



**2024-2025
NEGOTIATED AGREEMENT**

between
**The Provo City School District Board of Education
and
The Provo City School District Education Association**

Effective July 1, 2024 through June 30, 2025

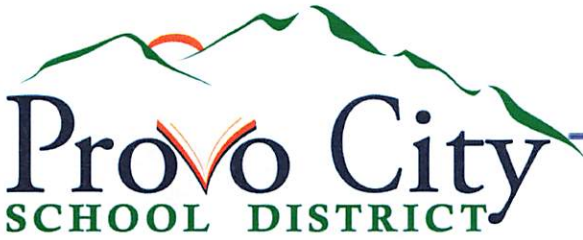
On June 14, 2022, representatives of the Provo City School District Board of Education (Board) and the Provo Education Association (PEA) collaboratively agreed to a multi-year agreement on salary with the shared goal of increasing salaries to be competitive with neighboring school districts. The specific salary portion of the three-year agreements, calculations and formulas have been agreed upon by all parties in good faith and will be revisited during the coming school year. The following outlines the amounts agreed upon based on the calculations and formulas for the 2024-2025 year:

I. Compensation

Salary, Contract Days and Hours: The Board will:

Enhanced Employees:

- Fund the following on the enhanced salary schedule:
 - One level increase for all certified employees.
 - Fund an increase on the enhanced salary schedule of 3% on the base.
 - The salary schedule will include an Educator Salary Adjustment of (\$8,904) reflected as part of the Base Contract and is dependent upon continued legislative funding.
 - Entry level salary shall remain level B of the salary schedule and be set at \$57,226.
 - The increment amount between levels will remain \$925.
 - Change the salary schedule to allow teachers with a Bachelors and no additional salary advancement credit to advance to level S.
 - One-time longevity steps will be awarded to employees based on continual service in a contracted assignment on the Certified Enhanced Salary Schedule. Employees who have not completed a salary advancement

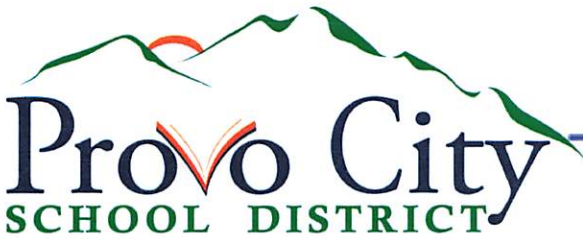


beyond level S will not qualify for these one-time longevity steps. These one-time steps will be awarded as follows:

- Teachers who have completed five(5) years and are at the beginning of year six(6), will receive an additional three(3) steps.
 - Teachers who have completed ten(10) years and are at the beginning of year eleven(11), will receive an additional four(4) steps.
 - Teachers who have completed fifteen(15) years and are at the beginning of year sixteen(16), will receive an additional two(2) steps.
 - Teachers who have completed twenty(20) years and are at the beginning of year twenty-one(21), will receive an additional two(2) steps.
 - These benchmarks are cumulative if an employee has completed continuous years in a contracted position with Provo City School District.
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- Teachers who complete the National Board Certification will receive a \$2,200 stipend annually paid over twelve (12) months.
 - The first step of the Hourly Teacher Schedule and Curriculum Rate will be calculated as 70% of the entry level salary of the Enhanced Salary Schedule. The legislative increase is not a part of the base. The remaining steps of the Hourly Teacher Schedule will be calculated based on a ratio related to the first step and Curriculum Rate. This rate will receive the increases yearly connected to the Enhanced Salary Schedule.
 - Teachers will be able to find their individual updated salary compensation on the Employee Service Portal beginning August 1, 2024. The increase will be effective for payroll of the new contract starting in September.

Grandfathered Employees:

- Fund the following on the Grandfathered Salary Schedule:
 - Fund a one-time 12% increase. (This amount will be equally divided monthly over the contract period.)
 - Fund a level (step) increase for any employee with level change remaining.
 - Fund an increase to the Hourly Teacher Schedule and Curriculum rate based on a formula agreed upon by PEA and the School Board.
- Maintain a 186 day contract calendar for Enhanced and Grandfathered Employees:



- The use of time for professional development days on the calendar prior to the school year are outlined in section III below.
- Effective July 1st, 2024 Provo City School Board will provide pay for additional professional hours based on current legislation. Teachers shall review a plan created from a menu of choices with their supervisor of the additional hours they will complete. Teachers will provide updates to the supervisor on completion of the hours from the plan. The District will pay the complete amount in either December or May. The plan can also include the option of using these funds for reimbursement of conference costs.
- Professional Learning Community (PLC) time will be outlined as follows to clarify expectations:
 - Collaboration is expected to be 90 minutes each week on the designated day.
 - Educators will meet with their grade level/subject area team at school (A district wide schedule will be provided).
 - Collaboration time will be focused on data, instructional goals and PLC chosen professional development.

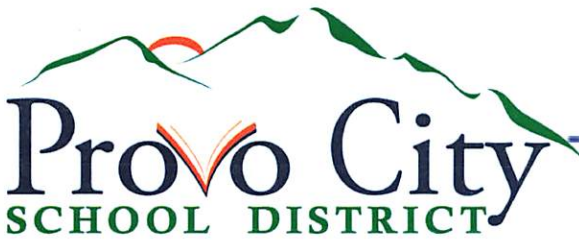
II. Benefits

Retirement: The Board will:

- Fund the annual contribution rate to the Utah State Retirement System for eligible licensed employees on Tier One.
- Fund the annual contribution rate to the Utah State Retirement System for eligible licensed employees on Tier Two Defined Benefit.
- Fund the annual contribution rate to the Utah State Retirement System for eligible licensed employees on Tier Two Hybrid Benefit to the amount allowable by the Utah Retirement System. For 2024-25, employees will be required to contribute the equivalent of 0.7% of their salary, which will be captured via monthly payroll deduction.

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

Medical Insurance: The Board will:

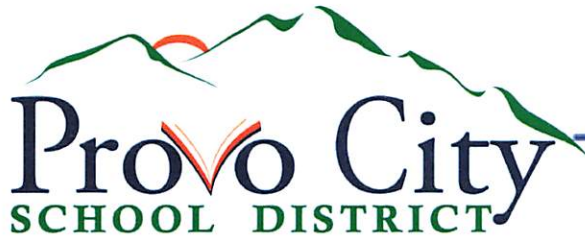


- Provide medical insurance through United Medical Resources (UMR) a UnitedHealthcare Network, including *Traditional and Health Save* plans for full-time contracted employees effective September 1, 2024 (or the first day of the month immediately following the first day of work).
- There will be an increase 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	\$1085.59	\$251.50	\$1,750.00
Family	\$1917.43	\$1556.78	\$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

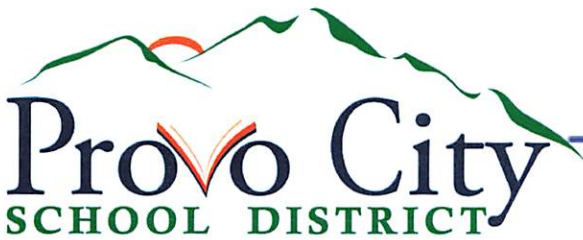
For the 2024-25 year the District agrees to match a maximum annual contribution to the employees' Health Savings Account as follows:

	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 FTE (full-time equivalent).
- Grant Paid Time Off for eight (8) 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.
- Short Term Disability will continue to be self-insured and awarded to employees eligible based on Policy 5400 Procedure 3.



III. Professional Development: The Board will:

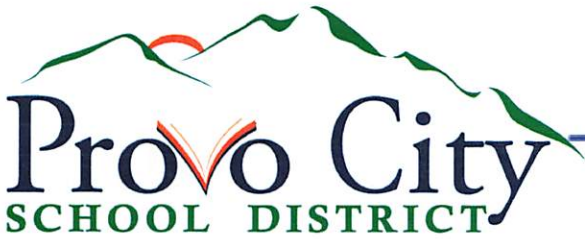
- Fund the 181st day and identify it as the day before school starts. It will be designated for classroom preparation.
- Provide five (5) additional professional development days for the 2024/25 year as part of the 186 day contract. Eight(8) hours will be District professional development. Twelve(12) hours will be School based professional development, and twenty (20) hours will be for classroom preparation. Professional development days are defined as high impact days according to District policy. Employees who do not attend professional development must have leave approved by their supervisor and a Director of Human Resources. Employees who do not attend will still be responsible to obtain the information presented.
- Professional development days within the school year will be placed on the last day of the first three terms. Four (4) hours will be the schools and district and (4) hours will be teacher time for grading and preparation for the new term.
- Agree to consult with PEA leadership on the following professional development activities:
 - New teacher training: PEA leadership will have a minimum of 30 minutes in a new teacher training in August to address new teachers about professional practice and PEA.
 - Teaching and Learning department staff will meet with PEA leadership to discuss strategies and collaboration for supporting new teachers.

IV. Policies: The Board will:

- Support the Superintendent and District Administration in reviewing the following agreements, policies and procedures to clarify expectations.
 - Agreement of a thirty minute duty free lunch.
 - Policy 5320 Procedure 3 referencing the expectations for teachers to be in the classroom 30 minutes before and 30 minutes after the school day.
 - Policy 5320 Procedure 4 referencing salary advancement activities and form to be reviewed and updated.

V. Committees: The Board will:

- Hold semi-annual Liaison Committee meetings during the 2024-2025 school year for the purposes of providing all groups with a “State of the District”. In the event additional Liaison meetings are necessary they may be scheduled as needed.
- Continue the Insurance Committee, Wellness Committee, and Policy Committee in 2024-2025.



- Ensure each of these committees will have a Purpose Statement to define the work and scope of the committee. The committees mentioned above are joint committees with the PESPA group.
- Begin parent teacher conferences committee for the 2024-2025 contract year and provide recommendations for potential changes by December 15th of 2024.
- Continue to meet with the Teacher Evaluation Committee to review our current practice for evaluation.
- Continue the Professional Development Committee to discuss professional development needs and strategies.
- Continue the Salary Committee in 2024-2025 with the Business Administrator, Deputy Superintendent, the PEA President, and the Uniserve Director. Other members of the committee will be determined at a later date. This committee will begin to meet in October.
- Require that all PEA committees commence, or be scheduled to commence by September 25, 2024, unless otherwise specified and agreed upon by both parties.

VI. Other: The Board and PEA will:

- Continue to negotiate with employee associations in good faith consistent with State law.
- Honor all non-financial agreements from previous negotiations as "on-going" 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.

This agreement has been duly authorized and agreed upon by the following individuals:

Rebecca Nielsen, President
Provo City School District Board of Education

6/12/24

Date

Christy Giblon, President
Provo Education Association

6/11/24

Date