

**Agreement Between**  
**Canyons School District**  
**&**  
**Canyons Educational Support Professionals Association**

**For the 2026 - 2027 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:

- McKay Robinson, Incoming 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):

- Angie Villalva, Butler Middle, Nutrition Manager (CESPA President)
- Paul Weaver, Facilities, Maintenance Tech (CESPA Vice-President)
- Brandon Wolf, Facilities, Energy Team Lead
- Brent Markus, Custodial, Custodial Coordinator
- Keida Villalva, Draper Park, Assistant Custodian
- Richard Moore, Silver Mesa, Assistant Facilities Manager

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 2026-2027 ESP Salary Schedule is attached.

1. The District will fully fund increment steps for eligible employees. Step costs are \$1,891,000 or 2.24% from the 2025-26 base salary.
2. The District will fund a 2.25% cost of living increase (COLA) to the base of the Education Support Professional (ESP) salary schedule. This will be done by adding a 2.25% 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 \$16.05 per hour. This will allow the District better opportunities to attract and retain ESP hourly employees. The cost for the COLA is a \$1,893,000 increase from the 2025-26 base salary. **NOTE - 1.5%, or \$1,262,000 of the COLA will move forward beginning July 1, 2026. The remaining 0.75%, or \$631,000, will be subject to the approval of the tax increase at the Truth-in-Taxation hearing to be held in August.**

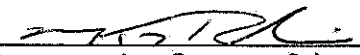
3. The District will fund a one-time \$750 stipend payment for all contracted employees who were on step 10 of the salary schedule during the 2025-26 contract year. The District will also fund a \$200 stipend for hourly employees on step 10 during the 2025-26 contract year. The \$750 stipend for the contracted employees will be prorated based on their FTE status in Skyward as of September 1, 2026. Hourly employees will receive the \$200 stipend regardless of FTE status. The stipend will be paid on the November 30, 2026 pay date. Approximately 343 contract FTE's and 279 hourly employees will receive the stipend. The cost is \$397,000 or 0.46% from the 2025-26 base salary.

Note: Total value of this increase compensation package for ESP employees, excluding insurance, is approximately \$4,181,000 or 5.00% from the 2025-26 base salary.


5. An increase in the cost of health insurance premiums for all plans will increase by \$1,398,000. The District will cover \$1,117,000 and employees will cover the remaining \$281,000. This represents a 5.0% increase in employee premiums and 3.6% for the District portion. The District will still cover 90.9% of the total premium for ESP employees on the High Deductible plans and 80.9% for those on the Traditional Plans. All deductibles, copays and out-of-pocket maximums will remain the same. The premium increases will go into effect starting January 1, 2027.

### Policy Changes

6. The District will maintain the same number of working days and hours for current contracted employees. The District will follow policy for any exceptions.
7. The shift differential for graveyard will increase from \$1.50 to \$3.00 to encourage high school assistant custodians to work after nighttime activities.
8. Policy 420.04 Employee Leave - "Foster Leave" has been added, providing eligible employees with up to 20 paid contract workdays within six months following the placement of a foster child.

  
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Representing Canyons School District  
McKay Robinson, Superintendent

5/20/26  
Date

  
\_\_\_\_\_  
Representing Canyons Education Support Professionals  
Angie Villalva, President

5/20/26  
Date



# Education Support Professional Salary Schedule (2026-2027)

July 1, 2026 - June 30, 2027

STEP	LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7	LANE 8	LANE 9	LANE 10
1	14.48	16.32	18.45	20.51	22.09	23.43	24.60	26.09	27.83	30.61
2	14.84	16.73	18.91	21.02	22.64	24.02	25.22	26.74	28.53	31.38
3	15.29	17.23	19.48	21.65	23.32	24.74	25.98	27.54	29.39	32.32
4	16.05	18.09	20.45	22.73	24.49	25.98	27.28	28.92	30.86	33.94
5	16.89	19.04	21.52	23.92	25.78	27.34	28.71	30.44	32.48	35.72
6	17.82	20.09	22.70	25.24	27.20	28.84	30.29	32.11	34.27	37.68
7	18.84	21.25	24.01	26.89	28.76	30.50	32.03	33.96	36.24	39.85
8	19.22	21.68	24.49	27.22	29.34	31.11	32.67	34.64	36.96	40.65
9	19.60	22.11	24.98	27.76	29.93	31.73	33.32	35.33	37.70	41.46
10	19.99	22.55	25.48	28.32	30.53	32.36	33.99	36.04	38.45	42.29

STEP	LANE 11	LANE 12	LANE 13	LANE 14	LANE 15	LANE 16	LANE 17	LANE 18	LANE 19	LANE 20
1	31.65	33.39	36.73	38.86	41.10	43.47	46.01	48.68	51.47	54.49
2	32.44	34.22	37.65	39.83	42.13	44.56	47.16	49.90	52.76	55.85
3	33.41	35.25	38.78	41.02	43.39	45.90	48.57	51.40	54.34	57.53
4	35.08	37.01	40.72	43.07	45.56	48.20	51.00	53.97	57.06	60.41
5	36.92	38.95	42.86	45.33	47.95	50.73	53.68	56.80	60.06	63.58
6	38.95	41.09	45.22	47.82	50.59	53.52	56.63	59.92	63.36	67.08
7	41.19	43.45	47.82	50.57	53.50	56.60	59.89	63.37	67.00	70.94
8	42.01	44.32	48.78	51.58	54.57	57.73	61.09	64.64	68.34	72.36
9	42.85	45.21	49.76	52.61	55.66	58.88	62.31	65.93	69.71	73.81
10	43.71	46.11	50.76	53.66	56.77	60.06	63.56	67.25	71.10	75.29

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%



# Education Support Professional Salary Schedule (2026-2027)

July 1, 2026 - June 30, 2027

STEP	LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7	LANE 8	LANE 9	LANE 10
1	14.37	16.20	18.31	20.36	21.92	23.25	24.42	25.90	27.63	30.39
2	14.73	16.61	18.77	20.87	22.47	23.83	25.03	26.55	28.32	31.15
3	15.17	17.11	19.33	21.50	23.14	24.54	25.78	27.35	29.17	32.08
4	15.93	17.97	20.30	22.58	24.30	25.77	27.07	28.72	30.63	33.68
5	16.77	18.91	21.37	23.77	25.58	27.12	28.49	30.23	32.24	35.45
6	17.69	19.95	22.55	25.08	26.99	28.61	30.06	31.89	34.01	37.40
7	18.71	21.10	23.85	26.52	28.54	30.26	31.79	33.72	35.97	39.55
8	19.08	21.52	24.33	27.05	29.11	30.87	32.43	34.39	36.69	40.34
9	19.46	21.95	24.82	27.59	29.69	31.49	33.08	35.08	37.42	41.15
10	19.85	22.39	25.32	28.14	30.28	32.12	33.74	35.78	38.17	41.97

STEP	LANE 11	LANE 12	LANE 13	LANE 14	LANE 15	LANE 16	LANE 17	LANE 18	LANE 19	LANE 20
1	31.41	33.15	36.46	38.57	40.80	43.15	45.68	48.32	51.10	54.09
2	32.20	33.98	37.37	39.53	41.82	44.23	46.82	49.53	52.38	55.44
3	33.17	35.00	38.49	40.72	43.07	45.56	48.22	51.02	53.95	57.10
4	34.83	36.75	40.41	42.76	45.22	47.84	50.63	53.57	56.65	59.96
5	36.66	38.68	42.53	45.00	47.59	50.35	53.29	56.38	59.62	63.11
6	38.68	40.81	44.87	47.48	50.21	53.12	56.22	59.48	62.90	66.58
7	40.90	43.16	47.45	50.21	53.10	56.17	59.45	62.90	66.52	70.41
8	41.72	44.02	48.40	51.21	54.16	57.29	60.64	64.16	67.85	71.82
9	42.55	44.90	49.37	52.23	55.24	58.44	61.85	65.44	69.21	73.26
10	43.40	45.80	50.36	53.27	56.34	59.61	63.09	66.75	70.59	74.73

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%

# Contribution Modeling: Canyons School District

Medical & Pharmacy  
Self-Funded  
Status Quo

Classified

Renewal Plan Year: 1/1/2027 - 12/31/2027  
Carrier(s): PERP  
Specific Deductible: \$250,000  
Aggregating Specific Deductible: \$200,000

Coverage Tier	Current			Renewal Plan Year				Employee Per Pay Difference	Employer % Cost Share	
	Enrollment	Employee	Employer	Total Rates	Enrollment	Employee	Employer			Self-Funded (Mature Expected)
<b>Advantage HDHP Base</b>										
Employee	131	\$56.32	\$571.38	\$627.70	131	\$59.14	\$593.56	\$652.70	\$1.41	90.9%
Two Party	65	\$90.66	\$918.74	\$1,009.40	65	\$95.19	\$954.31	\$1,049.50	\$2.27	90.9%
Employee + Family	101	\$153.96	\$1,560.04	\$1,714.00	101	\$161.66	\$1,620.54	\$1,782.20	\$3.85	90.9%
<b>Advantage HDHP Buy-up</b>										
Employee	6	\$110.76	\$532.58	\$643.34	6	\$116.30	\$596.20	\$712.50	\$2.77	83.7%
Two Party	1	\$178.27	\$857.15	\$1,035.42	1	\$187.18	\$959.42	\$1,146.60	\$4.46	83.7%
Employee + Family	2	\$302.76	\$1,455.44	\$1,758.20	2	\$317.90	\$1,629.10	\$1,947.00	\$7.57	83.7%
<b>Advantage Trad Base</b>										
Employee	67	\$146.88	\$630.92	\$777.80	67	\$154.22	\$654.48	\$808.70	\$3.67	80.9%
Two Party	73	\$236.38	\$1,015.42	\$1,251.80	73	\$248.20	\$1,053.40	\$1,301.60	\$5.91	80.9%
Employee + Family	66	\$401.38	\$1,724.12	\$2,125.50	66	\$421.45	\$1,788.55	\$2,210.00	\$10.04	80.9%
<b>Advantage Trad Buy-up</b>										
Employee	5	\$219.48	\$630.92	\$850.40	5	\$230.45	\$653.75	\$884.20	\$5.49	73.9%
Two Party	9	\$354.98	\$1,015.42	\$1,370.40	9	\$372.73	\$1,052.17	\$1,424.90	\$8.88	73.8%
Employee + Family	5	\$602.98	\$1,724.12	\$2,327.10	5	\$633.13	\$1,786.57	\$2,419.70	\$15.08	73.8%
<b>Summit HDHP Base</b>										
Employee	51	\$56.32	\$571.38	\$627.70	51	\$59.14	\$593.56	\$652.70	\$1.41	90.9%
Two Party	10	\$90.66	\$918.74	\$1,009.40	10	\$95.19	\$954.31	\$1,049.50	\$2.27	90.9%
Employee + Family	26	\$153.96	\$1,560.04	\$1,714.00	26	\$161.66	\$1,620.54	\$1,782.20	\$3.85	90.9%
<b>Summit HDHP Buy-up</b>										
Employee	3	\$110.76	\$532.58	\$643.34	3	\$116.30	\$596.20	\$712.50	\$2.77	83.7%
Two Party	1	\$178.27	\$857.15	\$1,035.42	1	\$187.18	\$959.42	\$1,146.60	\$4.46	83.7%
Employee + Family	1	\$302.76	\$1,455.44	\$1,758.20	1	\$317.90	\$1,629.10	\$1,947.00	\$7.57	83.7%
<b>Summit Trad Base</b>										
Employee	21	\$146.88	\$630.92	\$777.80	21	\$154.22	\$654.48	\$808.70	\$3.67	80.9%
Two Party	16	\$236.38	\$1,015.42	\$1,251.80	16	\$248.20	\$1,053.40	\$1,301.60	\$5.91	80.9%
Employee + Family	22	\$401.38	\$1,724.12	\$2,125.50	22	\$421.45	\$1,788.55	\$2,210.00	\$10.04	80.9%
<b>Summit Trad Buy-up</b>										
Employee	3	\$219.48	\$630.92	\$850.40	3	\$230.45	\$653.75	\$884.20	\$5.49	73.9%
Two Party	3	\$354.98	\$1,015.42	\$1,370.40	3	\$372.73	\$1,052.17	\$1,424.90	\$8.88	73.8%
Employee + Family	3	\$602.98	\$1,724.12	\$2,327.10	3	\$633.13	\$1,786.57	\$2,419.70	\$15.08	73.8%
<b>Plan Cost Composite</b>	691	\$172.20	\$1,028.27	\$1,200.47	691	\$180.81	\$1,068.70	\$1,249.51	\$86%	
PCORI Fees		\$0.00	\$0.66	\$0.66		\$0.00	\$0.66	\$0.66		
HSA Seed		\$0.00	\$9.89	\$9.89		\$0.00	\$9.89	\$9.89		
Annual		\$1,427,862	\$5,028,490	\$10,456,352		\$1,499,262	\$9,363,682	\$10,862,944	86%	
Change From Current (\$)						\$71,400	\$335,192	\$406,592		
Change From Current (%)						5.0%	3.7%	3.9%		

\*This analysis is for illustrative purposes only, and is not a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. Please see your policy or contact us for specific information or further details in this regard.

