

Agreement Between
Canyons School District
&
Canyons Educational Support Professionals Association
For the 2025 - 2026 Contract Year

The District's Board of Education:

- Amber Shill, Board President
- Amanda Oaks, Board Vice-President
- Andrew Edtl, Board Vice-President
- Katie Dahle, Board Member
- Jackson Lewis, Board Member
- Holly Neibaur, Board Member
- Karen Pederson, Board Member

The District's administration team consisted of:

- Rick Robins, Superintendent
- McKay Robinson, Assistant Superintendent
- Leon Wilcox, Business Administrator
- Everett Perry, Human Resources Administrator ESP
- Dan Harper, Legal Counsel
- Charlie Evans, Director of External Affairs

Representing the Canyons Educational Support Professionals Association (CESPA):

- Matt Potts, Facilities, Facilities Assistant Team Lead (CESPA President)
- Angie Villalva, Butler Middle, Nutrition Manager (CESPA Vice-President)
- Brandon Wolf, Facilities, Energy Team Lead
- Brent Markus, Custodial, Custodial Coordinator
- Britt Wolf, Hillcrest High, Registrar
- Cathy Collins, Canyon View Elementary, Media Technician

Both parties agreed to the following compensation package (amounts include retirement, FICA/Medicare, and worker's compensation benefits paid by the District and are rounded to the nearest \$1,000). The proposed 2025-2026 ESP Salary Schedule is attached.

1. The District will fully fund increment steps for eligible employees. Step costs are \$1,796,000 or 2.32% from the 2024-25 base salary.
2. The District will fund a 1.51% cost of living increase (COLA) to the base of the Education Support Professional (ESP) salary schedule. This will be done by adding a 1.51% increase to step one with each subsequent step being adjusted as indicated on the salary schedule which is attached. This will make the starting wage on lane 1, step 4 at \$15.70 per hour. This will allow the District better opportunities to attract and retain ESP hourly employees. The cost for the COLA is a \$1,928,000 increase from the 2024-25 base salary.

3. The District will fund a one-time \$650 stipend payment for all contracted employees who were on step 10 of the salary schedule during the 2024-25 contract year. The District will also fund a \$200 stipend for hourly employees on step 10 during the 2024-25 contract year. The \$650 stipend for the contracted employees will be prorated based on their FTE status in Skyward as of September 1, 2025. Hourly employees will receive the \$200 stipend regardless of FTE status. The stipend will be paid on the November 28, 2025, pay date. Approximately 320 contract FTE's and 274 hourly employees will receive the stipend. The cost is \$332,000 or 0.52% from the 2024-25 base salary.
4. The District will fund a \$1,000 one-time bonus for those ESP employees who do not qualify for the State funded bonus. There are approximately 163 ESP's who will not qualify for the State funded bonus. The District funded bonus will follow the same qualifications as the State funded bonus, in that it will be prorated on FTE status as of September 1, 2025. It will be paid on the November 28th pay date. The cost of the bonus is approximately \$214,000.

Note: Total value of this increase compensation package for ESP employees, excluding insurance, is approximately \$4,270,000 or 5.46% from the 2024-25 base salary.

5. An increase in the cost of health insurance premiums for employees on all insurance plans will occur, wherein the District will fund the insurance premium increase of 6.5%, amounting to \$2,075,000 for the 2026 plan year. There will be no increase in employee premiums. Effective January 1, 2026, deductibles for each plan will be increased.

Traditional Deductible Plan:

- Single: Increased from \$900 to \$1,200
- Couple/Family: Increased from \$2,700 to \$3,600

High Deductible Plan:

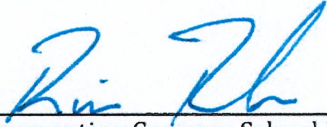
- Single: Increased from \$1,650 to \$2,000
- Couple/Family: Increase from \$3,300 to \$4,000

Policy Changes

6. 420.04 Employee Leave (ESP)
 - "Personal Leave" allocation was increased from five (5) to six (6) days per year, i.e., the conversion of one (1) Family Sick Leave days.
 - "Personal Leave" was expanded increasing the number of allowable personal leave days used in a given school year from seven (7) to eight (8) days.
7. The District will maintain the same number of working days and hours for current contracted employees. The District will follow policy for any exceptions.
8. During one of the non-student days in 2025-26, the District will sponsor a Professional Development Day for all ESPs.

10. The District will continue to review the ESP Salary Schedule and possibly recommend a longevity step(s) for long tenured employees.

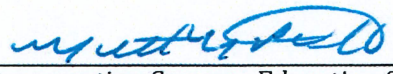
11. The District will review the development of an "on-call" guidelines for those in required departments.



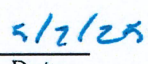
Representing Canyons School District
Rick Robins, Superintendent



Date



Representing Canyons Education Support Professionals
Matthew Potts, President



Date



Education Support Professional Salary Schedule (2025-2026)

July 1, 2025 - June 30, 2026

STEP	LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7	LANE 8	LANE 9	LANE 10
1	14.16	15.96	18.04	20.06	21.60	22.91	24.06	25.52	27.22	29.94
2	14.51	16.36	18.49	20.56	22.14	23.48	24.66	26.16	27.90	30.69
3	14.95	16.85	19.04	21.18	22.80	24.18	25.40	26.94	28.74	31.61
4	15.70	17.69	19.99	22.24	23.94	25.39	26.67	28.29	30.18	33.19
5	16.52	18.62	21.04	23.41	25.20	26.72	28.07	29.78	31.76	34.93
6	17.43	19.64	22.20	24.70	26.59	28.19	29.61	31.42	33.51	36.85
7	18.43	20.77	23.48	26.12	28.12	29.81	31.31	33.23	35.44	38.97
8	18.80	21.19	23.95	26.64	28.68	30.41	31.94	33.89	36.15	39.75
9	19.18	21.61	24.43	27.17	29.25	31.02	32.58	34.57	36.87	40.55
10	19.56	22.04	24.92	27.71	29.84	31.64	33.23	35.26	37.61	41.36

STEP	LANE 11	LANE 12	LANE 13	LANE 14	LANE 15	LANE 16	LANE 17	LANE 18	LANE 19	LANE 20
1	30.95	32.66	35.92	38.00	40.20	42.51	45.00	47.61	50.34	53.29
2	31.72	33.48	36.82	38.95	41.21	43.57	46.13	48.80	51.60	54.62
3	32.67	34.48	37.92	40.12	42.45	44.88	47.51	50.26	53.15	56.26
4	34.30	36.20	39.82	42.13	44.57	47.12	49.89	52.77	55.81	59.07
5	36.10	38.10	41.91	44.34	46.91	49.59	52.51	55.54	58.74	62.17
6	38.09	40.20	44.22	46.78	49.49	52.32	55.40	58.59	61.97	65.59
7	40.28	42.51	46.76	49.47	52.34	55.33	58.59	61.96	65.53	69.36
8	41.09	43.36	47.70	50.46	53.39	56.44	59.76	63.20	66.84	70.75
9	41.91	44.23	48.65	51.47	54.46	57.57	60.96	64.46	68.18	72.17
10	42.75	45.11	49.62	52.50	55.55	58.72	62.18	65.75	69.54	73.61

Lanes and steps in grey areas are currently not in use.

Steps may not reflect years of service.

COLA increases are calculated on step one of each lane. Steps for each lane are then increased according to the following table.

2	2.50%	5	5.25%	8	2.00%
3	3.00%	6	5.50%	9	2.00%
4	5.00%	7	5.75%	10	2.00%

Revised 2025.04.17