

Tentative Agreement Between

Canyons School District & Canyons Administrators

The District's senior administration met with three principals concerning administrator compensation for the 2019-2020 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:

- 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 and rounded to nearest \$1,000)

1. The District will fully fund increment steps for eligible administrators. (Step costs are \$139,000 or 0.71%)
2. The District will fund a 3.0% cost of living increase (COLA) to the base of the Administrative Salary Schedule. Proposed Salary Schedule is attached. (The cost for the COLA is \$564,000)
3. The District will fund a 1.25% one-time stipend for those administrators on the top step during the 2018-19 school year. There are 59 administrators who will qualify for this stipend. (The cost of this stipend is \$117,000 or 0.62%)
4. Both parties agree to the recommendations from the insurance committee which is the following:
 - a. The full premiums for all plans will increase by 3%. The employee premiums will remain at the current level for the non-buy up plans. The District will cover the full premium increase less the employee's premiums, thus absorbing the full increase. The District premium on the buy up plans will be equivalent to the contribution on the base plans, employees who elect this coverage will cover the difference.

- b. For employees on the high deductible plans the following adjustments will be made to the health savings accounts (HSA) contributions.
 - i. The District will automatically contribute \$800 for family coverage, \$600 for couple coverage and \$400 for single coverage into the HSA. No employee match will be required.
 - ii. The District will match employee HSA contributions on a dollar-per-dollar basis up to \$800 for family coverage, \$600 for couple coverage and \$400 for single coverage.
- c. All other aspects of the insurance plans will remain in-force, including deductibles, co-insurance, out-of-pocket maximums, etc.

Note-the insurance changes will become effective January 2020 and will remain in effect for the calendar 2020 plan year.

The costs for administrator's and licensed employees combined will be approximately \$809,000.

Note: Total value of this increase compensation package, excluding insurance, for Administrators is \$820,000 or 4.33%.

- 5. Both parties agree to do an extensive review of the salary schedule and administrator job descriptions during the 2019-20 school year in comparison to neighboring school districts. The recommendations will be included in the negotiations for the 2020-21 school year.