

Tentative Agreement Between

Canyons School District & Canyons Administrators

The District's senior administration met with four principals concerning administrator compensation for the 2022-2023 fiscal year.

The District's administration consisted of:

- Dr. Rick Robins, Superintendent
- Leon Wilcox, Business Administrator
- Dan Harper, Legal Counsel

Representing the District's administrators:

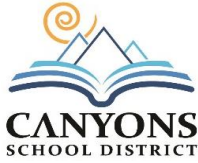
- Angela Wilkinson, Sunrise Elementary Principal
- Margaret Swanicke, Sunrise Elementary Principal
- Paula Logan, Butler Middle Principal
- Tom Sherwood, Brighton High Principal

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 \$176,000 or 0.77% from the 2021-22 base salary)
2. The District will fund a 4.25% cost of living increase (COLA) to the base of the Administrative Salary Schedule. Proposed Salary Schedule is attached. (The cost for the COLA is \$990,000)
3. The District will fund a 1.25% one-time stipend for those administrators on the top step during the 2021-22 school year. There are 58 administrators who will qualify for this stipend. (The cost of this stipend is \$125,000 or 0.60% from the base salary)
4. Both parties agree to the recommendations of the Canyons School District insurance advisory committee for the 2023 insurance year. The District share will increase by 2% or approximately \$29,000. The employee share will increase by 1% or approximately \$4,000 for all certified employees. The total amount contributed to the insurance fund will be \$33,000 of which 87.4% will be contributed by the District and 12.6% contributed by the employees. In August the committee will meet to review updated claims data and may need to make further adjustments to the premiums for the 2023 plan year.

Note: Total value of this increase compensation package, excluding insurance, for Administrators is \$1,291,000 or 5.24% from the 2021-22 base salary.

5. 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).
6. Commitment from the District – To update training given to new principals and assistants. Primarily focused on building management and leadership.



Administrative Salary Schedule (2022-2023)

242 Days - Full Time 8 Hours Per Day

July 1, 2022 - June 30, 2023

	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
Steps	Base Contract	Base Contract	Base Contract	Base Contract	Base Contract
1	78,833	85,404	102,809	111,049	123,649
2	80,410	87,112	104,302	112,664	125,453
3	82,018	88,855	105,814	114,302	127,286
4	83,659	90,630	107,349	115,966	129,140
5	85,332	92,444	108,908	117,652	131,027
6	87,039	94,294	110,490	119,368	132,942
7	88,781	96,181	112,095	121,102	134,886
8	90,555	98,104	113,723	122,866	136,857
9	92,367	100,064	115,380	124,661	138,858
10	94,213	102,065	117,055	126,479	140,891
	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	132,942	151,099	177,376
2	134,886	154,119	180,924
3	136,857	157,202	184,542
4	138,858	160,346	188,234
5	140,891	163,554	191,998
	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 and Jordan Valley
- 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 2021-22 will receive a 1.25% stipend in 2022-23 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.

**Canyons School District
Administrative Employees
2023 Proposed Insurance Premiums**

		2022		Proposed 2023		2022		Proposed 2023		2022		Proposed 2023			
		Employee Per Pay Period		Employee Per Pay Period		District Per pay period		District Per pay period		Employee Increase per pay period		Certificated		District HSA contribution	
		2022 Full Premium	2022 Annual EE portion	1% Proposed 2023 Increase	Annual District Portion	2% Proposed 2023 Increase	Employee Per Pay Period	Employee Per Pay Period	Employee Increase per pay period	Certificated	Certificated	District Increase Per Pay Period	2023 Full Premium	District HSA contribution	
Traditional	Employee Only	\$ 8,153.40	\$ 1,950.48	\$ 1,969.98	\$ 6,202.92	\$ 6,326.98	\$ 81.27	\$ 82.08	\$ 0.81	\$ 258.46	\$ 263.62	\$ 5.17	\$ 8,296.96		
	Two Party	\$ 13,122.12	\$ 3,139.20	\$ 3,170.59	\$ 9,982.92	\$ 10,182.58	\$ 130.80	\$ 132.11	\$ 1.31	\$ 415.96	\$ 424.27	\$ 8.32	\$ 13,353.17		
	Family	\$ 22,282.36	\$ 5,330.40	\$ 5,383.70	\$ 16,951.96	\$ 17,291.00	\$ 222.10	\$ 224.32	\$ 2.22	\$ 706.33	\$ 720.46	\$ 14.13	\$ 22,674.70		
Traditional Buy-Up	Employee Only	\$ 8,968.42	\$ 2,730.48	\$ 2,757.78	\$ 6,237.94	\$ 6,362.70	\$ 113.77	\$ 116.40	\$ 2.63	\$ 259.91	\$ 263.62	\$ 3.71	\$ 9,120.48		
	Two Party	\$ 14,434.01	\$ 4,394.40	\$ 4,438.34	\$ 10,039.61	\$ 10,240.40	\$ 183.10	\$ 187.34	\$ 4.24	\$ 418.32	\$ 424.27	\$ 5.96	\$ 14,678.75		
	Family	\$ 24,510.13	\$ 7,462.32	\$ 7,536.94	\$ 17,047.81	\$ 17,388.77	\$ 310.93	\$ 318.11	\$ 7.18	\$ 710.33	\$ 720.46	\$ 10.13	\$ 24,925.71		
High Deductible	Employee Only	\$ 6,567.36	\$ 754.08	\$ 761.62	\$ 5,813.28	\$ 5,929.55	\$ 31.42	\$ 31.73	\$ 0.31	\$ 242.22	\$ 247.06	\$ 4.84	\$ 6,691.17	\$ 800	
	Two Party	\$ 10,569.53	\$ 1,213.68	\$ 1,225.82	\$ 9,355.85	\$ 9,542.97	\$ 50.57	\$ 51.08	\$ 0.51	\$ 389.83	\$ 397.62	\$ 7.80	\$ 10,768.78	\$ 1,200	
	Family	\$ 17,947.71	\$ 2,060.88	\$ 2,081.49	\$ 15,886.83	\$ 16,204.57	\$ 85.87	\$ 86.73	\$ 0.86	\$ 661.95	\$ 675.19	\$ 13.24	\$ 18,286.06	\$ 1,600	
High Deductible Buy-Up	Employee Only	\$ 7,208.10	\$ 1,367.28	\$ 1,380.95	\$ 5,840.82	\$ 5,957.64	\$ 56.97	\$ 58.71	\$ 1.74	\$ 243.37	\$ 247.06	\$ 3.70	\$ 7,338.59	\$ 800	
	Two Party	\$ 11,600.85	\$ 2,200.56	\$ 2,222.57	\$ 9,400.29	\$ 9,588.30	\$ 91.69	\$ 94.50	\$ 2.81	\$ 391.68	\$ 397.62	\$ 5.94	\$ 11,810.86	\$ 1,200	
	Family	\$ 19,698.87	\$ 3,736.56	\$ 3,773.93	\$ 15,962.31	\$ 16,281.56	\$ 155.69	\$ 160.45	\$ 4.76	\$ 665.10	\$ 675.19	\$ 10.09	\$ 20,055.48	\$ 1,600	

		Employee cost per pay period	District cost per pay period	Certified Employees on Plan*	Total Employee Increase per pay period	Total District Increase per pay period
Traditional	Employee Only	\$ 0.81	\$ 5.17	4	\$ 3.25	\$ 20.68
	Two Party	\$ 1.31	\$ 8.32	12	\$ 15.70	\$ 99.83
	Family	\$ 2.22	\$ 14.13	30	\$ 66.63	\$ 423.80
Traditional Buy-Up	Employee Only	\$ 2.63	\$ 3.71	7	\$ 18.38	\$ 25.97
	Two Party	\$ 4.24	\$ 5.96	1	\$ 4.24	\$ 5.96
	Family	\$ 7.18	\$ 10.13	0	\$ -	\$ -
High Deductible	Employee Only	\$ 0.31	\$ 4.84	8	\$ 2.51	\$ 38.76
	Two Party	\$ 0.51	\$ 7.80	6	\$ 3.03	\$ 46.78
	Family	\$ 0.86	\$ 13.24	36	\$ 30.91	\$ 476.60
High Deductible Buy-Up	Employee Only	\$ 1.74	\$ 3.70	0	\$ -	\$ -
	Two Party	\$ 2.81	\$ 5.94	0	\$ -	\$ -
	Family	\$ 4.76	\$ 10.09	6	\$ 28.59	\$ 60.56

Totals 110 \$ 173.25 \$ 1,198.93

Cost for 24 Annual Pay Periods	\$ 4,157.98	\$ 28,774.43
Share of total increase to the insurance fund	12.6%	87.4%

*Based on January 2022 open enrollment