

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

The District's senior administration met with four principals concerning administrator compensation for the 2024-2025 fiscal year.

The District's administration consisted of:

- Rick Robins, Superintendent
- McKay Robinson, Assistant Superintendent
- Leon Wilcox, Business Administrator
- Dan Harper, Legal Counsel
- Steve Dimond, Director of Human Resources

Representing the District's administrators:

- Elcena Saline, Granite Elementary Principal
- Kierstin Draper, Canyon View Elementary Principal
- Chip Watts, Draper Park Middle Principal
- Bruce Eschler, Jordan 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 \$192,000 or 0.82% from the 2023-24 base salary)
2. The District will fund a 3.0% cost of living increase (COLA) to the base of the Administrative Salary Schedule. The proposed 2024-25 Salary Schedule is attached. (The cost for the COLA is \$709,000)
3. The District will fund a 1.25% one-time stipend for those administrators on the top step during the 2023-24 school year. There are 55 administrators who will qualify for this stipend. (The cost of this stipend is \$127,000 or 0.54% from the 2023-24 base salary)

Note: Total value of this increase compensation package for Administrators is \$1,028,000 or 4.36% 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 Administrators, Licensed, and ESP 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 administrators on the High Deductible Plans premiums per paycheck will increase by \$2.07 for single coverage, \$3.32 for two-party coverage, and \$5.63 for family coverage. For administrators on the Traditional Plans premiums per paycheck will increase by \$5.33 for single coverage, \$8.58 for two-party coverage and \$14.58 for family coverage.
6. Policy Change 410.04 – Employee Leave (Licensed)
  - “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.
7. Commitment from the District – Study compensation for administrators, i.e., Salary and Activities Differential.
8. Commitment from the District – Study the feasibility of providing an early retirement incentive for administrators.
9. Commitment from the District – Continue to provide additional assistant principals in the elementary schools.
10. Commitment from the District – Study the current Parent Teacher Conference structure and possible recommendations for future modifications.



# Administrative Salary Schedule (2024-2025)

242 Days - Full Time 8 Hours Per Day

July 1, 2024 - June 30, 2025

	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
<b>Steps</b>	Base Contract	Base Contract	Base Contract	Base Contract	Base Contract
1	85,461	92,585	111,452	120,385	134,045
2	87,171	94,436	113,071	122,136	136,000
3	88,914	96,326	114,710	123,912	137,988
4	90,693	98,250	116,375	125,716	139,998
5	92,506	100,216	118,065	127,544	142,043
6	94,357	102,221	119,780	129,404	144,119
7	96,245	104,268	121,519	131,284	146,227
8	98,168	106,352	123,284	133,195	148,363
9	100,132	108,477	125,080	135,142	150,532
10	102,134	110,646	126,896	137,113	152,737
	Coordinator I	Coordinator II	Coordinator III Assistant Principal	Director I Principal K-8	Director II Principal 9-12

	Lane 6	Lane 7	Lane 8
<b>Steps</b>	Base Contract	Base Contract	Base Contract
1	144,119	163,803	192,289
2	146,227	167,076	196,136
3	148,363	170,419	200,057
4	150,532	173,827	204,059
5	152,737	177,305	208,140
	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 2023-24 will receive a 1.25% stipend in 2024-25 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.

# 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	Employer	Total Rates	Enrollment	Employee	Employer	Self Funded (Mature Expected)	Employee Per Pay Difference	Employer % Cost Share	
<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		\$0.00	\$57.37	\$57.37		\$0.00	\$57.37	\$57.37			
Annual		\$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			
Change From Current (%)						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.