

Joint Statement: PESP-District Bargaining

This joint statement is being provided as a brief overview of the agreement reached *between Provo Education Support Professionals (PESP) 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 with a mutually agreeable settlement.

The main points of the settlement are:

The School Board will:

- Move/Place enhanced classified employees to newly negotiated salary schedule. Each employee will be placed as closely to their existing pay rate as possible, with no decrease to any employee wages.
- Fund a level (step) increase for classified employees on the new classified salary schedule after placement
- Fund an ongoing 1% increase after placement and levels are complete.
- Fund a one-time 5.0% salary enhancement that will not be factored into the salary schedule for employees on the grandfathered ESP salary schedule. (This amount will be equally divided monthly during the contract period)
- Grandfathered – fund a level (step) increase for any employee with level change remaining.

Cost of total increase in salary compensation for the PESP represents a budget increase of approximately 4.3%, (not including related retirement and payroll benefit costs)

- Provide contracted ESP 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 242 day contract employees will receive 12 days sick leave.
- Encourage sick leave eligible contracted PESP 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.
- Provide a pay out of a portion of the employees sick leave balance upon termination of district employment, based on years of service as outlined in School Board Policy.
- Direct HR to update Leave Forms to coordinate with current policies and procedures related to ESP Personal leave and reflect the added 25% dock in pay to personal leave used.
- Fund the annual contribution rate to the Utah State Retirement System for PESP full-time contracted employees; or those hourly employees grandfathered in with retirement benefits in 2013/14, provided they continue to a minimum of 20 hours per week. Part-time PESP employees working less than 30 hours per week hired after July 1, 2013 are not eligible for retirement benefits.
- Direct the district to conduct training for supervisors and employees on the proper use of and approval of PTO and Personal Leave as per District policy.
- Allow PESP to carry over unused Educational Incentive Program (EIP) funds up to a maximum of \$35,000.
- Continue to negotiate with employee associations in good faith, consistent with State Law and taking into account past practices.
- Human Resources and PESP will hold monthly collaborative meetings.
- Honor all non-financial agreements from previous negotiations as "on-going" until they are modified as part of a new negotiated agreement, unless superseded by Board approved policy or procedure approved by the Superintendent.

The Board of Education approved this agreement during the June 13th board meeting. PESP Employees ratified the agreement with a unanimous approval rate.

Belinda Robinson

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