

Agreement Between
Canyons School District
&
Canyons Administrators

The District's senior administration met with four principals concerning administrator compensation for the 2026-2027 fiscal year.

The District's administration consisted of:

- McKay Robinson, Superintendent
- Mindy Robison, Assistant Superintendent
- Leon Wilcox, Business Administrator
- Dan Harper, Legal Counsel
- Steve Dimond, Director of Human Resources
- Tiffany Midgley, Incoming Director of Human Resources

Representing the District's administrators:

- Elcena Saline, Granite Elementary Principal
- Shawn Walker, Canyon View Elementary Principal
- Chip Watts, Draper Park Middle Principal
- Amy Boettger, Diamond Ridge High Principal

Both parties agreed to the following compensation package (amounts include retirement, FICA/Medicare, and worker's compensation benefits paid by the District and rounded to nearest \$1,000). The proposed 2026-2027 Administrative Salary Schedule is attached.

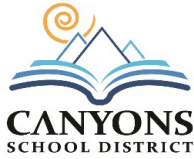
1. The District will fully fund increment steps for eligible administrators. (Step costs are \$238,000 or 0.87% from the 2025-26 base salary)
2. The District will fund a 2.25% cost of living increase (COLA) to the base of the Administrative Salary Schedule. The proposed 2026-27 Salary Schedule is attached. (The cost for the COLA is \$616,000)

NOTE - 1.5%, or \$411,000 of the COLA will move forward beginning July 1, 2026. The remaining 0.75%, or \$205,000, will be subject to the approval of the Truth-in-Taxation hearing to be held in August.

3. The District will fund a 1.25% one-time stipend for those administrators on the top step during the 2025-26 school year. There are 57 administrators who will qualify for this stipend. (The cost of this stipend is \$129,000 or 0.47% from the 2025-26 base salary)

Note: Total value of this increase compensation package for administrators is \$983,000 or 3.59% 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 89.1% of the total premium for administrative employees on the High Deductible plans and 77.3% 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.
6. Policy 410.04 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.



Administrative Salary Schedule (2026-2027)

242 Days - Full Time 8 Hours Per Day

July 1, 2026 - June 30, 2027

	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
Steps	Base Contract	Base Contract	Base Contract	Base Contract	Base Contract
1	88,704	96,099	115,682	124,954	139,132
2	90,479	98,020	117,363	126,771	141,161
3	92,288	99,981	119,063	128,614	143,225
4	94,134	101,979	120,791	130,487	145,311
5	96,017	104,019	122,546	132,384	147,433
6	97,938	106,101	124,326	134,315	149,589
7	99,897	108,224	126,130	136,267	151,776
8	101,893	110,388	127,963	138,250	153,994
9	103,932	112,594	129,827	140,271	156,245
10	106,010	114,845	131,711	142,317	158,534
	Coordinator I	Coordinator II	Coordinator III Assistant Principal	Director I Principal K-8	Director II Principal 9-12

	Lane 6	Lane 7	Lane 8
Steps	Base Contract	Base Contract	Base Contract
1	149,589	170,019	199,586
2	151,776	173,417	203,580
3	153,994	176,886	207,649
4	156,245	180,424	211,803
5	158,534	184,034	216,039
	Director III	Director IV	Asst: Superintendent

SALARY ADJUSTMENTS

- A. Doctorate Degree - \$4,200; Masters + 30 semester hours - \$2,100
- B. K-8 School Administrator - Activities Differential - 3.0% of base contract
- Includes CTEC and Jordan Valley
- C. 9-12 Assistant Principal - Activities Differential - 9.0% of base contract
- D. 9-12 Principal - Activities Differential - 10.0% of base contract
- E. Title One School Administrator - Summer Differential - 5.0% of base contract
- F. Principal, Assistant Principal and Intern Assistant Principal Cell Phone Stipend - \$100 monthly (not URS eligible)
- G. Administrators on top step in 2025-26 will receive a 1.25% stipend in 2026-27 on base contract

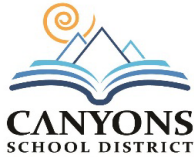
Notes:

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

Pursuant to 53G-11-518, "an employee may not advance on an adopted wage or salary schedule if the employee's rating on the most recent evaluation is at the lowest level of an evaluation instrument" i.e., "Not 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.



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	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
Steps	Base Contract	Base Contract	Base Contract	Base Contract	Base Contract
1	88,053	95,394	114,833	124,037	138,111
2	89,815	97,301	116,502	125,841	140,126
3	91,611	99,248	118,190	127,671	142,174
4	93,444	101,231	119,905	129,530	144,245
5	95,313	103,256	121,647	131,413	146,352
6	97,220	105,322	123,414	133,329	148,491
7	99,164	107,431	125,205	135,267	150,663
8	101,146	109,578	127,024	137,236	152,864
9	103,170	111,768	128,875	139,242	155,099
10	105,232	114,003	130,745	141,273	157,371

Coordinator I

Coordinator II

Coordinator III
Assistant Principal

Director I
Principal K-8

Director II
Principal 9-12

	Lane 6	Lane 7	Lane 8
Steps	Base Contract	Base Contract	Base Contract
1	148,491	168,772	198,122
2	150,663	172,145	202,087
3	152,864	175,589	206,126
4	155,099	179,101	210,249
5	157,371	182,684	214,454

Director III

Director IV

Asst: Superintendent

SALARY ADJUSTMENTS

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Contribution Modeling: Canyons School District

Medical & Pharmacy
Self-Funded
Status Quo

Certificated & Administration

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

Coverage Tier	Enrollment	Current			Renewal Plan Year						
		Employee	Employer	Total Rates	Enrollment	Employee	Employer	Self Funded (Mature Expected)	Employee Per Pay Difference	Employer % Cost Share	
Advantage HDHP Base											
Employee	271	\$67.62	\$560.08	\$627.70	271	\$71.00	\$581.70	\$652.70	\$1.69	89.1%	
Two Party	94	\$108.80	\$900.60	\$1,009.40	94	\$114.24	\$935.26	\$1,049.50	\$2.72	89.1%	
Employee + Family	304	\$184.74	\$1,529.26	\$1,714.00	304	\$193.98	\$1,588.22	\$1,782.20	\$4.62	89.1%	
Advantage HDHP Buy-up											
Employee	28	\$125.62	\$559.58	\$685.20	28	\$131.90	\$580.60	\$712.50	\$3.14	81.5%	
Two Party	9	\$202.10	\$900.60	\$1,102.70	9	\$212.21	\$934.39	\$1,146.60	\$5.06	81.5%	
Employee + Family	27	\$343.24	\$1,529.26	\$1,872.50	27	\$360.40	\$1,586.60	\$1,947.00	\$8.58	81.5%	
Advantage Trad Base											
Employee	133	\$174.85	\$602.95	\$777.80	133	\$183.59	\$625.11	\$808.70	\$4.37	77.3%	
Two Party	85	\$281.39	\$970.41	\$1,251.80	85	\$295.46	\$1,006.14	\$1,301.60	\$7.04	77.3%	
Employee + Family	206	\$477.80	\$1,647.70	\$2,125.50	206	\$501.69	\$1,708.31	\$2,210.00	\$11.95	77.3%	
Advantage Trad Buy-up											
Employee	13	\$247.45	\$602.95	\$850.40	13	\$259.82	\$624.38	\$884.20	\$6.19	70.6%	
Two Party	7	\$399.99	\$970.41	\$1,370.40	7	\$419.99	\$1,004.91	\$1,424.90	\$10.00	70.5%	
Employee + Family	12	\$679.40	\$1,647.70	\$2,327.10	12	\$713.37	\$1,706.33	\$2,419.70	\$16.99	70.5%	
Summit HDHP Base											
Employee	71	\$67.62	\$560.08	\$627.70	71	\$71.00	\$581.70	\$652.70	\$1.69	89.1%	
Two Party	42	\$108.80	\$900.60	\$1,009.40	42	\$114.24	\$935.26	\$1,049.50	\$2.72	89.1%	
Employee + Family	86	\$184.74	\$1,529.26	\$1,714.00	86	\$193.98	\$1,588.22	\$1,782.20	\$4.62	89.1%	
Summit HDHP Buy-up											
Employee	12	\$125.62	\$559.58	\$685.20	12	\$131.90	\$580.60	\$712.50	\$3.14	81.5%	
Two Party	3	\$202.10	\$900.60	\$1,102.70	3	\$212.21	\$934.39	\$1,146.60	\$5.06	81.5%	
Employee + Family	16	\$343.24	\$1,529.26	\$1,872.50	16	\$365.55	\$1,581.45	\$1,947.00	\$11.16	81.2%	
Summit Trad Base											
Employee	48	\$174.85	\$602.95	\$777.80	48	\$183.59	\$625.11	\$808.70	\$4.37	77.3%	
Two Party	25	\$281.39	\$970.41	\$1,251.80	25	\$295.46	\$1,006.14	\$1,301.60	\$7.04	77.3%	
Employee + Family	61	\$477.80	\$1,647.70	\$2,125.50	61	\$501.69	\$1,708.31	\$2,210.00	\$11.95	77.3%	
Summit Trad Buy-up											
Employee	5	\$247.45	\$602.95	\$850.40	5	\$259.82	\$624.38	\$884.20	\$6.19	70.6%	
Two Party	5	\$399.99	\$970.41	\$1,370.40	5	\$419.99	\$1,004.91	\$1,424.90	\$10.00	70.5%	
Employee + Family	13	\$679.40	\$1,647.70	\$2,327.10	13	\$713.37	\$1,706.33	\$2,419.70	\$16.99	70.5%	
Plan Cost Composite	1,576	\$221.19	\$1,097.01	\$1,318.20	1,576	\$232.30	\$1,138.33	\$1,370.64		83%	
PCORI Fees		\$0.00	\$0.66	\$0.66		\$0.00	\$0.66	\$0.66			
HSA Seed		\$0.00	\$59.89	\$59.89		\$0.00	\$59.89	\$59.89			
Annual		\$4,183,117	\$21,891,780	\$26,074,897		\$4,393,266	\$22,673,236	\$27,066,502		84%	
Change From Current (\$)						\$210,149	\$781,456	\$991,604			
Change From Current (%)			\$5,610,979	\$30,920,270		5.0%	3.6%	3.8%			

†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, 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.