

Date: May 10, 2016
To: Board of Education
From: Dr. James Briscoe
Subject: Approval of Negotiated Agreement with Canyons School District Administrators for 2016-2017.

The District's senior administration met with three principals concerning administrator negotiations for the 2016-2017 fiscal year.

The District's administration consisted of:

- Dr. Jim Briscoe, Superintendent
- Leon Wilcox, Business Administrator
- Charlie Evans, Director of External Affairs
- Dan Harper, Legal Counsel
- Steve Dimond, Director of Human Resources

Representing the District's administrators:

- Marilyn Williams, Willow Canyon Elementary Principal
- Paula Logan, Butler Middle Principal
- Tom Sherwood, Jordan High Principal

Both parties agreed to the following compensation package.

1. The District will fully fund increment steps for eligible employees. (Step costs are \$167,809 or 0.95%)
2. The District will fund a 1.25% cost of living increase (COLA) to the base of the Administrative Salary Schedule. Proposed salary schedule is attached. (The cost for the COLA is \$223,944)
3. The District will fund a 1.25% one-time stipend for those administrators on the top step during the 2015-2016 fiscal year. There are 41 administrators who will qualify for this stipend. (The cost of this stipend is \$72,489 or 0.4%)
4. The administrators agree to the recommendations of the District Insurance Advisory Committee (DIAC) regarding the insurance premium increase. The total insurance premiums will increase by 7.0% and be shared equally between employee and the District. The administrators also agree to the plan design changes recommend by the DIAC. The new insurance premiums and plan design changes are attached.




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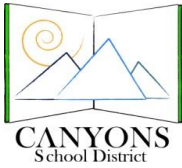
Note: The total increase in this compensation package for administrators is \$464,242 or 2.6%.

Recommendation

The Superintendent recommends the Board approve the administrator negotiations as presented.



Dr. James Briscoe, Ed. D.
Superintendent



Administrative Salary Schedule (2016-2017)

242 Days - Full Time 8 Hours Per Day

July 1, 2016- June 30, 2017

	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
Steps	Base Contract	Base Contract	Base Contract	Base Contract	Base Contract
1	63,839	69,160	83,255	89,928	100,132
2	65,117	70,543	84,464	91,235	101,592
3	66,418	71,954	85,688	92,562	103,075
4	67,747	73,393	86,932	93,909	104,578
5	69,102	74,861	88,194	95,275	106,106
6	70,485	76,359	89,475	96,663	107,656
7	71,894	77,887	90,775	98,069	109,230
8	73,331	79,444	92,093	99,498	110,826
9	74,799	81,032	93,434	100,950	112,447
10	76,295	82,652	94,792	102,422	114,093
	Coordinator I	Coordinator II	Coordinator III Assistant Principal	Director I Principal K-8	Director II Principal 9-12

	Lane 6	Lane 7	Lane 8	Lane 9
Steps	Base Contract	Base Contract	Base Contract	Base Contract
1	107,656	122,360	143,640	164,920
2	109,230	124,806	146,512	168,218
3	110,826	127,303	149,443	171,582
4	112,447	129,848	152,432	175,015
5	114,093	132,446	155,480	178,515
	Director III	Director IV	Assistant Superintendent	Deputy Superintendent

SALARY ADJUSTMENTS

- A. Doctorate Degree - \$4,200
- B. K-8 School Administrator - Activities Differential - 0.5% of base contract
- Includes CTEC, Jordan Valley, and South Park Academy
- C. 9-12 School Administrator - Activities Differential - 6.0% of base contract
- D. Title One School Administrator - Summer Differential - 5.0% of base contract
- E. Principal, Assistant Principal and Intern Assistant Principal Cell Phone Stipend - \$100 monthly (not URS eligible)
- F. Administrators on top step in 2015-16 will receive a 1.25% stipend in 2016-17 on base contract

Notes:

Base Contract prorated according to # of days remaining in contract.

All administrators are expected to be available to supervisors and work associates, via cell phone/mobile device, at all times.

The "Activities" and/or "Summer" Differential compensates the administrator for hours worked outside of normal work hours. Administrators may not trade night or weekend work time for regular contract time. This stipend is not considered for salary placement purposes if an administrator changes positions and/or levels.

Adminstrators and Certificated Rate Projections

Rate Increase Projection Increase

7% split equally

		Current Employee monthly premium	Current District Monthly premium	Current Total Premium	7% increase	Employee portion	District portion	New Monthly Employee Premium	New District Monthly Premium	New total monthly premium
AETNA Select Qualified High Deductible	Family	196.52	991.17	1,187.69	83.14	41.57	41.57	238.09	1,032.74	1,270.83
AETNA Select Qualified High Deductible	Employee +1	115.73	583.69	699.42	48.96	24.48	24.48	140.21	608.17	748.38
AETNA Select Qualified High Deductible	Employee only	71.92	362.66	434.58	30.42	15.21	15.21	87.13	377.87	465.00
AETNA POS Qualified High Deductible	Family	315.29	991.17	1,306.46	91.45	49.88	41.57	365.17	1,032.74	1,397.91
AETNA POS Qualified High Deductible	Employee +1	185.67	583.69	769.36	53.86	29.38	24.48	215.05	608.17	823.22
AETNA POS Qualified High Deductible	Employee only	115.38	362.66	478.04	33.46	18.25	15.21	133.63	377.87	511.50
AETNA Select Traditional	Family	419.07	1,047.95	1,467.02	102.69	51.35	51.35	470.42	1,099.30	1,569.71
AETNA Select Traditional	Employee +1	246.78	617.13	863.91	60.47	30.24	30.24	277.02	647.37	924.38
AETNA Select Traditional	Employee only	153.34	383.45	536.79	37.58	18.79	18.79	172.13	402.24	574.37
AETNA POS Traditional	Family	565.77	1,047.95	1,613.72	112.96	61.61	51.35	627.38	1,099.30	1,726.68
AETNA POS Traditional	Employee +1	333.17	617.13	950.30	66.52	36.28	30.24	369.45	647.37	1,016.82
AETNA POS Traditional	Employee only	207.02	383.45	590.47	41.33	22.54	18.79	229.56	402.24	631.80
SelectMed Qualified High Deductible	Family	196.52	991.17	1,187.69	83.14	41.57	41.57	238.09	1,032.74	1,270.83
SelectMed Qualified High Deductible	Employee +1	115.73	583.69	699.42	48.96	24.48	24.48	140.21	608.17	748.38
SelectMed Qualified High Deductible	Employee only	71.92	362.66	434.58	30.42	15.21	15.21	87.13	377.87	465.00
SelectCare Plus Qualified High Deductible	Family	315.29	991.17	1,306.46	91.45	49.88	41.57	365.17	1,032.74	1,397.91
SelectCare Plus Qualified High Deductible	Employee +1	185.67	583.69	769.36	53.86	29.38	24.48	215.05	608.17	823.22
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Decrement	Estimated Annual Cost Impact to Claims	% Change
Change deductible from \$500 / \$1500 to \$750 / \$2250	\$555,114	2.70%
Change OOPM from \$2500 / \$5000 to \$3000 / \$6000	\$174,113	0.80%
Change ER copay from \$100 AD to \$150 AD	\$32,774	0.20%
Remove hospital copays for inpatient and go to 20% A	\$348,227	1.70%