

## Joint Statement: PEA-District Bargaining

This joint statement is being provided as a brief overview of the agreement reached between Provo Education (PEA) and the Provo City School District Board of Education. In an effort to improve upon past negotiations formats both parties agreed to use an "Interest-Based Bargaining" (IBB) approach. Both parties presented their interests early in the process.

In many areas the interests of the District and the association were in alignment. We discussed many items of interest including salary, benefits and work conditions. Both sides freely expressed their views and common ground was reached throughout the process.

The bargaining concluded on May 19th, 2017 with a mutually agreeable settlement.

The main points of the settlement are:

The School Board will:

- Fund a level (step) increase for licensed employees on the Enhanced Licensed Employee Salary Schedule (referred to in the 2013/14 Negotiated Agreement as the "Educator Effectiveness Salary Schedule").

- Fund ongoing lane change process as outlined in the 2015-16 negotiated agreement

- Enhanced - Fund an ongoing 2% increase to the Enhanced Licensed Employee salary schedule.

- Grandfathered - Fund a one-time 5% increase for the Grandfathered employees (This amount will be equally divided monthly during the contract period)

- In addition to the Spring Negotiated Agreement the School Board has agreed to provide employees with a one time, lump sum payment in an amount equal to 2.5% of their current salary.

- Support a Contract Total of 181 contract days plus 4 professional development days as follows:

- o The 181 st day is the day before school starts for classroom preparation.

- o Fund three Professional Development days as outlined in section III of the Negotiated Agreement.

- o Fund a one-time additional professional development day for the 2017-18 year as outlined in the Negotiated Agreement.

- Recognizes those licensed employees which will be moving into new schools may need to finalize moving needs after the school year is complete and as such will provide those employees some form of compensation to be determined by the district.

- Fund the annual contribution rate to the Utah State Retirement System for eligible licensed employees.

- Provide medical insurance through the Select Health Select Med Plus or Select Care Plus plans for full-time contracted employees effective September 1, 2017 (or the first day of the month immediately following the first day of work).

- Fund the District portion of the 6% health insurance rate increase (6% represents the overall increase in costs for the 2 offered plans).

- Continue to offer an HSA option for medical.

- For the 2017/18 year the district agrees to an annual contribution to the employees Health Savings Account as follows:

- o Single - up to \$1000 max \$83.33 in any month

- o 2 Party - up to \$1750 max \$145.83 in any month

- o Family - up to \$2000 max \$166.67 in any month

- o The said contributions will be completed on a monthly bases, contingent on the employee contributing the same amount.

- Continue to provide contracted employees currently eligible for sick leave, 10 days of sick leave per year. Sick leave may be used for any personal illness as per policy. Full time 244 contract employees will receive 12 days sick leave.

- Encourage sick leave eligible contracted employees to build sick leave balances by allowing eligible employees to roll the balance of unused sick leave at the end of a contract year into their sick leave bank. The amount of sick leave accrued shall be a maximum of 85 days.

- Effective 12-31- 2016 provide a pay out of a portion of the employees sick leave balance based upon years of service as outlined in the 2016-2017 full agreement.

- Continue to negotiate with employee associations in good faith consistent with past practice.
  - Honor all non-financial agreements from previous negotiations as “ongoing” until they are modified as part of a new negotiated agreement, unless it has been superseded by Board approved policy or procedure approved by the Superintendent.
  - Agree to submit a joint statement regarding a summary of negotiations to all employees
- The Board of Education approved this agreement during the June 13th board meeting. PEA Employees ratified the agreement with a majority approval.

The 2017-2018 Negotiated Agreement can be viewed in its entirety on the Provo School District website.

Christy Giblon  
President, Provo Education Association

Keith Rittel  
Superintendent, Provo City School District