

**Agreement Between**  
**Canyons School District**  
**&**  
**Canyons Administrators**

The District's senior administration met with four principals concerning administrator compensation for the 2023-2024 fiscal year.

The District's administration consisted of:

- Leon Wilcox, Business Administrator
- Dan Harper, Legal Counsel
- Steve Dimond, Director of Human Resources

Representing the District's administrators:

- Angela Wilkinson, Sunrise Elementary Principal
- Kierstin Draper, Canyon View Elementary Principal
- Paula Logan, Butler Middle Principal
- Darrell Jensen, Corner Canyon 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 \$182,000 or 0.83% from the 2022-23 base salary)
2. The District will fund a 5.25% cost of living increase (COLA) to the base of the Administrative Salary Schedule. The proposed 2023-24 Salary Schedule is attached. (The cost for the COLA is \$1,185,000)
3. The District will fund a 1.25% one-time stipend for those administrators on the top step during the 2022-23 school year. There are 56 administrators who will qualify for this stipend. (The cost of this stipend is \$125,000 or 0.59% from the base salary)
4. Both parties agree to the recommendations of the Canyons School District insurance advisory committee for the 2024 insurance year. Both the traditional and high-deductible plans will be maintained.
  - The District will increase its premiums by \$300,000 spread across all plans. There will be no increase to the employee premiums.
  - Beginning January 1, 2024, Traditional Plan Deductibles will increase to:
    - Single - \$850 to \$900
    - Couple/Family - \$2,550 to \$2,700

- Beginning January 1, 2024, Out-of-Pocket Maximums on the Traditional Plan will increase to:
  - Single - \$3,500 to \$4,000
  - Couple/Family - \$7,000 to \$8,000
- Beginning January 1, 2024, a Specialty Drug Coupon Program will be implemented with PEHP

Note: Total value of this increase compensation package, excluding insurance, for Administrators is \$1,485,000 or 7.01% from the 2022-23 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.
7. Commitment from the District - Study compensation for assistant principals by possibly adding additional steps to the salary schedule or increasing the differential.