



CEA Negotiated Agreement

2017-18 Contract Year

Non-monetary items:

- Access to payroll codes to better understand your paycheck
- Comprehensive Assessment Audit
- New Policy Review Advisory Group including four CEA members
- CEA invited to be part of the district ESSA team
- Negotiated policies remain in place with the following changes:
 - GCJA – Provisional Status of Instructional Staff (Licensed) NEG
 - Newly hired teachers with at least 3 consecutive years of prior successful teaching experience who are Effective or Highly Effective on CTESS can be recommended by the principal to move off of provisional status sooner than 3 years
 - GCB – Salary Guidelines NEG
 - Changes to match the new salary schedule for placement based on experience and education
 - Employee Leave – Licensed NEG
 - Go from 4 to 3 Personal Days allocated each year
 - Increase Sick Day allocation by 1 day per year

Monetary items:

- Insurance premium increases

Number on plan	Plan	Monthly Premium Increase
Employee	Traditional	\$13.77
Employee + 1	Traditional	\$22.16
Family	Traditional	\$37.63
Employee	Traditional Buyup	\$20.37
Employee + 1	Traditional Buyup	\$32.78
Family	Traditional Buyup	\$55.66
Employee	High Deductible	\$3.49
Employee + 1	High Deductible	\$5.61
Family	High Deductible	\$9.52
Employee	High Deductible Buyup	\$8.83
Employee + 1	High Deductible Buyup	\$14.21
Family	High Deductible Buyup	\$24.13

- **Insurance plan changes**

Item	2017 Current Year	2018 Proposed
Deductible	750 per person/2250 family	850 person/2550 family
Out-of-pocket maximum	3000 per person/6000 family	3500 per person/7000 family
Office Visit Copay	20 primary/35 specialist	30 primary/50 specialist
Pharmacy	0	100 network/300 out of network

- **New salary schedule**

- Step increase plus a minimum of 4% prior to being moved to the new salary schedule
- Provisions for those currently on Steps 1-4 and Lanes C, D, E, and G to receive additional Increment Levels if remain employed in Canyons District through the 2022-23 school year (5 years)
- \$600 bonus on November 15, 2017 paycheck if on Step 12 or above in the 2016-17 school year
- See single-lane salary schedule with \$900 increments for details
- May appeal salary Increment Level placement until September 15, 2017
- Documentation for additional education may be submitted until September 15, 2017 for a lane change on the old salary schedule before transitioning to the new salary schedule

CEA Member Only