

Tentative Agreement Between

Canyons School District

&

Canyons Administrators

The District's senior administration met with three principals concerning administrator compensation for the 2018-2019 fiscal year.

The District's administration consisted of:

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

Representing the District's administrators:

- Christie Webb, Copperview Elementary Principal
- Paula Logan, Butler Middle Principal
- Tom Sherwood, Brighton High Principal

Both parties agreed to the following compensation package (amounts include retirement, FICA/Medicare, and worker's compensation benefits paid by the District)

1. The District will fully fund increment steps for eligible employees. (Step costs are \$169,760 or 0.92%)
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 \$414,709)
3. The District will fund a 1.25% one-time stipend for those administrators on the top step during the 2017-18 school year. There are 48 administrators who will qualify for this stipend. (The cost of this stipend is \$90,223 or 0.49%)
4. The District will fund a \$500 one-time stipend for all administrators which will be paid on the November 15, 2018 payroll date. The stipend will be allocated on FTE status in Skyward on October 15 (for example 1.0 FTE = \$500; 0.5 FTE = \$250). Administrators must be employed as of October 15th to be eligible. (The cost of this stipend is \$87,873 or 0.48%)

5. The District will increase high school principal and assistant principal activities differential stipend from 6.0% to 7.0%. The elementary principal and middle school principal stipend will increase from 0.5% to 1.0%. (The cost is \$68,878 or 0.37%)
6. The administrators agree to the recommendations of the District Insurance Advisory Committee (DIAC) regarding the insurance premium increase. Employees on the traditional plans will have a 3% premium increase beginning January 2019. Employees on the qualified high deductible plan will have a 0% premium increase beginning January 2019. For both plans the District will increase its share of the premiums by 3%. The employee premium sheet, effective January 2019, is attached.

Note: Total value of this increase compensation package for Administrators is \$831,443 or 4.51%.



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Administrative Salary Schedule (2018-2019)

242 Days - Full Time 8 Hours Per Day

July 1, 2018 - June 30, 2019

	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
Steps	Base Contract	Base Contract	Base Contract	Base Contract	Base Contract
1	67,397	73,015	87,895	94,940	105,712
2	68,746	74,475	89,171	96,320	107,254
3	70,120	75,965	90,464	97,720	108,820
4	71,523	77,483	91,777	99,143	110,406
5	72,953	79,033	93,109	100,584	112,019
6	74,413	80,615	94,462	102,051	113,656
7	75,901	82,227	95,834	103,534	115,318
8	77,418	83,872	97,225	105,043	117,003
9	78,968	85,548	98,642	106,576	118,714
10	80,547	87,258	100,075	108,130	120,452
	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	113,656	129,180	151,645
2	115,318	131,761	154,678
3	117,003	134,397	157,772
4	118,714	137,085	160,927
5	120,452	139,827	164,145
	Director III	Director IV	Assistant Superintendent

SALARY ADJUSTMENTS

- A. Doctorate Degree - \$4,200; Masters + 30 semester hours - \$2,100
- B. K-8 School Administrator - Activities Differential - 1.0% of base contract
- Includes CTEC, Jordan Valley, and South Park Academy
- C. 9-12 School Administrator - Activities Differential - 7.0% 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 2017-18 will receive a 1.25% stipend in 2018-19 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 6.75% 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.

Full-time benefit eligible administrators, employed as of October 15, 2018, will receive a one-time \$500 stipend on their November 15, 2018, check.

Canyons School District
Employee Contribution Amounts - Committee Option
For Plan Year January 1, 2019- December 31, 2019

	Certified			Classified			Administration			
	Employee Contribution	Variance		Employee Contribution	Variance		Employee Contribution	Variance		
	\$		%	\$		%	\$		%	
\$850 Traditional (Base)										
Employee Only	\$191.48	\$5.58	3.00%	\$165.93	\$4.83	3.00%	\$191.48	\$5.58	3.00%	
Employee + 1	\$308.16	\$8.98	3.00%	\$267.08	\$7.78	3.00%	\$308.16	\$8.98	3.00%	
Employee + Family	\$523.28	\$15.24	3.00%	\$453.55	\$13.21	3.00%	\$523.28	\$15.24	3.00%	
\$1500 QHDHP (Base)										
Employee Only	\$90.62	\$0.00	0.00%	\$88.34	\$0.00	0.00%	\$90.62	\$0.00	0.00%	
Employee + 1	\$145.82	\$0.00	0.00%	\$134.14	\$0.00	0.00%	\$145.82	\$0.00	0.00%	
Employee + Family	\$247.62	\$0.00	0.00%	\$227.76	\$0.00	0.00%	\$247.62	\$0.00	0.00%	
\$850 Traditional (Buy-Up)										
Employee Only	\$257.42	\$7.50	3.00%	\$231.88	\$6.75	3.00%	\$257.42	\$7.50	3.00%	
Employee + 1	\$414.31	\$12.07	3.00%	\$373.23	\$10.87	3.00%	\$414.31	\$12.07	3.00%	
Employee + Family	\$703.53	\$20.49	3.00%	\$633.78	\$18.46	3.00%	\$703.53	\$20.49	3.00%	
\$1500 QHDHP (Buy-Up)										
Employee Only	\$142.46	\$0.00	0.00%	\$135.18	\$0.00	0.00%	\$142.46	\$0.00	0.00%	
Employee + 1	\$229.26	\$0.00	0.00%	\$217.58	\$0.00	0.00%	\$229.26	\$0.00	0.00%	
Employee + Family	\$389.30	\$0.00	0.00%	\$369.44	\$0.00	0.00%	\$389.30	\$0.00	0.00%	