

Tentative Agreement Between

Canyons School District & Canyons Administrators

The District's senior administration met with four principals concerning administrator compensation for the 2021-2022 fiscal year.

The District's administration consisted of:

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

Representing the District's administrators:

- Christy Waddell, Draper Elementary Principal
- Margaret Swanicke, Sunrise 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 \$141,000 or 0.69%)
2. The District will fund a 5.50% cost of living increase (COLA) to the base of the Administrative Salary Schedule. Proposed Salary Schedule is attached. (The cost for the COLA is \$1,118,000)
3. The District will fund a 1.25% one-time stipend for those administrators on the top step during the 2020-21 school year. There are 63 administrators who will qualify for this stipend. (The cost of this stipend is \$136,000 or 0.84%)
4. The nighttime activity stipend will increase for the following:
High School Principal: 7% to 10%
High School Vice-Principal: 7% to 9%
Middle and Elementary Principals and Vice-Principals: 1% to 3%
The total cost to increase this stipend is \$270,000 or 1.67%

5. Both parties agree to the recommendations of the Canyons School District insurance advisory committee for the 2022 insurance year. The employee premium share will be reduced with a corresponding increase to the District's share. See attached District/Employee cost-sharing models and pay-period and annual savings for employees. The District cost is \$117,000 and employee savings across all groups is \$1,360,000. Both the traditional and high-deductible plans will be maintained.

Note: Total value of this increase compensation package, excluding insurance, for Administrators is \$1,665,000 or 10.28%.

6. Commitment from the District – To continue to review the current FTE allocation process and identify modifications that could be made to address issues of equity (e.g. ELL, LIS) and program impact (e.g. Clusters, DLI, IB, SALTA).
7. Commitment from the District – To continue to review the current administrative staffing at the elementary level and determine if additional staff (e.g. TSA, TAA, Administrative Interns, Assistant Principals) could be provided.



Administrative Salary Schedule (2021-2022)

242 Days - Full Time 8 Hours Per Day

July 1, 2021 - June 30, 2022

	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
Steps	Base Contract	Base Contract	Base Contract	Base Contract	Base Contract
1	75,617	81,920	98,615	106,519	118,605
2	77,130	83,558	100,047	108,068	120,335
3	78,672	85,230	101,497	109,639	122,093
4	80,246	86,933	102,970	111,235	123,872
5	81,851	88,673	104,465	112,852	125,682
6	83,488	90,447	105,983	114,498	127,519
7	85,159	92,257	107,522	116,162	129,383
8	86,861	94,102	109,084	117,854	131,274
9	88,599	95,982	110,673	119,575	133,193
10	90,370	97,901	112,280	121,319	135,143
	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	127,519	144,935	170,140
2	129,383	147,832	173,543
3	131,274	150,789	177,014
4	133,193	153,805	180,555
5	135,143	156,882	184,165
	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 - 3.0% of base contract
- Includes CTEC, Jordan Valley, and South Park Academy
- 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 2020-21 will receive a 1.25% stipend in 2021-22 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.

		Current District/Employee Split			2022 Proposed District/Employee Split		
		Employee % of Premium			Employee % of Premium		
		Certificated	Classified	Admin	Certificated	Classified	Admin
Traditional	Employee Only	72%/28%	76%/24%	72%/28%	75%/25%	79%/21%	75%/25%
	Two Party	72%/28%	76%/24%	72%/28%	75%/25%	79%/21%	75%/25%
	Family	72%/28%	76%/24%	72%/28%	75%/25%	79%/21%	75%/25%
Traditional	Employee Only	65%/35%	69%/31%	65%/35%	68%/32%	72%/28%	68%/32%
Buy-Up	Two Party	65%/35%	69%/31%	65%/35%	68%/32%	72%/28%	68%/32%
	Family	65%/35%	69%/31%	65%/35%	68%/32%	72%/28%	68%/32%
High	Employee Only	83%/17%	85%/15%	83%/17%	88%/12%	90%/10%	88%/12%
Deductible	Two Party	83%/17%	85%/15%	83%/17%	88%/12%	90%/10%	88%/12%
	Family	83%/17%	85%/15%	83%/17%	88%/12%	90%/10%	88%/12%
High	Employee Only	76%/24%	77%/23%	76%/24%	80%/20%	82%/18%	80%/20%
Deductible	Two Party	76%/24%	77%/23%	76%/24%	80%/20%	82%/18%	80%/20%
Buy-Up	Family	76%/24%	77%/23%	76%/24%	80%/20%	82%/18%	80%/20%

	Current Rates 2021				Proposed 2022 Decrease				Amount Saved Under Proposed				Amount Saved Under Proposed			
	Employee Per Pay Period				Employee Per Pay Period				Per Pay Period				Annual Amount			
	Certificated	Classified	Admin	Admin	Certificated	Classified	Admin	Admin	Certificated	Classified	Admin	Admin	Certificated	Classified	Admin	Admin
Traditional	Employee Only	95.74	82.97	95.74	81.27	68.27	81.27	(14.47)	(14.70)	(14.47)	(14.47)	(347.28)	(352.80)	(347.28)		
	Two Party	154.08	133.55	154.08	130.80	109.87	130.80	(23.28)	(23.68)	(23.28)	(23.28)	(558.72)	(568.32)	(558.72)		
	Family	261.64	226.78	261.64	222.10	189.57	222.10	(39.54)	(40.21)	(39.54)	(39.54)	(948.96)	(965.04)	(948.96)		
Traditional	Employee Only	129.7	116.93	129.7	113.77	100.76	113.77	(15.93)	(16.17)	(15.93)	(15.93)	(382.32)	(388.08)	(382.32)		
Buy-Up	Two Party	208.74	188.21	208.74	183.10	162.17	183.10	(25.64)	(26.04)	(25.64)	(25.64)	(615.36)	(624.96)	(615.36)		
	Family	354.47	319.61	354.47	310.93	275.39	310.93	(43.54)	(44.22)	(43.54)	(43.54)	(1,044.96)	(1,061.28)	(1,044.96)		
High	Employee Only	45.31	41.67	45.31	31.42	26.18	31.42	(13.89)	(15.49)	(13.89)	(13.89)	(333.36)	(371.76)	(333.36)		
Deductible	Two Party	72.91	67.07	72.91	50.57	42.14	50.57	(22.34)	(24.93)	(22.34)	(22.34)	(536.16)	(598.32)	(536.16)		
	Family	123.81	113.88	123.81	85.87	71.56	85.87	(37.94)	(42.32)	(37.94)	(37.94)	(910.56)	(1,015.68)	(910.56)		
High	Employee Only	72.01	68.37	72.01	56.97	51.73	56.97	(15.04)	(16.64)	(15.04)	(15.04)	(360.96)	(399.36)	(360.96)		
Deductible	Two Party	115.89	110.05	115.89	91.69	83.26	91.69	(24.20)	(26.79)	(24.20)	(24.20)	(580.80)	(642.96)	(580.80)		
Buy-Up	Family	196.78	186.85	196.78	155.69	141.38	155.69	(41.09)	(45.47)	(41.09)	(41.09)	(986.16)	(1,091.28)	(986.16)		