

Salary and Contract: PCSD Administrators, Directors
and Professional Technical Employees
Effective July 1, 2024 through June 30, 2025

On June 11, 2024, representatives of the Provo City School District Board of Education (Board) and the PCSD Administrators agreed to the following:

I. **Compensation** *In addition to current salaries, the following items will occur for 2024-2025 contract:*

Salary, Contract Days and Hours: The Board will:

- Fund a level increase for employees on the Administrator, Directors and Professional Technical employees salary schedules. A single lane schedule has been developed for each of the employee groups who are represented in this agreement.
- Fund an ongoing 3% salary enhancement to the Administrator, Directors and Professional Technical Salary Schedules.
- Fund a one-time 1% incentive to be paid in November as a part of the normal payroll process.
- Accrue up to 21 Vacation days per year, plus the designated non-work days on the approved calendar. Days may accumulate to a maximum of 35 days (280 hours). Up to 20 days of vacation may be paid out upon separation from the district as per policy.
- Allow a vacation buyback per the following schedule:
 - If the employee has 151+ hours of vacation, he/she may elect to convert up to four (4) days in a given contract year to a paid amount at the employee's daily rate.
 - If the employee has 49 – 150 hours of vacation, he/she may elect to convert on (2) days in a given contract year to a paid amount at the employee's daily rate.
 - If the employee has 48 hours or less of vacation, no vacation buyout will be approved.
 - The request for the vacation buyout is optional, and must be approved in advance by the employee's supervisor.
 - Vacation buyout will occur only in full day (8 hour) increments.
 - Vacation buyout will result in either 8, 16, 24 or 32 hours being deducted from the earned vacation for the employee.
 - The form requesting vacation buyout will be processed in November and June. The completed form must be submitted to payroll no later than the 6th of November or the 5th of June, whichever month the employee chooses to exercise this option.

- The following is a list of contract days for administrators.
 - (Lane 1) Middle School, Elementary School and Independence HS Asst. Principal: 242 workdays per year.
 - (Lane 2) High School Asst. Principal: 242 workdays per year.
 - (Lane 3) Elementary School Principal: 242 workdays per year.
 - (Lane 4) MS & IHS Principal and Oak Springs Director: 242 work days per year
 - (Lane 5) HS Principal: 242 workdays per year.
 - All district-level administrators: 242 workdays per year.
- Administrators will receive a monthly mileage allowance per existing rates.
- Administrators will receive a monthly cell phone stipend per existing rates.

II. Benefits

Retirement: The Board will:

Fund the annual contribution rate to the Utah State Retirement System for full-time contracted employees, and fund the employer 401(k) match, for a total match of 4.5%.

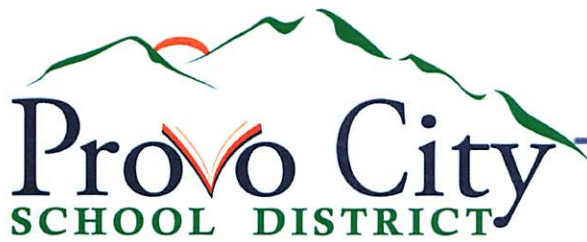
Open Enrollment: To obtain benefits, all eligible employees must meet all requirements and enroll during the open enrollment as outlined in Insurance carrier materials provided by the District.

Medical Insurance: The Board will:

- Provide medical insurance through United Medical Resources (UMR) a UnitedHealthcare Network, including *Traditional and Health Save* plans for full-time contracted employees effective September 1, 2024 (or the first day of the month immediately following the first day of work).
- There will be an increase of 11.5% to the overall cost of the insurance plan for the 2024-25 contract year. The district will fund 6.5% of that cost and employees will fund the remaining 5% through their monthly premium rates.
- Continue an incentivized wellness program for full-time employees, and provide an option to participate for part-time employees who do not carry District provided medical insurance.

For 2024-25 there are no changes to the plan benefits.

Premiums: The District and its employees will continue with premium sharing. In the past, the District was responsible for 80% and the employee 20% of the total medical premium cost. As stated for 2024-25, the District will be responsible for 6.5% of the annual renewal cost, with these changes, the premium sharing percentage is 81% responsibility to the

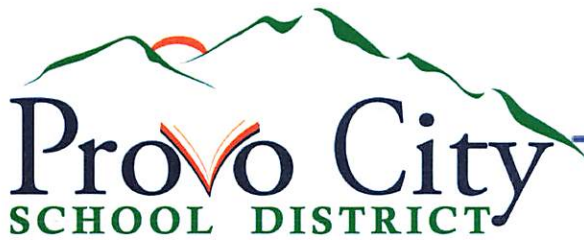


District and 19% to the employee. Note: The District and the employee will each be responsible for their own portion of the premium. See table below with expected premiums.

Benefit Plan	Premium Per Month	District Contribution Per Month	Employee Cost Per Month	ER HSA Annual Contribution Matching
Medical - Traditional				
Employee	\$704.60	\$572.07	\$132.53	
Two-Party	\$1,511.24	\$1,226.98	\$284.26	
Family	\$2,167.06	\$1,759.45	\$407.61	
Medical - HealthSave				
Employee	\$623.33	\$506.09	\$117.24	\$1,000.00
Two-Party	\$1,337.09	\$1,085.59	\$251.50	\$1,750.00
Family	\$1,917.43	\$1,556.78	\$360.65	\$2,000.00
Dental - Advantage Plus PPO EMIA				
Employee	\$15.30	NA	\$15.30	
Two-Party	\$31.90	NA	\$31.90	
Family	\$48.60	NA	\$48.60	
Dental - Choice PPO EMIA				
Employee	\$40.80	NA	\$40.80	
Two-Party	\$84.20	NA	\$84.20	
Family	\$136.90	NA	\$136.90	
Vision - VSP Plus EMIA				
Employee	\$7.50	NA	\$7.50	
Employee + 1	\$15.40	NA	\$15.40	
Family	\$25.10	NA	\$25.10	

Note: Employee paid premium is paid with pre-taxed dollars

For the 2024/25 year the District agrees to match a maximum annual contribution to the employees' Health Savings Account as follows:



	Up to	Monthly Max
Single	\$1000	\$83.33
2 Party	\$1750	\$145.83
Family	\$2000	\$166.66

*District contributions will be completed on a monthly basis, **contingent on the employee contributing the same amount.***

Qualifying Employee Leaves: The Board will:

- Continue to provide medical leave (sick leave) at the agreed negotiated amount outlined in Policy.
- Continue the practice of having contracted employees, who are less than full-time, receive leave balances on a prorated basis as outlined in Policy. Proration is based on hours worked.
- Calculate and provide contracted employees currently eligible for leave, a prorated amount of leave based on the percentage of contract remaining at the time of hire if hired mid contract.
- Grant Paid Time Off for Ten days of each year. These days can be used for any reason and are subject to the approval needed for other leaves outlined in Policy 5400.
- Paid Time Off usage will be studied for the 2024-2025 contract year to determine possible increases to the amount allotted for each year or if there is an allowable amount that could be rolled over from year to year.
- Continue to provide Vacation Leave to qualifying employees based on the number of months employed as outlined in Policy 5400.

Administrator Salary Additions and Stipends

Additions for Education

Masters + 20 Semester Hours: \$2,100 annually

Masters + 40 Semester Hours: \$3,000 annually

Doctorate: \$4,500 annually

Other Compensation Additions

Activity Stipend (High School): \$10,000 annually

Activity Stipend (Middle School): \$5,000 annually

Activity Stipend (Elementary School): \$2,500 annually



DEPARTMENT OF HUMAN RESOURCES

Mendy J. Oau 6/12/2024
Superintendent Date

[Signature] 6-12-2024
Business Administrator Date