

Tentative Agreements Between

Canyons School District & Canyons Administrators

The District's senior administration met with three principals concerning administrator negotiations for the 2017-2018 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
- Greg Leavitt, Hillcrest High Principal

Both parties agreed to the following compensation package.

1. The District will fully fund increment steps for eligible employees. (Step costs are \$172,268 or 0.98%)
2. The District will fund a 3.25% cost of living increase (COLA) to the base of the Administrative Salary Schedule. Proposed Salary Schedule is attached. (The cost for the COLA is \$569,204)
3. The District will fund a 1.25% one-time stipend for those administrators on the top step during the 2016-17 school year. There are 41 administrators who will qualify for this stipend. (The cost of this stipend is \$72,730 or 0.42%)
4. The administrators agree to the recommendations of the District Insurance Advisory Committee (DIAC) regarding the insurance premium increase. The total dollar increase will be 11.3%, the District will contribute 83.7% of the increase and employees will contribute the remaining 16.3%. The premium sheets are attached. The administrators also agree to the plan design changes recommend by the DIAC.
5. Administrators who have received a Master's plus 30 semester hours will receive a \$2,100 stipend which is 50% of the doctorate stipend.

6. Administrators must have 240 sick days to be eligible to participate the sick-day redemption program.

Note: Total value of this increase compensation package for Administrators is \$814,202 or 4.7%.



Administrative Salary Schedule (2017-2018)

242 Days - Full Time 8 Hours Per Day

July 1, 2017 - June 30, 2018

	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
Steps	Base Contract	Base Contract	Base Contract	Base Contract	Base Contract
1	65,914	71,408	85,961	92,851	103,386
2	67,233	72,836	87,209	94,200	104,894
3	68,577	74,293	88,473	95,570	106,425
4	69,949	75,778	89,757	96,961	107,977
5	71,348	77,294	91,060	98,371	109,554
6	72,776	78,841	92,383	99,805	111,155
7	74,231	80,418	93,725	101,256	112,780
8	75,714	82,026	95,086	102,732	114,428
9	77,230	83,666	96,471	104,231	116,102
10	78,775	85,338	97,873	105,751	117,801
	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	111,155	126,337	148,308	170,280
2	112,780	128,862	151,274	173,685
3	114,428	131,440	154,300	177,158
4	116,102	134,068	157,386	180,703
5	117,801	136,750	160,533	184,317
	Director III	Director IV	Assistant Superintendent	Deputy Superintendent

SALARY ADJUSTMENTS

- A. Doctorate Degree - \$4,200; Masters + 30 semester hours - \$2,100
- 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 2016-17 will receive a 1.25% stipend in 2017-18 on base contract

Notes:

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

Pursuant to 53A-8a-703, "a school or district administrator's salary shall be based on the school or district administrator's most recent evaluation...until at least 15% of a school or district administrator's salary is contingent upon the evaluation..." Currently 4.5% of the Base Contract is based upon a satisfactory evaluation: "Emerging Effective," "Effective," or "Highly Effective."

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.

Summary of Proposed Premium Change

	2017 Revenue	2018 Revenue	\$ Increase	% Increase
Employee Premiums	\$ 6,617,361	\$ 7,079,199	\$ 461,838	6.98%
Employer Premiums	18,328,487	20,691,932	2,363,445	12.89%
TOTAL REVENUE	24,945,848	27,771,131	2,825,283	11.33%
% Contributed by Employees	36.1%	34.2%	16.3%	
% Contributed by District	73.5%	74.5%	83.7%	
 Based on 2017 open enrollment file.				

Summary of Proposed Decrement Changes

	2017 Current Year	2018 Proposed	Savings
Deductible	\$750/\$2250	\$850/\$2550	\$102,335.00
Out of pocket	\$3000/\$6000	\$3500/\$7000	\$81,119.00
Office Visit Copay	\$20/\$35	\$30/\$50	\$159,742.00
Pharmacy	\$0	\$100/\$300	\$86,260.00
		Total	\$429,456.00

2018 PROPOSED CERTIFIED & ADMINISTRATIVE RATES

2018 Proposed Certified/Administrative Traditional Plans									
	Emp Inc		District Inc		Total		%		
	Employee	%	District	%	Total	Increase	Employee	% District	Total
Employee	\$ 185.91	8.0%	\$ 454.53	13.0%	\$ 640.44	11.5%	29.0%	71.0%	100.0%
Employee + One	299.18	8.0%	731.54	13.0%	1,030.72	11.5%	29.0%	71.0%	100.0%
Family	508.05	8.0%	1,242.21	13.0%	1,750.26	11.5%	29.0%	71.0%	100.0%
2017 RATES									
Employee	172.14		402.24		574.38		30.0%	70.0%	100.0%
Employee + One	277.02		647.38		924.40		30.0%	70.0%	100.0%
Family	470.42		1,099.30		1,569.72		30.0%	70.0%	100.0%

Share of Total Rate Inc		
Employee	District	Total
20.8%	79.2%	
20.8%	79.2%	
20.8%	79.2%	

2018 Proposed Certified/Administrative Traditional Buyup									
	Emp Inc		District Inc		Total		%		
	Employee	%	District	%	Total	Increase	Employee	% District	Total
Employee	\$ 249.93	8.9%	\$ 454.53	13.0%	\$ 704.46	11.5%	35.5%	64.5%	100.0%
Employee + One	402.24	8.9%	731.54	13.0%	1,133.78	11.5%	35.5%	64.5%	100.0%
Family	683.04	8.9%	1,242.21	13.0%	1,925.25	11.5%	35.5%	64.5%	100.0%
2017 RATES									
Employee	229.56		402.24		631.80		36.3%	63.7%	100.0%
Employee + One	369.46		647.38		1,016.84		36.3%	63.7%	100.0%
Family	627.38		1,099.30		1,726.68		36.3%	63.7%	100.0%

Share of Total Rate Inc		
Employee	District	Total
28.0%	72.0%	
28.0%	72.0%	
28.0%	72.0%	

2018 Proposed Certified/Administrative High Deductible									
	Emp Inc		District Inc		Total		%		
	Employee	%	District	%	Total	Increase	Employee	% District	Total
Employee	\$ 90.63	4.0%	\$ 427.87	13.2%	\$ 518.50	11.5%	17.5%	82.5%	100.0%
Employee + One	145.83	4.0%	688.64	13.2%	834.47	11.5%	17.5%	82.5%	100.0%
Family	247.62	4.0%	1,169.37	13.2%	1,416.99	11.5%	17.5%	82.5%	100.0%
2017 RATES									
Employee	87.14		377.88		465.02		18.7%	81.3%	100.0%
Employee + One	140.22		608.18		748.40		18.7%	81.3%	100.0%
Family	238.10		1,032.74		1,270.84		18.7%	81.3%	100.0%

Share of Total Rate Inc		
Employee	District	Total
6.5%	93.5%	
6.5%	93.5%	
6.5%	93.5%	

2018 Proposed Certified/Administrative High Deductible Buyup									
	Emp Inc		District Inc		Total		%		
	Employee	%	District	%	Total	Increase	Employee	% District	Total
Employee	\$ 142.47	6.6%	\$ 427.87	13.2%	\$ 570.34	11.5%	25.0%	75.0%	100.0%
Employee + One	229.27	6.6%	688.64	13.2%	917.91	11.5%	25.0%	75.0%	100.0%
Family	389.31	6.6%	1,169.37	13.2%	1,558.68	11.5%	25.0%	75.0%	100.0%
2017 RATES									
Employee	\$ 133.64		377.88		511.52		26.1%	73.9%	100.0%
Employee + One	215.06		608.18		823.24		26.1%	73.9%	100.0%
Family	365.18		1,032.74		1,397.92		26.1%	73.9%	100.0%

Share of Total Rate Inc		
Employee	District	Total
15.0%	85.0%	
15.0%	85.0%	
15.0%	85.0%	