



# Negotiated Package for 2019-20

## Financial

- Salary schedule level 1 starts at \$50,000
  - **All educators receive an \$8,165 increase**
    - Stay on same level, but all levels increase by \$8,165
    - \$500 from Teacher and Student Success Account
    - \$7,665 from a property tax increase
- No increase on insurance plan premiums
  - Employee will pay the difference on a Buy Up (out-of-network) insurance plan
  - Increase in HSA contribution (i.e. Family: \$800 from District + match up to another \$800)
- Changes to DLI stipend based on changes to needs of DLI partnership for mentoring

## Negotiated Policy Changes

- 410.9 – School Advisory Council
  - Changed from 15 to 10 working days to resolve an issue before taking to SAC
  - Updated titles and descriptors
- 410.3 – Hours of Work
  - Clarified 8-hour work day
  - Clarified part-time/job-share portion of contract
  - New language about faculty meetings
    - Two whole-staff faculty meetings and/or professional development meetings per month
    - Exchange time approved by principal within a week if meeting runs outside contract time
  - New language stating “no more than two off contract time events” per year
  - Clarified 30-minute duty free lunch for all licensed personnel based at a school
  - Clarified designing inside-day procedures (elementary)
- 410.7 – Salary Guidelines
  - Clarified 24 salary payments per year
  - Updated titles and descriptors
  - Clarified the credit accepted for education enhancement (level increase)
- 410.6 – Personal Security and Safety
  - Added definition of “abusive conduct”
  - Updated procedures for reporting
  - Added sanctions for parents who are abusive to employees

## Commitments

- Create a temporary task force to address compliance with the elementary school schedule and school professional development needs
- Reconsider the FTE formulas to provide more FTE in areas of need

## Truth in Taxation

- Canyons School Board will hold a Truth in Taxation hearing about raising property taxes approximately \$140 per year on a home valued at \$425,000
  - CEA supports a tax increase, because it will pay for \$7,665 of the salary increase
    - **Tuesday, May 7** – Canyons School Board to vote on CEA Negotiated Agreement
    - **Tuesday, June 18** – Canyons School Board to vote on proposed 2019-20 budget
    - **Tuesday, August 6** – Canyons School Board Truth in Taxation Hearing
  - If the Board votes not to raise taxes, CEA and CSD will return to negotiations in August
  - If the Board votes to raise taxes, teachers will only receive a pay increase in 2020-21 if the legislature increases the WPU by at least 2.5%
- **Please plan to attend at least one of these meetings to support the Canyons School Board in their effort to raise taxes to support you!**