

**Agreement Between**  
**Canyons School District**  
**&**  
**Canyons Educational Support Professionals Association**

**For the 2024 - 2025 Contract Year**

The District's Board of Education:

- Amber Shill, Board President
- Amanda Oaks, Board Vice-President
- Andrew Edtl, Board Vice-President
- Nancy Tingey, Board Member
- Holly Neibaur, Board Member
- Kris Millerberg, Board Member
- Karen Pederson, Board Member

The District's administration team consisted of:

- Rick Robins, Superintendent
- McKay Robinson, Assistant Superintendent
- Leon Wilcox, Business Administrator
- Everett Perry, Human Resources Administrator ESP
- Dan Harper, Legal Counsel
- Charlie Evans, Director of External Affairs

Representing the Canyons Educational Support Professionals Association (CESPA):

- Matt Potts, Facilities, Facilities Assistant Team Lead (CESPA Vice-President)
- Brandon Wolf, Facilities, Energy Team Lead
- Joe Marriott, Facilities, Custodial Specialist
- Debra Hurst, Transportation, Bus Driver
- Cathy Collins, Canyon View Elementary, Media Technician

Both parties agreed to the following compensation package (amounts include retirement, FICA/Medicare, and worker's compensation benefits paid by the District and are rounded to the nearest \$1,000)

1. The District will fully fund increment steps for eligible employees. Step costs are \$1,674,000 or 2.30% from the 2023-24 base salary.
2. The District will fund a 3.10% cost of living increase (COLA) to the base of the Education Support Professional (ESP) salary schedule. This will be done by adding a 3.10% increase to step one with each subsequent step being adjusted as indicated on the salary schedule which is attached. This will make the starting wage on lane 1, step 4 at \$15.47 per hour. This will allow the District better opportunities to attract and retain ESP hourly employees. The cost for the COLA is a \$2,310,000 increase from the 2023-24 base salary.

3. The District will fund a one-time \$500 stipend payment for all contracted employees who were on step 10 of the salary schedule during the 2023-24 contract year. The District will also fund a \$150 stipend for hourly employees on step 10 during the 2023-24 contract year. The \$500 stipend for the contracted employees will be prorated based on their FTE status in Skyward as of Nov 1, 2024. Hourly employees will receive the \$150 regardless of FTE status. The stipend will be paid on the November 29, 2024, pay date. Employees must be employed as of Nov 1, 2024, to receive the stipend. Approximately 312 contract FTE's and 247 hourly employees will receive the stipend. The cost is \$245,000 or 0.32% from the 2023-24 base salary.

Note: Total value of this increase compensation package for ESP employees, excluding insurance, is approximately \$4,229,000 or 5.72% from the 2023-24 base salary.

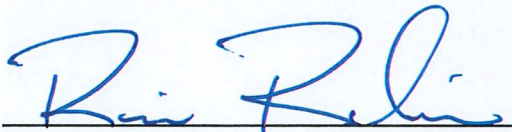
4. For employees on the Tier 2 Hybrid Plan of the Utah Retirement Systems (URS), the District will contribute 0.7% of their salary into a 401(k). This will help offset the 0.7% salary contribution the employees will be required to make into the URS Hybrid Plan. The cost of this contribution will be approximately \$604,000 for Licensed, ESP and Certified employees.
5. Both parties agree to the recommendations of the Canyons School District insurance advisory committee for the 2025 insurance year. Both the traditional and high-deductible plans will be maintained. Deductibles, copays and out-of-pocket maximums will not change. Premiums will increase 6.5% or \$1,403,000 with the District covering \$1,055,000 (or 75.2%) and the employees \$348,000 (or 24.8%). For ESP employees on the High Deductible Plans, premiums per paycheck will increase by \$1.72 for single coverage, \$2.77 for two-party coverage, and \$4.70 for family coverage. For ESP employees on the Traditional Plans, premiums per paycheck will increase by \$4.48 for single coverage, \$7.72 for two-party coverage and \$12.25 for family coverage.

### **Policy Changes**

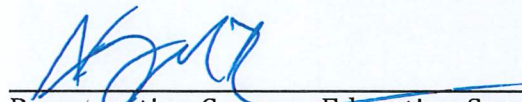
6. **420.03 – Hours of Work (ESP)** Alarm Responders who are required to work on major holidays will be compensated at double time and compensatory time will not be allowed, i.e., July 4, July 24, Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Easter, Martin Luther King Jr. Day, President's Day, Memorial Day, and Juneteenth Day.
7. **420.04 – Employee Leave (ESP)**
  - "Alternate Leave" deduction will be reduced to 25% of the employee's daily rate.
  - "Parental Leave" was increased from ten (10) to fifteen (15) days of paid leave to a non-gestational parent for bonding/care of a child and for adoption.
  - Annual "Personal Leave" allocation was increased from three (3) to five (5) days per year, i.e., the conversion of two (2) Family Sick Leave days.
  - "Personal Leave" was expanded, increasing the number of allowable personal leave days used in a given school year from five (5) to seven (7) days.



8. The District will maintain the same number of working days and hours for current contracted employees.
9. During one of the two non-student days in 2024-25 (either October 21<sup>st</sup> or March 24<sup>th</sup>), the District will sponsor a Professional Development Day for all ESPs.
10. The District will create a committee to review the ESP Salary Schedule and recommend possible modifications, particularly for long tenured employees.
11. When a current Canyons ESP employee, contract/hourly/part-time, changes to a higher lane assignment, the employee's current hourly rate will be multiplied by 1.07 to generate a "placement hourly rate".
12. The District will reimburse the cost of ongoing DOT physicals, for employees required to hold a CDL for their position (Transportation bus drivers, mechanics, office staff), after the initial DOT physical has been successfully passed, which initial DOT physical is paid for by the employee.

  
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Representing Canyons School District  
Rick Robins, Superintendent

5/7/24  
Date

  
\_\_\_\_\_  
Representing Canyons Education Support Professionals  
Andrew Markus, President

5-7-2024  
Date



# Education Support Professional Salary Schedule (2024-2025)

July 1, 2024 - June 30, 2025

STEP	LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7	LANE 8	LANE 9	LANE 10
1	13.95	15.72	17.77	19.76	21.28	22.57	23.70	25.14	26.81	29.49
2	14.30	16.11	18.21	20.25	21.81	23.13	24.29	25.77	27.48	30.23
3	14.73	16.59	18.76	20.86	22.46	23.82	25.02	26.54	28.30	31.14
4	15.47	17.42	19.70	21.90	23.58	25.01	26.27	27.87	29.72	32.70
5	16.28	18.33	20.73	23.05	24.82	26.32	27.65	29.33	31.28	34.42
6	17.18	19.34	21.87	24.32	26.19	27.77	29.17	30.94	33.00	36.31
7	18.17	20.45	23.13	25.72	27.70	29.37	30.85	32.72	34.90	38.40
8	18.53	20.86	23.59	26.23	28.25	29.96	31.47	33.37	35.60	39.17
9	18.90	21.28	24.06	26.75	28.82	30.56	32.10	34.04	36.31	39.95
10	19.28	21.71	24.54	27.29	29.40	31.17	32.74	34.72	37.04	40.75

STEP	LANE 11	LANE 12	LANE 13	LANE 14	LANE 15	LANE 16	LANE 17	LANE 18	LANE 19	LANE 20
1	30.49	32.17	35.39	37.43	39.60	41.88	44.33	46.90	49.59	52.50
2	31.25	32.97	36.27	38.37	40.59	42.93	45.44	48.07	50.83	53.81
3	32.19	33.96	37.36	39.52	41.81	44.22	46.80	49.51	52.35	55.42
4	33.80	35.66	39.23	41.50	43.90	46.43	49.14	51.99	54.97	58.19
5	35.57	37.53	41.29	43.68	46.20	48.87	51.72	54.72	57.86	61.24
6	37.53	39.59	43.56	46.08	48.74	51.56	54.56	57.73	61.04	64.61
7	39.69	41.87	46.06	48.73	51.54	54.52	57.70	61.05	64.55	68.33
8	40.48	42.71	46.98	49.70	52.57	55.61	58.85	62.27	65.84	69.70
9	41.29	43.56	47.92	50.69	53.62	56.72	60.03	63.52	67.16	71.09
10	42.12	44.43	48.88	51.70	54.69	57.85	61.23	64.79	68.50	72.51

Lanes and steps in grey areas are currently not in use.

Steps may not reflect years of service.

COLA increases are calculated on step one of each lane. Steps for each lane are then increased according to the following table.

2	2.50%	5	5.25%	8	2.00%
3	3.00%	6	5.50%	9	2.00%
4	5.00%	7	5.75%	10	2.00%



# Contribution Modeling: Canyons School District

Medical & Pharmacy  
Self-Funded  
Status Quo

## Certificated & Administration

Renewal Plan Year: 1/1/2025 - 12/31/2025  
Carrier(s): PEHP  
Specific Deductible: \$225,000  
Aggregating Specific Deductible: \$200,000

Coverage Tier	Enrollment	Current			Renewal Plan Year			Employee Per Pay Difference	Employer % Cost Share	
		Employee	Employer	Total Rates	Enrollment	Employee	Self Funded (Mature Expected)			
<b>Advantage HDHP Base</b>										
Employee	247	\$63.48	\$500.20	\$563.68	247	\$67.61	\$521.28	\$588.89	\$2.07	88.52%
Two Party	87	\$102.16	\$805.05	\$907.21	87	\$108.80	\$838.99	\$947.79	\$3.32	88.52%
Employee + Family	298	\$173.46	\$1,367.03	\$1,540.49	298	\$184.73	\$1,424.66	\$1,609.39	\$5.63	88.52%
<b>Advantage HDHP Buy-up</b>										
Employee	26	\$115.08	\$500.71	\$615.79	26	\$122.56	\$520.77	\$643.33	\$3.74	81%
Two Party	5	\$185.22	\$805.87	\$991.09	5	\$197.26	\$838.16	\$1,035.42	\$6.02	81%
Employee + Family	33	\$314.50	\$1,368.42	\$1,682.92	33	\$334.94	\$1,423.25	\$1,758.19	\$10.22	81%
<b>Advantage Trad Base</b>										
Employee	142	\$164.18	\$534.86	\$699.04	142	\$174.85	\$555.46	\$730.31	\$5.33	76%
Two Party	96	\$264.22	\$860.81	\$1,125.03	96	\$281.39	\$893.96	\$1,175.35	\$8.58	76%
Employee + Family	202	\$448.64	\$1,461.71	\$1,910.35	202	\$477.80	\$1,517.99	\$1,995.79	\$14.58	76%
<b>Advantage Trad Buy-up</b>										
Employee	18	\$229.82	\$534.52	\$764.34	18	\$244.76	\$553.77	\$798.53	\$7.47	69%
Two Party	10	\$369.84	\$861.87	\$1,231.71	10	\$393.88	\$892.92	\$1,286.80	\$12.02	69%
Employee + Family	14	\$628.08	\$1,463.49	\$2,091.57	14	\$668.91	\$1,516.21	\$2,185.12	\$20.42	69%
<b>Summit HDHP Base</b>										
Employee	82	\$63.48	\$500.20	\$563.68	82	\$67.61	\$521.28	\$588.89	\$2.07	89%
Two Party	41	\$102.16	\$805.05	\$907.21	41	\$108.80	\$838.99	\$947.79	\$3.32	89%
Employee + Family	81	\$173.46	\$1,367.03	\$1,540.49	81	\$184.73	\$1,424.66	\$1,609.39	\$5.63	89%
<b>Summit HDHP Buy-up</b>										
Employee	10	\$115.08	\$500.71	\$615.79	10	\$122.56	\$520.77	\$643.33	\$3.74	81%
Two Party	3	\$185.22	\$805.87	\$991.09	3	\$197.26	\$838.16	\$1,035.42	\$6.02	81%
Employee + Family	16	\$314.50	\$1,368.42	\$1,682.92	16	\$334.94	\$1,423.25	\$1,758.19	\$10.22	81%
<b>Summit Trad Base</b>										
Employee	42	\$164.18	\$534.86	\$699.04	42	\$174.85	\$555.46	\$730.31	\$5.33	76%
Two Party	27	\$264.22	\$860.81	\$1,125.03	27	\$281.39	\$893.96	\$1,175.35	\$8.58	76%
Employee + Family	63	\$448.64	\$1,461.71	\$1,910.35	63	\$477.80	\$1,517.99	\$1,995.79	\$14.58	76%
<b>Summit Trad Buy-up</b>										
Employee	4	\$229.82	\$534.52	\$764.34	4	\$244.76	\$553.77	\$798.53	\$7.47	69%
Two Party	5	\$369.84	\$861.87	\$1,231.71	5	\$393.88	\$892.92	\$1,286.80	\$12.02	69%
Employee + Family	12	\$628.08	\$1,463.49	\$2,091.57	12	\$668.91	\$1,516.21	\$2,185.12	\$20.42	69%
<b>Plan Cost Composite</b>	<b>1,564</b>	<b>\$210.53</b>	<b>\$979.30</b>	<b>\$1,189.83</b>	<b>1,564</b>	<b>\$224.21</b>	<b>\$1,018.83</b>	<b>\$1,243.05</b>		<b>82%</b>
PCORI Fees		\$0.00	\$0.68	\$0.68		\$0.00	\$0.68	\$0.68		
HSA Seed Annual		\$0.00	\$57.37	\$57.37		\$0.00	\$57.37	\$57.37		
Change From Current (\$)		\$3,951,233	\$19,469,031	\$23,420,263		\$4,208,040	\$20,210,998	\$24,419,038		83%
Change From Current (%)						\$256,808	\$741,967	\$998,775		
						6.5%	3.8%	4.3%		

\*This analysis is for illustrative purposes only, and is not a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. Please see your policy or contact us for specific information or further details in this regard.