



2026-2027
NEGOTIATED AGREEMENT
between
The Provo City School District Board of Education
and
The Provo City School District Education Association

Effective July 1, 2026 through June 30, 2027

On June 9, 2026, representatives of the Provo City School District Board of Education (Board) and the Provo Education Association (PEA) collaboratively agreed to the following:

I. Compensation: The Board will:

Salary, Contract Days and Hours

Enhanced Employees

- Fund one level increase for all certified employees.
- Fund an increase on the enhanced salary schedule in the amount of \$2,250 on the entry level B which will impact all subsequent levels. The increment amount between levels will remain \$925.
- Increase the Educator Salary Adjustment from \$10,350 to \$10,660 based on the recent legislative session.
- Update the salary schedule to reflect the district portion and the state portion separately.
 - The salary schedule will include an Educator Salary Adjustment of \$10,660 and is dependent upon continued legislative funding.
 - Entry level salary shall remain level B of the salary schedule and be set at \$52,572 for the district portion and \$10,660 for the state portion for a total of \$63,232.
 - A one time stipend will be granted for employees whose days are reduced for the 2026-2027 contract. The stipend will represent \$120.00 per lost day.
 - Teachers with a Bachelors and no additional salary advancement credit will continue to not advance past level S.
- New longevity steps will be awarded to employees based on continual service in a contracted assignment on the Certified Enhanced Salary Schedule. Employees who received longevity in a previous year will not get additional steps again. 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.
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- Teachers who complete the National Board Certification will receive a \$1,200 stipend annually paid over twelve (12) months. The state discontinued the additional \$1,000 they were contributing.
 - 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 Educator Salary Adjustment 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.
 - Provide pay for additional professional hours based on current legislation. Teachers shall create and review a plan 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 in lieu of compensation.
 - Updated teacher salary and compensation information will be on the Employee Service Portal beginning August 1, 2026. The increase will be effective for payroll of the new contract starting in September.
 - The calculation for teacher prep buyouts will be 12.5% of the district base contract (without the legislative addition) for a full-year prep.
 - Compensation for assignments beyond the base contract (for example additional days, prep buy out) will be paid on the per diem rate which is determined by the district base contract without the legislative addition.
 - The [salary advancement procedure](#) is linked here to help employees to reference the policy and have a better understanding of how to achieve advancement.

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.

Calendar:

- 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.

Professional Learning Communities:

- 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.

Parent Teacher Conferences:

- A new agreement regarding [Parent Teacher Conferences](#) was negotiated to establish clear guidelines and equity across levels and schools.
 - This agreement will be re-evaluated in the Spring of 2027 to determine overall effectiveness and possible changes for the future.
- All licensed employees will be required to put in 16 hours beyond contract time in accordance with the agreement and receive two compensatory days in the school calendar.

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 2026-27, employees will be required to



contribute the equivalent of 1.3% 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 the Select Health Network, including *Traditional and Health Save* plans for full-time contracted employees effective September 1, 2026 (or the first day of the month immediately following the first day of work).
- There will be an increase of 8% that will be divided through their monthly premium rates at a cost of 80% to the district and 20% paid by employees.
- 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 2026-27 there are changes to the plan benefits

Select Health is the new insurance plan provider. Premiums: The District and its employees will continue with premium sharing. The District is responsible for 80% and the employee 20% of the total medical premium cost. The total increase in the insurance premium is 8%. 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	\$861.76	\$689.41	\$172.35	
Two-Party	\$1,848.32	\$1,478.66	\$369.66	
Family	\$2,650.43	\$2,120.34	\$530.09	
Medical - HealthSave				
Employee	\$793.08	\$634.46	\$158.62	\$1,000.00
Two-Party	\$1,701.22	\$1,360.97	\$340.24	\$1,750.00
Family	\$2,439.59	\$1,951.67	\$487.92	\$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 2026-27 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 seven (7) 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.



- An incentive will be implemented for classroom teachers for the 2026-2027 contract year for employees who use minimal leave this contract year. The intent of this incentive is to have teachers in front of their students and attending professional development.
- PEA will be granted up to ten (10) additional leave days for association business with approval from Human Resources.
- 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 2026-27 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. Committees: The Board will:

- Hold semi-annual Liaison Committee meetings during the 2026-2027 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 2026-2027.
 - Policy committee will give monthly feedback electronically on policies being updated and meet as needed in person to discuss changes requiring more discussion.



- The committees mentioned above are joint committees with the PESPA group.
- Create a new Academic Attendance Committee to work on Improving student attendance, assessing teacher requirements for make-up work, and reducing workload for teachers.
- Create new committees for technology use in the classroom and retention of students and teachers.
- Meet with the Teacher Evaluation Committee to review our current practice and policy for evaluation.
- Create a new Calendar Committee to work with the District on giving input on the school year calendars.
- Continue monthly committee meetings with Human Resources in 2026-2027. Other District Leadership will be invited to the meetings based on the specific items on the agenda.
- All PEA committees will commence, or be scheduled to commence by September 25, 2026, unless otherwise specified and agreed upon by both parties.
- Ensure each of these committees will have a Purpose Statement to define the work and scope of the committee.

V. 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 and explanation of compensation.

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

Jennifer Partridge, President
Provo City School District Board of Education

Date

Christy Giblon, President
Provo Education Association

Date