



Salary and Contract: PCSD Administrators, Directors  
and Professional Technical Employees  
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 PCSD Administrators agreed to the following:*

**I. Compensation**

**Salary, Contract Days and Hours:** The Board will:

- Fund a level increase for employees on the Administrator, Directors and Professional Technical employees salary schedules.
- Fund an ongoing 2% salary enhancement to the Administrator, Directors and Professional Technical Salary Schedules.
- 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 (2) 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 (1) 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 or 16hours 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 6<sup>th</sup> of November or the 5<sup>th</sup> of June, whichever month the employee chooses to exercise this option.
- Each administrator contract will be 242 workdays per year. Administrators will be placed on the appropriate step on the single lane schedule according to their job assignment and verified years of service in similar positions.
- 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 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.
- 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 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
<b>Medical - Traditional</b>				
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	
<b>Medical - HealthSave</b>				
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
<b>Dental - Advantage Plus PPO EMIA</b>				
Employee	\$15.30	NA	\$15.30	
Two-Party	\$31.90	NA	\$31.90	
Family	\$48.60	NA	\$48.60	
<b>Dental - Choice PPO EMIA</b>				
Employee	\$40.80	NA	\$40.80	
Two-Party	\$84.20	NA	\$84.20	
Family	\$136.90	NA	\$136.90	
<b>Vision - VSP Plus EMIA</b>				
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:

