



KANECOUNTY

SCHOOL DISTRICT

Board of Education

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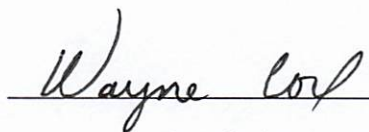
2026-27 Classified Employee Salary and Benefits Settlement

1. 4.5% Cost of Living applied to the salary schedule.
2. 1% one-time bonus to be given near Christmas time.
3. District will pay increased costs of over \$20K for steps on the salary schedule.
4. District will maintain current health & dental insurance plans.
5. Health insurance premiums increased by 8%. District will cover this additional cost of over \$24K.
6. If certain twelve-month classified employees are authorized by the School District to work 10-hour days during June and July, Major Holiday days authorized by the District will be 10-hour days.
7. District will contribute an additional (1.3%) into a 401(k) plan for employees on the Tier 2-DB Hybrid System and the Tier 2-DC Plan. This will help offset the required employee contribution of 1.3% on the Tier 2-DB Hybrid system set by the State Legislature. These funds will be deposited directly into employee 401(k) plans by the district. It is estimated that this will cost the district an additional \$5K. This issue will be reviewed on a year-by-year basis.

If you are in agreement with this offer, please sign below and return one copy to Lark Reynolds.


L. Ben Dalton, Superintendent

7-7-26
Date


Wayne Cox, Classified Union Rep.

7/7/26
Date

Classified Salary Schedule FY2026-2027

Fiscal Year 2026-2027 - (4.5% COL Increase)

STEP	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	TWELVE	THIRTEEN	SEVENTEEN	TWENTY	TWENTY TWO
SUB - CUSTODIAN, COOK, COSMETOLOGY	19.90															
AIDES , FOOD SERVICE	19.06	19.54	20.01	20.51	20.97	21.49	21.92	22.47	22.87	23.45	23.83	24.42	24.78	25.28	25.78	26.29
RBT, MEDIA, CUSTODIAN, LUNCH MGR	21.87	22.42	22.97	23.54	24.07	24.66	25.14	25.78	26.24	26.91	27.33	28.03	28.43	29.00	29.59	30.18
SCHOOL SECRETARY	24.11	24.71	25.33	25.95	26.52	27.19	27.74	28.43	28.93	29.67	30.15	30.91	31.37	31.99	32.63	33.26
HEAD CUST., BLDG ENG., BUS DR.	28.10	28.81	29.51	30.24	30.91	31.70	32.32	33.13	33.73	34.56	35.13	36.02	36.54	37.27	38.02	38.75
ROUTE - Bus Drivers **	36.53	37.46	38.36	39.32	40.19	41.21	42.02	43.07	43.85	44.93	45.67	46.82	47.50	48.45	49.42	50.40

ACTIVITY BUS DRIVER \$12.13 PER HOUR OF LAYOVER FOR UP TO EIGHT HOURS PER DAY

	Sick Leave	Per Leave	Holidays	Spec hol.	Vacation
9 Month	9	2	2	0	0
10 Month	10	2	4	0	0
11 Month	10	2	5	0	6
12 Month	10	2	8	4	10

AFTER TEN YEARS 12 MONTH EMPLOYEES ARE ALLOWED 15 DAYS VACATION .

SICK LEAVE, PERSONAL LEAVE, HOLIDAYS, SPECIAL HOLIDAYS, AND VACATION ONLY APPLY TO BENEFITED CLASSIFIED EMPLOYEES

SICK LEAVE AND PERSONAL DAYS ARE ALLOCATED ACCORDING TO NUMBER OF HOURS WORKED PER DAY.

EMPLOYEES MOVE ONE STEP PER YEAR OF SERVICE.

6 (30 PER WEEK) HOUR EMPLOYEES RECEIVE SINGLE COVERAGE HEALTH INSURANCE FOR TWELVE MONTHS.

ELEVEN AND TWELVE MONTH EMPLOYEES RECEIVE FAMILY HEALTH INSURANCE FOR NUMBER OF MONTHS WORKED.

PERSONAL LEAVE CAN ACCUMULATE TO 5 DAYS AND IS PAID ACCORDING TO NUMBER OF HOURS WORKED UP TO 40.00 PER DAY.

PARTIAL REIMBERSEMENT FOR UNUSED SICK LEAVE SHALL BE PAID AT THE RATE OF \$30.00 PER DAY UP TO 120 DAYS, AND \$20.00

FOR EACH DAY IN EXCESS OR 120 DAYS. THIS REIMBURSEMENT SHALL BE MADE AT TIME OF RETIREMENT.

THE EARLY RETIREMENT PLAN ALLOWS FOR PAYMENT OF 80% OF THE YEARLY SALARY LAST RECEIVED, TO BE PAID OVER A FIVE

YEAR PERIOD, AT THE RATE SPECIFIED IN THE DISTRICT POLICY HANDBOOK. All Classified employees hired after July 1, 2013 at under 30 hours per week, and all current classified employees,

who after July 1, 2013 move from under 20 hours per week to above 20 but under 30 hours per week will have no paid vacation, no paid sick days, no Utah State Retirement, and no other benefits, except for- workers compensation insurance coverage, and FICA.

** This pay scale is effective for new route drivers hired after July 1, 2015 and will only apply for, to and from routes and not to any activity trips. Pre & Post Trip inspections (30 minutes total)

are to be done while the employee is clocked in. Any route drivers hired prior to July 1, 2015 have the option to move to this new "route" pay scale, if they so desire.