Increment Levels will remain \$900
- ◆ A minimum of a Bachelor's Degree +20 semester hours is required for educators to advance beyond Increment Level 20
- ◆ An Educator Salary Adjustment (ESA) of \$4,200 and a Teacher and Student Success Act (TSSA) of \$595 are included as part of the Base Contract and are dependent upon continued legislative funding
- ◆ The Base Contract is prorated based upon the number of days remaining in the contract
- ◆ Educators with current National Board Certification will be paid a stipend of \$1,000 in addition to their Base Contract

Increment Levels	Base Contract
1	\$50,625
2	\$51,525
3	\$52,425
4	\$53,325
5	\$54,225
6	\$55,125
7	\$56,025
8	\$56,925
9	\$57,825
10	\$58,725
11	\$59,625
12	\$60,525
13	\$61,425
14	\$62,325
15	\$63,225
16	\$64,125
17	\$65,025
18	\$65,925
19	\$66,825
20	\$67,725
21	\$68,625
22	\$69,525
23	\$70,425
24	\$71,325
25	\$72,225
26	\$73,125
27	\$74,025
28	\$74,925
29	\$75,825
30	\$76,725
31	\$77,625
32	\$78,525
33	\$79,425
34	\$80,325
35	\$81,225
36	\$82,125
37	\$83,025
38	\$83,925
39	\$84,825
40	\$85,725



July 30, 2020 - June 2, 2021

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

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
Bachelor's Degree + 20 semester hours	+1 Increment Level
Bachelor's Degree + 40 semester hours	+1 Increment Level
Bachelor's Degree + 60 semester hours	+1 Increment Level
Master's Degree (Total of 6 Increment Levels)	+3 Increment Levels
Master's Degree + 20 semester hours	+1 Increment Level
Master's Degree + 40 semester hours	+1 Increment Level
Master's Degree + 60 semester hours	+1 Increment Level
Doctorate Degree (Total of 12 Increment Levels)	+3 Increment Levels

Example: A newly hired educator with a Master's Degree +20 semester hours and four years of experience would be placed on Increment Level eleven (11), contingent upon verification of education and experience.

Salary Schedule Information

- ♦ Cost of Living Adjustment (COLA) is calculated on the mid-point of the salary schedule, Increment Level 20. The dollar difference between Increment Levels will remain \$900
- ♦ A minimum of a Bachelor's Degree +20 semester hours is required for educators to advance beyond Increment Level 20
- ♦ An Educator Salary Adjustment (ESA) of \$4,200 and a Teacher and Student Success Act (TSSA) of \$595 are included as part of the Base Contract and are dependent upon continued legislative funding
- ♦ The Base Contract is prorated based upon the number of days remaining in the contract
- ♦ Educators with current National Board Certification will be paid a stipend of \$1,000 in addition to their Base Contract

Increment Levels	Base Contract
1	\$53,089
2	\$54,037
3	\$54,986
4	\$55,934
5	\$56,883
6	\$57,831
7	\$58,779
8	\$59,728
9	\$60,676
10	\$61,624
11	\$62,573
12	\$63,521
13	\$64,470
14	\$65,418
15	\$66,366
16	\$67,315
17	\$68,263
18	\$69,212
19	\$70,160
20	\$71,108
21	\$72,057
22	\$73,005
23	\$73,953
24	\$74,902
25	\$75,850
26	\$76,799
27	\$77,747
28	\$78,695
29	\$79,644
30	\$80,592
31	\$81,541
32	\$82,489
33	\$83,437
34	\$84,386
35	\$85,334
36	\$86,283
37	\$87,231
38	\$88,179
39	\$89,128
40	\$90,076



July 20, 2020 - June 7, 2021

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

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
Bachelor's Degree + 20 semester hours	+1 Increment Level
Bachelor's Degree + 40 semester hours	+1 Increment Level
Bachelor's Degree + 60 semester hours	+1 Increment Level
Master's Degree (Total of 6 Increment Levels)	+3 Increment Levels
Master's Degree + 20 semester hours	+1 Increment Level
Master's Degree + 40 semester hours	+1 Increment Level
Master's Degree + 60 semester hours	+1 Increment Level
Doctorate Degree (Total of 12 Increment Levels)	+3 Increment Levels

Example: A newly hired educator with a Master's Degree +20 semester hours and four years of experience would be placed on Increment Level eleven (11), contingent upon verification of education and experience.

Salary Schedule Information

- ◆ Cost of Living Adjustment (COLA) is calculated on the mid-point of the salary schedule, Increment Level 20. The dollar difference between Increment Levels will remain \$900
- ◆ A minimum of a Bachelor's Degree +20 semester hours is required for educators to advance beyond Increment Level 20
- ◆ An Educator Salary Adjustment (ESA) of \$4,200 and a Teacher and Student Success Act (TSSA) of \$595 are included as part of the Base Contract and are dependent upon continued legislative funding
- ◆ The Base Contract is prorated based upon the number of days remaining in the contract
- ◆ Educators with current National Board Certification will be paid a stipend of \$1,000 in addition to their Base Contract

Increment Levels	Base Contract
1	\$55,553
2	\$56,550
3	\$57,547
4	\$58,543
5	\$59,540
6	\$60,537
7	\$61,534
8	\$62,530
9	\$63,527
10	\$64,524
11	\$65,521
12	\$66,517
13	\$67,514
14	\$68,511
15	\$69,508
16	\$70,505
17	\$71,501
18	\$72,498
19	\$73,495
20	\$74,492
21	\$75,488
22	\$76,485
23	\$77,482
24	\$78,479
25	\$79,476
26	\$80,472
27	\$81,469
28	\$82,466
29	\$83,463
30	\$84,459
31	\$85,456
32	\$86,453
33	\$87,450
34	\$88,447
35	\$89,443
36	\$90,440
37	\$91,437
38	\$92,434
39	\$93,430
40	\$94,427



July 1, 2020 - June 30, 2021

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

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
Bachelor's Degree + 20 semester hours	+1 Increment Level
Bachelor's Degree + 40 semester hours	+1 Increment Level
Bachelor's Degree + 60 semester hours	+1 Increment Level
Master's Degree (Total of 6 Increment Levels)	+3 Increment Levels
Master's Degree + 20 semester hours	+1 Increment Level
Master's Degree + 40 semester hours	+1 Increment Level
Master's Degree + 60 semester hours	+1 Increment Level
Doctorate Degree (Total of 12 Increment Levels)	+3 Increment Levels

Example: A newly hired educator with a Master's Degree +20 semester hours and four years of experience would be placed on Increment Level eleven (11), contingent upon verification of education and experience.

Salary Schedule Information

- ♦ Cost of Living Adjustment (COLA) is calculated on the mid-point of the salary schedule, Increment Level 20. The dollar difference between Increment Levels will remain \$900
- ♦ A minimum of a Bachelor's Degree +20 semester hours is required for educators to advance beyond Increment Level 20
- ♦ An Educator Salary Adjustment (ESA) of \$4,200 and a Teacher and Student Success Act (TSSA) of \$595 are included as part of the Base Contract and are dependent upon continued legislative funding
- ♦ The Base Contract is prorated based upon the number of days remaining in the contract
- ♦ Educators with current National Board Certification will be paid a stipend of \$1,000 in addition to their Base Contract

Increment Levels	Base Contract
1	\$59,495
2	\$60,570
3	\$61,644
4	\$62,718
5	\$63,792
6	\$64,866
7	\$65,940
8	\$67,015
9	\$68,089
10	\$69,163
11	\$70,237
12	\$71,311
13	\$72,386
14	\$73,460
15	\$74,534
16	\$75,608
17	\$76,682
18	\$77,757
19	\$78,831
20	\$79,905
21	\$80,979
22	\$82,053
23	\$83,128
24	\$84,202
25	\$85,276
26	\$86,350
27	\$87,424
28	\$88,499
29	\$89,573
30	\$90,647
31	\$91,721
32	\$92,795
33	\$93,870
34	\$94,944
35	\$96,018
36	\$97,092
37	\$98,166
38	\$99,240
39	\$100,315
40	\$101,389