



## **Tentative Negotiated Agreement for 2022-23 Between CEA and CSD**

### **Financial**

Total salary increase is \$3715:

- 4.25% COLA increase calculated at Step 20 \$2725
- Fund Educational Enhancements
- Continued funding of increment levels at \$900
- Teacher and Student Success Act (TSSA) funds increase to \$765
- Educator Salary Adjustments (ESA) remains at \$4200
- HB 396 funding of 32 hours at the CSD current inservice rate which is an additional one-time amount of \$1175. (This was one time from funding from the Utah Legislature. Fingers crossed it becomes on-going funding.)

See the attached tentative salary schedule.

### **Insurance:**

- Minimal insurance increase at 1% for employees, however, may need to make an adjustment after review of mid-year costs. See the attached for your new premium rates.
- District is covering the additional 2% increase in premiums.

### **Additional Funding**

- Athletic/Activities Schedules increased funding in addition to clarifying the rules for administrators on how to apply the standards for the schedules.

### **Policy**

- 410.01 Scope of Negotiations-Policies (Licensed) updated maintaining all current negotiated policies.
- 410.04 Employee Leave (Licensed)
  - With a statement from the Board of Education, we finally are able to embed Maternity leave into our policies. Employee must contribute to the Sick Leave Bank but will be eligible for leave that doesn't require use of all employee sick leave. Educators newer to the District with less accumulated time will have access!
  - Additional update in the Extended Family Sick Leave which allows an employee to convert sick leave days (up to 30) if the employee needs to take physical custody and care for an infant under the age of one to be reared by the employee. Some conditions apply so check policy for details.
- 410.07.01 Salary Guidelines creates 25 pays for 1<sup>st</sup> year employees. This will help new educators not wait until mid-September for their paycheck after having starting work the 1<sup>st</sup> part of August.
- 410.12 Assignments and Transfers Shortens the window during the transfer season to help move the process faster and allow hiring to begin for outside candidates.
- 410.15 District Post Retirement Benefits This policy only applies to educators who were affected during the District split in and were hired in Jordan District prior to 2006.
- CEA & CSD agree to establish a task force to look at the issues around elementary planning time during the 2022-23 school year. Reports will be made prior to beginning negotiations for the 2023-24 school year.