

Date: May 12, 2015

To: Board of Education

From: Dr. James Briscoe

Subject: Approval of Negotiated Agreement with Canyons District Administrators for 2015-2016

The District's senior administration met with three principals concerning administrator negotiations for the 2015-2016 fiscal year.

The District's administration consisted of:

- Dr. Jim Briscoe, Superintendent
- Leon Wilcox, Business Administrator
- Steve Dimond, Director of Human Resources

Representing the District's administrators:

- McKay Robinson, Lone Peak 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 \$175,000)
2. The District will fund a 2.25% cost of living increase (COLA) to the base of the Administrative Salary Schedule. Proposed Salary Schedule is attached. (The cost for the COLA is \$405,000)
3. The District agrees to the recommendations of the District Advisory Committee and there will be no premium increase for the employees for the 2016 plan year. (There will be plan changes for 2016) Minutes of the District Advisory Committee are attached, see highlighted sections. A qualified high deductible plan will be implemented, see minutes for HSA matching contributions.
4. The District agrees to allow administrators who have accrued 180 days of sick leave to redeem up to five unused days maximum at the end of the school year for a payout of \$100 per unused day (\$500 per year). Administrators qualifying for the payout must elect to receive it no later than the last of the 2015-16 school year and will receive the payout as soon as practical thereafter from the District's Payroll Department.



Office of the Superintendent

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Note: Total value of this increase compensation package for Administrators is 3.3% or \$580,000.

Recommendation

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

A handwritten signature in black ink that reads "James Briscoe". The signature is written in a cursive style and is positioned above a horizontal line.

Jim Briscoe

Superintendent



Administrative Salary Schedule (2015-2016)

242 Days - Full Time 8 Hours Per Day

July 1, 2015- June 30, 2016

	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
Steps	Base Contract	Base Contract	Base Contract	Base Contract	Base Contract
1	63,051	68,306	82,227	88,818	98,896
2	64,313	69,672	83,421	90,109	100,338
3	65,598	71,066	84,630	91,419	101,802
4	66,911	72,487	85,859	92,750	103,287
5	68,249	73,937	87,105	94,099	104,796
6	69,615	75,416	88,370	95,470	106,327
7	71,006	76,925	89,654	96,858	107,881
8	72,426	78,463	90,956	98,270	109,458
9	73,876	80,032	92,280	99,704	111,059
10	75,353	81,632	93,622	101,158	112,684
	Coordinator I CTE Coordinator I	Coordinator II CTE 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	106,327	120,849	141,867	162,884
2	107,881	123,265	144,703	166,141
3	109,458	125,731	147,598	169,464
4	111,059	128,245	150,550	172,854
5	112,684	130,811	153,560	176,311
	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, South Park Academy and School Based CTE Coordinators
- 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

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 devise, 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.

Revised 2015.05.08

Insurance Advisory Committee

January 22, 2015

Minutes

Committee members in attendance:

Robert Reeder
Marjoe Back
Bob Martin
Lee Jennings
Dan Rozanas
McKay Robinson
Floyd Stensrud

Committee members excused:

Scott Taggart
Randy Olsen
Jen Jacobs

Others in attendance:

Gary Warwood - Canyons Director of Finance
Misty Thorsen – Gallagher Benefit Services
James Farley - Gallagher Benefit Services
Ryan Olsen – Gallagher Benefit Services
Chad Carlson –Gallagher Benefit Services

Introduction and Welcome:

The Meeting came to order at 4:00 PM in the CSSC West Conference Room. The committee was welcomed.

Business Items:

The minutes for the December 4, 2014 meeting were presented, reviewed, and approved by the committee.

Information Items:

-Time was turned over to Ryan Olsen and James Farley with Gallagher Benefit Service to present the experience data report on the current status of the District's Health Plans.

-Claims data for November 2014 as of the date of the meeting were as follows:

SelectHealth	\$822,163
Altius	\$176,247
RX	\$450,441
Administration	\$144,686

-Committee chair, Robert Reeder, presented information on the status of the new incentive program. The program is in the final stages of set up and communication to the employees is scheduled to start the first part of February.

-Information was provided on the results of the Maintain Don't Gain program. There were 291 entries into the drawing and participants lost more than 1200 lbs over the course of the program.

-Robert Reeder then provided information on the District's new Wellness Committee. The scope of this new committee, chaired by Jamal Willis, is district wide and is focused on the wellness of students, employees, and the greater District Community. The scope of this new committee and that of the Insurance Advisory Committee will overlap occasionally. Robert Reeder will act as a liaison, between these two committees, and facilitate interactions if necessary. The Insurance Advisory Committee has a much more narrow focus and is only partially concerned with wellness, where the primary focus of this new committee is solely wellness. This new committee has the support of the superintendent and has the potential of providing a considerable positive impact on health and wellness of District.

Discussion Items:

-The time was turned over to James Farley, Ryan Olsen and Chad Carlson with Gallagher Benefits Service to present information on the Decrement worksheet. Various plan design options were discussed as ways to bring the loss ratio on the plan into a manageable range.

-A motion was introduced by Floyd Stensrud to alter the traditional plan design for 2016 in the following ways:

- Change the Deductible on the plan from \$300/\$900 to \$500/\$1500.
- Alter the out of Pocket maximum from \$2000/\$4000 to \$2500/\$5000.
- Move the plan from a 90%/10% plan to and 80%/20% plan.

It is estimated that these changes will bring our plan performance closer to a sustainable level without requiring the district to increase the monthly premiums to employees. It is important to note that these changes will not fully address the current imbalance and additional changes may need to be considered. The motion was put to a vote and the results were unanimous in the affirmative.

-The Committee discussed changing the High Deductible Health plan to be a Qualified Plan. The Discussion ended due to time constraints. The discussion is scheduled to continue with the next committee meeting.

-The committee briefly discussed the implementation of a Wellness Fee – Similar to what Weber School District charges, but due to time constraints discussion was postponed to later meetings.

The Committee meeting concluded at 5:30 PM. The next committee meeting is scheduled for February 19, 2015.

Insurance Advisory Committee

February 19, 2015

Minutes

Members in Attendance:

Robert Reeder
Robert Martin
Scott Taggart
Leon Wilcox
Lee Jennings
Dan Rozanas
Jen Jacobs
McKay Robinson
Floyd Stensrud

Members Excused:

Marjoe Back

Others in Attendance:

Chad Carlson - Gallagher Benefit Services
Ryan Olsen – Gallagher Benefit Services.

Introduction and welcome:

The meeting came to order at 4:00 pm in the CSSC West Conference Room 205; the committee was welcomed:

Business Items:

The minutes from the January 22nd, 2015 Committee meeting were presented, committee reviewed the minutes and the minutes were approved as amended.

Information Items:

- Update on the roll out of the new incentive program.
- Communication piece concerning our loss ratio in excess of 100%.
- Experience report on the District's Health Plans

Claims data for December 2014

SelectHealth	\$1,433,979
Altius	Not Available
RX	\$493,113
Administration	\$112,707

Discussion Items: Time Remaining

- Time was turned over to the Ryan Olsen for the discussion on plan design changes for the 2016 Plan year.
 - o The Committee continued with discussion on the Decrement projections for the 2015 Plan year. The Current funding shortfall was discussed.
 - o The Committee discussed changing the High Deductible Health plan to be a Qualified Plan. A motion to change the High deductible health plan to be a qualified plan with a 1500/3000 annual deductible and 3500/7000 out of pocket maximum. The motion was put forward by Jen Jacobs and was seconded by Robert Martin. The Committee voted and the motion carried, the vote was unanimous in the affirmative.
- The committee discussed the implementation of a wellness fee that would be used as the funding mechanism for additional wellness incentives and programs. It was decided by the committee that we would refrain from charging a wellness fee until we have a better understanding of how well our current wellness incentive.
- Due to time constraints the discussion as to whether or not the district should allow the plan adoption benefit to be opened up to provide an equivalent benefit for In vitro fertilization was moved to the next meeting.

New Business

- Due to Time constraints there wasn't any new business introduced to the committee.

The meeting closed at 5:30 PM and the next meeting is scheduled for March 19th, 2015 in the CSSC West Conference Room 205.

AS PART OF THE NEW QUALIFIED HIGH DEDUCTIBLE PLAN THE DISTRICT WILL MAKE THE FOLLOWING ANNUAL MATCHING CONTRIBUTIONS TO A HEALTH SAVINGS ACCOUNT (AMOUNTS WILL BE PRORATED ON A MONTHLY BASIS):

FAMILY - \$1,200

COUPLE - \$800

SINGLE - \$500