

Agreement Between
Canyons School District
&
Canyons Educational Support Professionals Association
For the 2023 - 2024 Contract Year

The District's Board of Education:

- Amber Shill, Board President
- Amanda Oaks, Board Vice-President
- Mont Millerberg, Board Vice-President
- Nancy Tingey, Board Member
- Holly Neibaur, Board Member
- Andrew Edtl, Board Member
- Karen Pederson, Board Member

The District's administration team consisted of:

- Rick Robins, Superintendent
- Leon Wilcox, Business Administrator
- Everett Perry, Human Resources Administrator ESP
- Dan Harper, Legal Counsel
- Charlie Evans, Director of External Affairs

Representing the Canyons Educational Support Professionals Association (CESPA):

- Andrew Markus, Draper Park, Assistant Facilities Manager (CESPA President)
- Brandon Wolf, Facilities, Energy Team Lead
- Joe Marriott, Facilities, Custodial Specialist
- Brent Markus, Facilities, Custodial Specialist
- Mary Birt, Willow Canyon, Head Administrative Assistant
- Matt Potts, Facilities, Maintenance Technician
- Kaleigh Patterson, USEA Specialist

Both parties agreed to the following compensation package (amounts include retirement, FICA/Medicare, and worker's compensation benefits paid by the District and are rounded to the nearest \$1,000)

1. The District will fully fund increment steps for eligible employees. Step costs are \$1,474,000 or 2.28% from the 2022-23 base salary.
2. The District will fund a 6.70% cost of living increase (COLA) to the base of the Education Support Professional (ESP) salary schedule. This will be done by adding a 6.70% increase to step one with each subsequent step being adjusted as indicated on the salary schedule which is attached. This will make the starting wage on lane 1, step 4 at \$15.00 per hour. This will allow the District better opportunities to attract and retain ESP hourly employees. The cost for the COLA is a \$4,623,000 increase from the 2022-23 base salary.

3. The District will fund a one-time \$500 stipend payment for all contracted employees who were on step 10 of the salary schedule during the 2022-23 contract year. The District will also fund a \$150 stipend for hourly employees on step 10 during the 2022-23 contract year. The \$500 stipend for the contracted employees will be prorated based on their FTE status in Skyward as of Oct 1, 2023. Hourly employees will receive the \$150 regardless of FTE status. The stipend will be paid on the November 30, 2023 pay date. Employees must be employed as of Oct 1, 2023 to receive the stipend. Approximately 327 contract FTE's and 248 hourly employees will receive the stipend. The cost is \$256,000 or 0.38% from the 2022-23 base salary.

Note: Total value of this increase compensation package for ESP employees, excluding insurance, is approximately \$6,353,000 or 9.65% from the 2022-23 base salary.

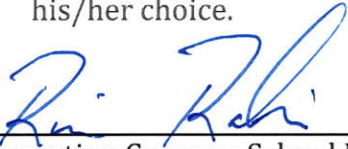
4. Both parties agree to the recommendations of the Canyons School District insurance advisory committee for the 2024 insurance year. Both the traditional and high-deductible plans will be maintained.
 - The District will increase its premiums by \$300,000 spread across all plans. There will be no increase to the employee premiums.
 - Beginning January 1, 2024, Traditional Plan Deductibles will increase to:
 - Single - \$850 to \$900
 - Couple/Family - \$2,550 to \$2,700
 - Beginning January 1, 2024, Out-of-Pocket Maximums on the Traditional Plan will increase to:
 - Single - \$3,500 to \$4,000
 - Couple/Family - \$7,000 to \$8,000
 - Beginning January 1, 2024, a Specialty Drug Coupon Program will be implemented with PEHP
5. 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 guidelines.
6. The District will increase the shift differential pay by \$0.50 per hour including the graveyard shift. The shift differentials time is 12:00 p.m. to 10:00 p.m., while graveyard is a shift starting after 10:00 p.m. The current differential amounts are \$0.50 per hour for work up to 10:00 p.m. and \$1.00 for work after 10:00 p.m.
7. Bus drivers who received a contract with benefits in 2022-23 but will not have a contract in 2023-24 due to the loss of the half-day kindergarten routes, will have the opportunity to keep a 30-hour contract by driving field trips (if available) or by working the required hours in a different ESP position for a portion of the work day. These positions could be, but not limited to, working for the Nutrition Services Department as a cafeteria worker, as a Special Education para-profession, a school safety advocate, etc. While working in these

positions the drivers will be compensated on their current step, but at the designated lane for these positions. Bus drivers who do not follow policy **420.07 School Bus Operators, Routing and Scheduling** exhibit 2 on the bidding of contracted routes will not be eligible to maintain a contract working in a different ESP position.

8. Both parties agree to the below revisions in policy **420.04 Employee Leave (ESP)**:
 - Adult child added to bereavement leave, see 420.04-2
 - Eight weeks of maternity leave for cesarean birth and requirement to return the succeeding year removed, see 420.04-4
 - Parental leave for non-gestational parent, see 420.04-4
 - Personal leave may be taken on contract work days when the District is closed to the general public for ESP employees, see 420-04-6

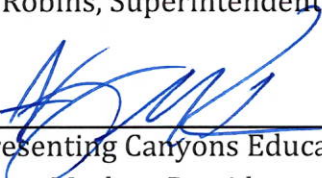
9. Both parties agree Juneteenth will be added to as a holiday in policy **420.03-1 Hours of Work (ESP)** and ESP employees will be compensated at the rate of time and one-half if required to work in excess of their contracted hours during that week.

10. Both parties agree to revisions in policy **400.41-2 Termination of Employment (ESP)** that a written reprimand will be added to employment action wherein the employee must be notified of the right to representation by the employee agent group or another agent of his/her choice.



Representing Canyons School District
Rick Robins, Superintendent

5/10/23
Date



Representing Canyons Education Support Professionals
Andrew Markus, President

5/13/23
Date