

## **Tentative Agreement Between**

### **Canyons School District & Canyons Administrators**

The District's senior administration met with four principals concerning administrator compensation for the 2020-2021 fiscal year.

The District's administration consisted of:

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

Representing the District's administrators:

- Christy Waddell, Draper Elementary Principal
- Julie Winfree, Ridgecrest 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 \$140,000 or 0.73% )
2. The District will fund a 3.25% cost of living increase (COLA) to the base of the Administrative Salary Schedule. Proposed Salary Schedule is attached. (The cost for the COLA is \$627,000)
3. The District will fund a 1.25% one-time stipend for those administrators on the top step during the 2019-20 school year. There are 59 administrators who will qualify for this stipend. (The cost of this stipend is \$117,000 or 0.61%)
4. Both parties agree to maintain the current District insurance premiums and plans for the 2021 insurance year with no premium increase as recommended by the Canyons School District insurance committee. It includes that both a traditional and high-deductible plan be maintained.

Note: Total value of this increase compensation package, excluding insurance, for Administrators is \$884,000 or 4.59%.

5. Administrative employees have received substantially less in compensation packages for the past few years. With the COVID-19 pandemic negatively impacting the State's economy and budgets, both parties agree to continue reviewing the administrative salary schedule and job descriptions in comparison with neighboring school districts during the 2020-2021 school year.
6. Commitment from the District – 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 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.