

Tuesday, May 26, 2026
PCSD Study Session and Business Meeting

4:00 PM
Provo City School District
280 West 940 North
Provo, UT 84904

A. **4:00 p.m. Study Session**

The public is welcome to attend our open meetings at the district office.

In the event that a board member or district staff member needs to attend remotely, a Zoom link will be provided to the entire board for that purpose.

The following YouTube links are available to watch the meetings live or at the viewer's convenience:

PCSD Live YouTube Channel: [youtube.com/channel/UCFmB8Jxqa9-RMOSvfwbyIUQ](https://www.youtube.com/channel/UCFmB8Jxqa9-RMOSvfwbyIUQ)

1. Welcome
2. Roll Call
Procedural
3. Motion to Convene
4. Board Member Training: Board Member Meg Van Wagenen How to Create Effective Agendas (4:02pm, 3 min)
Most meetings will include a training presented by rotating board members on the Board Handbook, USBE Guide, or Policies.

• **USBA's Guide to Effective School Boards, p.24**

5. DLI (4:05pm, 45 min)
6. Preschool Discussion (4:50pm, 15 min)
7. Large Purchase Requests: Franklin Kindergarten Playground, Chromebooks (5:05pm, 5 min)

Issue:

The board must approve expenditures over \$50,000. For review tonight:

1. Franklin Kindergarten Playground
2. Chromebooks

8. FY 27 Budget (5:10pm, 15min)
9. Truth in Taxation Tax Impact Schedule (5:25pm, 5 min)
10. Expire Policy 6900 Funding Small District Schools (5:30pm, 5min)
11. Policy Review 1st Readings (5:35pm, 20 min)

Policy Review, 1st Readings

Wendy Dau, Superintendent

Issue

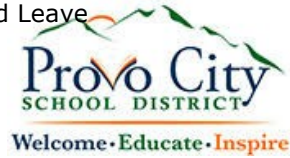
District administration generates or revises policies from time to time as needed, whether due to state legal requirements or local identified needs. The policy committee, including select board members, helps in this process and, when ready, the policies come before the board in multiple readings, are posted on the district website for public review and finally are voted on by the board.

Background

The following policies will be discussed by the board tonight as 1st readings before being posted on the district website for public comment.

- Policy 5027, Employee Associations and Wage Deductions

- Policy 5028, Employee Associations and Leave
- Policy 5245 Employee Transfers
- Policy 5290 Reduction in Force
 - 5290 Procedure 1
- Policy 4340 Religious Neutrality



12. Motion to Adjourn

B. 6:00 p.m. Business Meeting

1. Welcome
2. Roll Call
Procedural
3. Motion to Convene
4. Pledge of Allegiance: Assistant Superintendent Darrell Jensen

C. Community Connections

1. Foundation Board Recognition
2. Magical Moment
3. Student Board Member Announcement
4. Public Input (No more than 30 minutes)

D. Business Items

1. Business Item Large Purchase Request: Franklin Kindergarten Playground \$
2. Large Purchase Request: Chromebooks
3. Business Item: Policy 6900 Funding Small District Schools

E. Motion to Adjourn

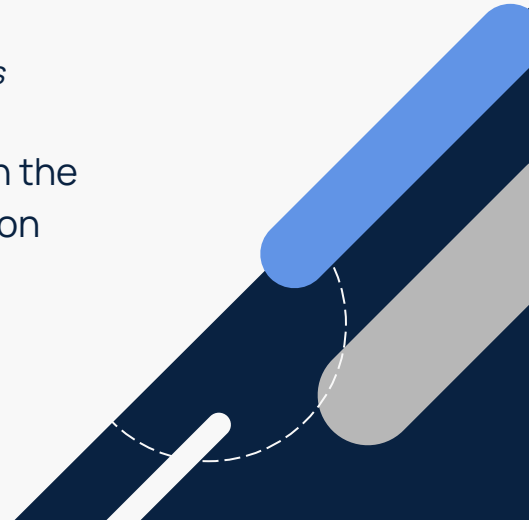
Early Childhood Education Preschool

PCSD School Board Presentation
May 26, 2026



Early Childhood Education

- No state or local funds for preschool are allocated to the K-12 school system
- Individuals With Disabilities Education Act Part C (IDEA): funds for students with disabilities
- State and federal Early Childhood Education grants are very unstable
- Department of Workforce Services (DWS) manages early childhood education regulations, policy, licensing, etc.
 - *Example in TI Preschool: File and post annual exemption from daycare regulations*
- Educator Licensing
 - Students with Disabilities must be served by a licensed professional in the area which they provide services, including preschool special education





Preschool in Provo School

District

CTE

- 4 years old
- CTE Program: THS and PHS
- Parent request, managed by school

Sunrise
Located at Provo Peaks

- 3-4 years old students from any location in Provo School District
- Students with Disabilities (SWD) and Tuition Opt In Students
 - Tuition opt in cost is \$45-\$180 depending on program
- Funded through Individuals with Disabilities Act, Part C (IDEA) & Tuition opt in (tuition is not required for students with disabilities)
- Transportation provided for SWD outside of Provo Peaks [Sunrise] Boundaries

Title I
Located at a few TI Schools

- 4 years old
- Reside in boundary of Title I school
- Screening held annually; priority to students who are most at risk of meeting standards
- Tuition \$20/month [used for supplies, curriculum, parent engagement, personnel]
- Funded with Title I and some tuition (very minimal in collection)
- 3 locations fy27 [ERA-TIMP // SV-AE // PP - PROV - SC]
 - 108 slots

Title I Preschool 5 Year Trends

Year	TI Allocation	TI School Allocation <i>*Prek not included</i> TI coordinators, paras, parent engagement	TI Preschool Personnel	Screened	Wait List	Slots Unfilled After Movement	Tuition Collected <i>\$20/month</i>
2022	\$2,803,281	\$1,626,871	\$479,018	204	60	3	\$12,113
2023	\$2,829,213	\$1,677,748	\$547,351	217	73	6	\$8,985
2024	\$2,298,515	\$1,798,720	\$478,567 <i>*adjusted para support from 1.5 to 1</i>	177	39	11	\$10,452
2025	\$2,298,716	\$1,595,403	\$515,017	159	21	19	\$13,995
2026	\$2,308,983	\$1,571,544	\$547,275	142	0	31	\$6,274
2027	\$2,271,947	\$ TBT ● ● ● ● ● ● ● ● ● ●	\$ TBT ● ●	112 May	21 **55 more to screen in June <i>*filled to 90% capacity now</i>	TBT	TBT

Consolidation of Services

01

Increases Access for Students

A centralized preschool program allows the District to serve more students efficiently while expanding access to supports and services.

02

Aligns Resources Efficiently

Consolidation helps align staffing, space, funding, and materials to create a more sustainable and efficient program model.

03

Strengthens Instruction and Support

One location increases collaboration, instructional coaching, professional development, and consistency in high-quality preschool instruction.

04

Expands Student and Family Opportunities

A centralized site creates more pathway options, access to services, licensing consistency, and potential transportation opportunities.

Next Steps

- Collaboration with leadership teams to discuss program design & resource allocation
- Gather feedback



Questions?





Provo - 1,650 Chromebooks with Google

Quote #019449 v1

Prepared For:

Provo School District

JP Pontious
527 South 1600 West
Provo, UT 84601

P: (801) 374-4800
E: JPP@provo.edu

Prepared by:

DHE Computer Systems - CO

Nick Raimondi
7076 South Alton Way
Building C
Centennial, CO 80112

P: 3032906050
E: Nick.Raimondi@dhecs.com

Date Issued:

05.22.2026

Expires:

06.21.2026

Products

Product ID	Customer Description	Qty	Price	Tax	Total Price
82W2002KUS	Lenovo 300e Yoga Chromebook Gen 4 11.6" Touchscreen Convertible 2 in 1 Chromebook - HD - 1366 x 768 - MediaTek Kompanio 528 (8C, 2x A76 @2.2GHz + 6x A55 @2.0GHz) - 8GB Memory - 64GB	1650	\$285.11	\$0.00	\$470,431.50
CROSSWDISEDUNEW	Google Chrome EDU Perpetual license SKU	1650	\$30.45	\$0.00	\$50,242.50
FREIGHT-NT	FREIGHT (Non-Taxable)	1	\$974.70	\$0.00	\$974.70
				Subtotal:	\$521,648.70

Quote Summary	Amount
Products	\$521,648.70
Total:	\$521,648.70

Taxes, shipping, handling and other fees may apply. We reserve the right to cancel orders arising from pricing or other errors.

Acceptance

DHE Computer Systems - CO

Provo School District

Nick Raimondi

Signature / Name

05/22/2026

Date

JP Pontious

Signature / Name

Initials

Date



Big T Recreation
 11618 S. State St #1602
 Draper, UT 84020
 801-572-0782
 taft@bigtrec.com

QUOTE

Date	Quote #
04/27/2026	22067
Exp. Date	

Shipping Address
Provo City School District 280 West 940 North Provo, UT 84604 USA

PRODUCT	DESCRIPTION	QTY	RATE	AMOUNT
Playground Structure	Franklin Elementary - Playground Remodel Playworld Systems - Playground Structure Custom Playground Design Features -Cozy Cocoon Spinner -Rockblock Climbing Tunnel	1	14,036.00	14,036.00
Surfacing	Material, Freight and Installation New PIP Surfacing 50% Black / 50% Green Up to 3,000 SQFT Material, Freight and Install Available for Purchase on State Contract PA4281 This quote does not include removal or disposal of existing boulder climber, aggregate base and compaction for PIP	1	69,000.00	69,000.00
			SUBTOTAL	
			TAX	
			TOTAL	\$83,036.00

Accepted By

Accepted Date

Acceptance of this quote agrees to the terms and conditions set by Big T Recreation. Please contact us with any questions or concerns P: 801.572.0782, F: 801.216.3077 or E: taft@bigTrec.com or merit@bigTrec.com.

We thank you for your business.

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**Employee Associations and Wage Deductions
Policy Series: 5000 Personnel**

Policy No. 5027

9 **Purpose:**

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11 The purpose of this policy is to establish guidelines regarding employee associations and the
12 deduction of membership dues from employee wages in accordance with applicable Utah law.
13 The District recognizes the rights of employees to voluntarily join and participate in professional
14 organizations or employee associations while also ensuring that employee compensation is
15 protected from unauthorized or prohibited payroll deductions. This policy is intended to provide
16 clear standards for voluntary wage deductions, maintain compliance with state requirements
17 governing public employers, and ensure that all payroll practices are administered fairly,
18 consistently, and transparently.

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21 **Association Membership**

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No person shall be granted or denied District employment by reason of membership or non-membership in any labor organization, labor union or any other lawful type of association.

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27 **Deductions for Association Dues**

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The District shall, upon written request from an employee, deduct a specified sum from the employee's wages, not to exceed 3% per month, and pay such sum to the employee association designated by the employee for association dues. The District shall cease making such deductions upon written request from the employee directing that the deductions cease.

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Both the district and the association encourage employees to use electronic funds transfer (EFT) instead of payroll deductions.

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38 **Deductions for Political Purposes Prohibited**

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The District may not deduct any amount from an employee's wages which are to be paid to:

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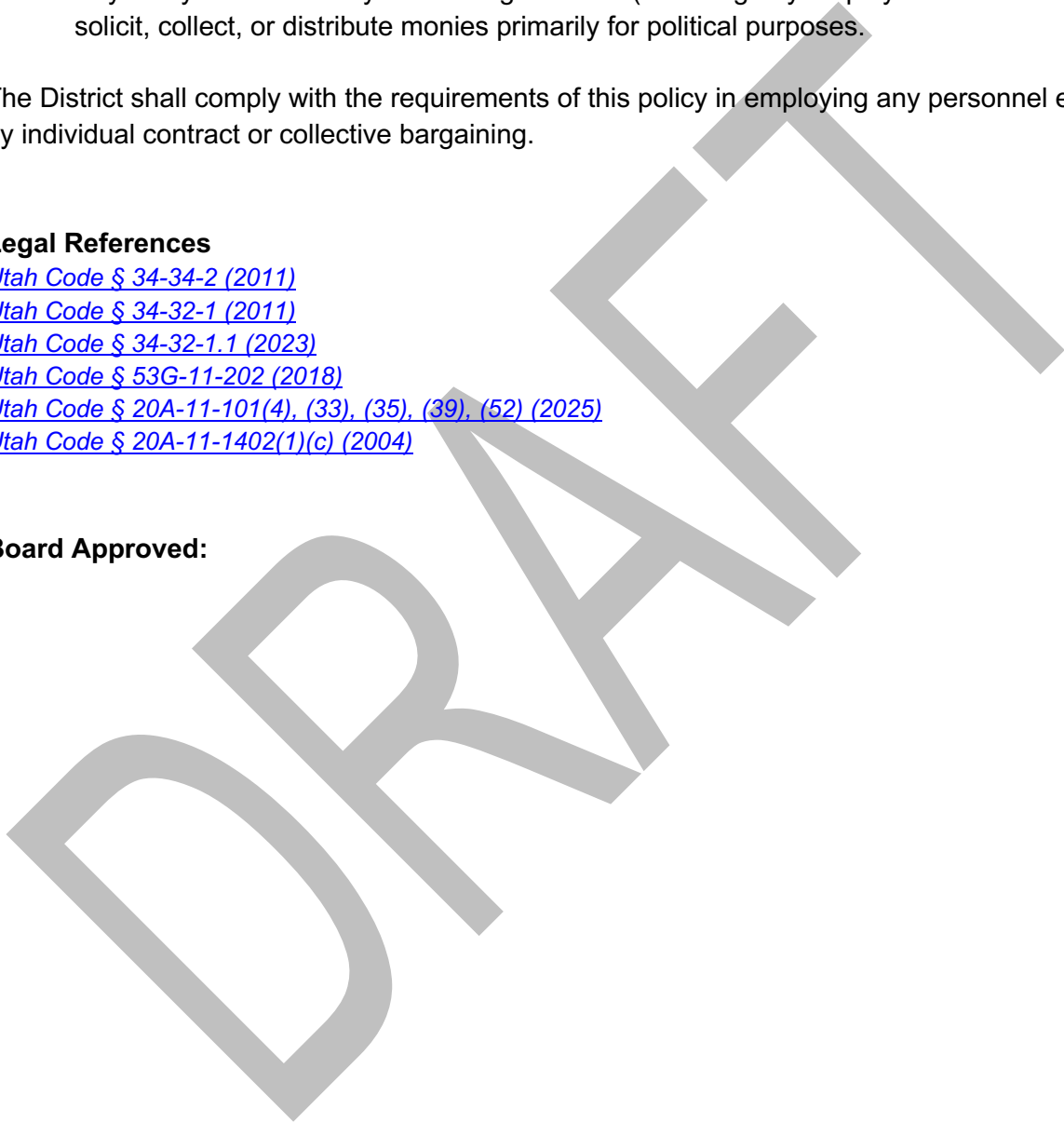
- A candidate;
- A personal campaign committee;
- A political action or political issues committee;
- A registered political party;
- A political fund; or,
- Any entity established by a labor organization (including any employee association) to solicit, collect, or distribute monies primarily for political purposes.

The District shall comply with the requirements of this policy in employing any personnel either by individual contract or collective bargaining.

Legal References

- [Utah Code § 34-34-2 \(2011\)](#)
- [Utah Code § 34-32-1 \(2011\)](#)
- [Utah Code § 34-32-1.1 \(2023\)](#)
- [Utah Code § 53G-11-202 \(2018\)](#)
- [Utah Code § 20A-11-101\(4\), \(33\), \(35\), \(39\), \(52\) \(2025\)](#)
- [Utah Code § 20A-11-1402\(1\)\(c\) \(2004\)](#)

Board Approved:



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**Employee Associations and Leave
Policy Series: 5000 Personnel**

Policy No. 5028

10 **Purpose:**

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The purpose of this policy is to establish guidelines governing employee associations and the use of District-approved leave for association-related business in accordance with applicable Utah law. The District recognizes the rights of employees to participate in lawful professional or employee associations while ensuring that employee leave practices support the effective operation of schools and the responsible use of public resources. This policy is intended to define the circumstances under which leave may or may not be approved for association activities, promote consistent administration of leave requests, and ensure compliance with state requirements applicable to public education employers.

22 **Definitions:**

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1. *Employment Association* is an association that negotiates employee salaries, benefits, contracts, or other conditions of employment or performs union duties.
2. *Association Leave* is leave from a District employee's regular responsibilities granted for the employee to spend time for association, employee association, or union duties.

31 **Prohibited Paid Leave**

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The District may not allow paid association leave for an employee to perform employee association or union duties, unless:

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1. The duty performed by the employee on paid association leave will directly benefit the school district, including representing the District's licensed educators; and does not:
 - a. include political activity including advocating for or against a candidate for public office in a partisan or nonpartisan election;

- 40 b. solicit a contribution for a political action committee, a political issues committee,
41 a political party, or a candidate as defined by [Utah Code § 20A-11-101](#); or
42 c. initiate, draft, solicit signatures for or advocate for or against a ballot proposition
43 as defined by [Utah Code § 20A-1-102](#).
44
45 2. On a board or committee, such as the District's foundation, a curriculum development
46 board, insurance committee, or catastrophic leave committee;
47
48 3. At a school district leadership meeting; or
49
50 4. At a workshop or meeting conducted by the District's Board of Education.
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53 **District Reimbursement**

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55 An employee taking association leave that does not qualify as an exception as stated above,
56 shall reimburse to the District, the costs, including benefits, for the time they are:
57

- 58 1. On unpaid association leave; or
59
60 2. Participating in a paid association leave activity that does not provide a direct benefit to
61 the District.
62

63 Reimbursement may be paid to the District by the employee, association or union.
64

65 If, prior to January 1, 2011, the District allowed association unpaid leave or paid association
66 leave that does not provide a direct benefit to the District, up to 10 days of any such leave may
67 be allowed without reimbursement to the District.
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70 **Legal References**

71 [Utah Code § 20A-11-101](#)

72 [Utah Code § 20A-1-102](#)
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75 **Board Approved:**
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Employee Transfers
Policy Series: 5000 Personnel

Policy No. 5245

9 **Purpose:**

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11 It is the practice of district administration to assign personnel to the positions that best meet the
12 needs of the District. Transfers shall be used to maintain a proper balance of experience and
13 specialized competence among the schools of the district.
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17 **Definitions:**

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- 19 1. *Transfer:* the assignment to a different work location in the same job classification and
20 at the same pay rate.
- 21
- 22 2. *Employee-initiated transfer or voluntary transfer:* a transfer requested by an employee
23 from one position, assignment, department, program, or work location to another within
24 the District. Such transfers are initiated by the employee rather than directed by the
25 District and are subject to applicable qualifications, staffing needs, administrative
26 approval, and District hiring and transfer procedures.
- 27
- 28 3. *District-initiated transfer or involuntary transfer:* a transfer directed by the district
29 requiring an employee to move from one position, assignment, department, program, or
30 work location to another within the district. Such transfers are initiated by the district to
31 address operational, staffing, programmatic, enrollment, licensure, performance, or other
32 educational or administrative needs and are not based upon a request from the
33 employee.
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36 **Employee Initiated Transfer or Voluntary Transfer**

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38 The Personnel Office [Human Resources Department](#) shall facilitate discussion regarding
39 employee initiated transfers.
40

41 By April 1 of each school year, the District will advertise known job vacancies, together with
42 required endorsements and skill requirements of the particular position, for the upcoming school
43 year to all current employees. The District will also make reasonable efforts to advertise to all
44 current employees any vacancy which occurs after the April 1 deadline. Transfer requests will
45 be made according to the following guidelines:

- 46
47 1. Application for Transfer: to apply for a transfer, the employee must submit a written
48 request to the District Human Resources Office. The employee is responsible to:
 - 49 a. Check job postings at the District Office or at www.provo.edu; and
 - 50 b. Apply for such openings by submitting the information requested in the job
51 posting within five (5) working days of the job posting or by the deadline identified
52 on the job posting; and
 - 53 c. shall notify his/her immediate supervisor of the transfer request.
- 54
55 2. Information from the first transfer request will be forwarded to other schools upon the
56 request of the teacher, providing the contact is received before the five (5) day deadline.
- 57
58 3. Using a common set of criteria such as personnel files, requested qualifications,
59 experience, etc., Principals will review all letters of request for transfer and select the
60 candidates to be interviewed. Successful candidates will be notified ~~in writing~~.
- 61
62 4. Interview for Transfer
 - 63 a. Transfer requests will not be automatically granted. As with all District
64 employment, the position will be filled by the individual who best meets the
65 requirements and qualification of the particular job description.
 - 66 b. In granting transfers, the District will give preference to District employees
67 providing all other qualifications for the particular position are equal.
- 68
69 5. Transfer Approval: Employee initiated transfers should be approved by the administrator
70 of the unit where the vacancy exists.
- 71
72 6. When the position has been filled, all candidates making an application will be notified
73 through a district communication sent to the local schools. Whenever possible, this
74 notification shall be made before the end of the current school year.
- 75
76 ~~7. Employees who do not have an overall rating of effective or are under a plan of~~
77 ~~performance improvement may not transfer without approval from the Deputy~~
78 ~~Superintendent and the Superintendent.~~
- 79
80 8. Principals/Directors will appropriately inform applicants not chosen for open positions.

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83 **District Initiated Transfer or Involuntary Transfer**

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- 85 1. A Principal or immediate supervisor may request the transfer of an employee when in
86 their judgment it will benefit the employee, the school, or the District. Involuntary transfer
87 requests stating specific reasons for the transfer shall be made to the Superintendent.
88 ~~Staff members may be transferred by the District from one assignment to another when~~
89 ~~the District believes there are compelling reasons for doing so.~~
90
91 a. A copy of the request shall be made available to the employee. Those reasons
92 will be discussed with the transferred employee and the principal(s)/Director(s),
93 prior to transfer.
94 b. The superintendent or the superintendent's designee may unilaterally review and
95 approve or deny the involuntary transfer request.
96 c. Salary of a District initiated transferred employee shall not be decreased.
97
98 2. Transfer Approval: ~~District initiated transfers shall be approved by the Deputy~~
99 ~~Superintendent with authorization from the Superintendent. The Superintendent's~~
100 ~~designee shall review the request and recommend approval or denial to the~~
101 ~~administrator of Personnel or the Superintendent, who will approve or deny the~~
102 ~~involuntary transfer request.~~
103
104 3. Authority: The superintendent's designee with authorization from the Superintendent has
105 final authority for all transfers.
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108 **Involuntary Transfers due to Reduction in Force or Staff Imbalance**

109 In situations where an involuntary transfer becomes necessary due to a reduction in staff or for
110 staff imbalance, a call for volunteers shall be made and if there are no volunteers, selection
111 shall be made in the best interests of the district. In the case of an involuntary transfer due to a
112 reduction in staff or for staff balance, the administrator shall adhere to the following guidelines:
113

- 114
- 115 1. Employees required to transfer involuntarily shall be notified of the available openings for
116 which they are qualified.
117
 - 118 2. Employees identified for involuntary transfer shall list their preference for available
119 positions. Positions will be filled by the District with consideration given to the
120 employees' priority listing.
121
 - 122 3. Program need shall be based on the primary assignment description.
123
 - 124 4. Whenever possible, an employee being transferred to a different assignment shall be
125 notified of the transfer prior to the end of the school year.
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 - 127 5. The transferring employee shall be notified of the change in assignment in a conference
128 with his or her supervisor or a designee.

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- 6. When a teacher who has been involuntarily transferred cannot be placed in a position commensurate with appropriate endorsements and skill requirements, Reduction in Force guidelines (Policy 5290) will be implemented.

Restrictions on Transfer of Employees

An employee whose performance is unsatisfactory may not be transferred to another school unless the board specifically approves the transfer of the employee.

If an employee who is under an order of probation or remediation in one assignment in a school district is transferred or given a new assignment in the District, the order shall stand until its provisions are satisfied ([Policy 5280 Disciplinary Action, Orderly Termination, Suspension and Non-Renewal](#)). An employee who is under an order of probation or remediation may not be transferred to another school unless the Superintendent or the administrator of Personnel specifically approves the transfer of the employee.

Legal References

- [Utah Code 34A-5-106](#)
- [Utah Code 53G-11-517](#)
- [Utah Code § 53G-11-517 \(2018\)](#)
- [Utah Code § 53G-11-503 \(2018\)](#)

Approved by Board of Education: January 14, 2014
Revised:

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**Reduction in Force and Position Elimination
Policy Series: 5000 Personnel**

Policy No. 5290

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Purpose:

The Board of Education recognizes that from time to time it may be necessary to reduce in force under certain circumstances. Any time a reduction in force becomes necessary, the primary goal of the board is to identify those positions which can be eliminated, combined, or reduced to meet the needs of the district. The maintenance of educational programs is the top priority when a reduction in force becomes necessary.

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Overview:

This policy is to establish establishes an orderly procedure used to separate, transfer, reassign, or demote employees when the board determines that a Reduction in Force (RIF) is necessary. This policy will be applied in a fair and equitable manner without regard for age, race, color, religion, sex, or national origin and in accordance with state and federal law cited at the end of this document. The district may not RIF an employee without following the procedures established for this policy.

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Reasons for a Reduction in Force

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The board acknowledges its authority to conduct a reduction in force (RIF) when there is a decrease in district enrollment, discontinuance of or a reduction in a particular service or program, the a shortage of anticipated revenue after the budget has been adopted, discontinuation of temporary funding, or school consolidation.

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The district may consider the results of employee evaluation and a school's personnel needs when reducing positions and re-assigning staff. The board may direct the superintendent to eliminate individual positions when there is a decrease in district enrollment, discontinuance of or a reduction in particular service or program, the shortage of anticipated revenue after the budget has been adopted, or school consolidation, for the maintenance of a sound and

39 balanced educational program that is consistent with the functions and responsibilities of the
40 district. ~~i.e. educating students.~~

41
42 The board directs the superintendent to develop procedures for the effective implementation of
43 this policy.

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46 **Delegation**

47
48 The board of education hereby delegates to the superintendent the duty to identify which
49 programs or positions should be eliminated, combined, or reduced whenever a reduction in
50 force becomes necessary. In suggesting such action, the superintendent should consider and
51 notify the board:

52

- 53 1. Why the Reduction in Force is necessary.
- 54
55 2. Which positions can best be eliminated, combined or modified to meet the educational
56 goals of the school district.

57

58 In considering which positions to eliminate, combine or modify in the best interests of education
59 in the school district, the Superintendent may, at their discretion, consider the following factors:

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- 61 1. the results of an employee's performance evaluation; and
- 62
63 2. a school's personnel needs.

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66 **"Last Hired, First Fired" Procedure for Layoffs Prohibited**

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68 The district may **not** utilize a last-hired, first-fired procedure for layoffs when terminating district
69 employees. "Last-hired, first-fired procedure for layoffs" means staff reduction that mandates the
70 termination of an employee who started to work for the District most recently before terminating
71 a more senior employee.

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74 **Scope of Policy**

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76 This policy applies to reduction in force of both certified employees and education support
77 professional employees.

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79

80 **Legal References**

81 [Title VII, Civil Rights Act of 1964](#)

82 [Age Discrimination in Employment Act of 1967](#)

83 [Equal Pay Act of 1963](#)

84 [Title I, Americans with Disabilities Act of 1990](#)

85 [Civil Rights Act of 1991](#)

86 [Section 501 of the Rehabilitation Act of 1973](#)

87 [Pregnancy Discrimination Act](#)

88 [Utah Code 53G-11-516](#)

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91 **Approved by Board of Education** May 13, 2014

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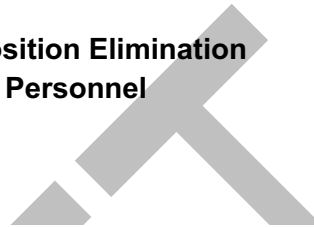
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**Reduction in Force and Position Elimination
Policy Series: 5000 Personnel**

**Policy No. 5290
Procedure 1**



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Reduction Process

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1. The district may consider the results of employee evaluations when reducing positions and re-assigning staff.
2. The program needs, staff requirements, and projected student enrollment for each school in the district will be determined **no later than March 1st.** ~~for the upcoming school year.~~
3. Staff selection to fulfill all program needs will be made in each school. Program cuts will be determined through analysis of what will be in the best interests of the students of the district. Where teaching assignments require special certification, such assignments will be filled with educators currently holding such special certificates. Educators teaching in their major field cannot be replaced by teachers with a minor in that field. If the position is to be available in the upcoming year, the educator will be assigned to another position consistent with the educator's certificate, major or minor field of study.
4. Licensed employees not assigned to a teaching position will be notified of their unemployment by certified letter from human resources and will be recalled as requirements permit.
5. Positions in any school within the district that must be filled will be filled from the ranks of those released from teaching positions in other **district** schools. Persons filling these positions will be determined by their credentials. If no one is qualified, outside hiring will be initiated to fill the position.

Recall Procedure

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1. Persons released from positions through a RIF will be offered employment in the district as teaching jobs become available according to the district need and to teacher qualification (licensure and endorsement).

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2. Human resources will give notice of the recall offer in writing by sending a certified letter to said teacher at his/her last known address. It will be the responsibility of each teacher to notify human resources of any change in address. The teacher's address as it appears on the board's records will be conclusive in connection with the reduction, recall, or other notice to the teacher.
 3. Any teacher so notified must respond within fourteen (14) days from receipt of recall notice. If a teacher fails to respond within fourteen (14) days or rejects a position for which they ~~he/she is~~ are certificated to teach and such position is offered consistent with the aforementioned provision, the teacher shall be considered to have resigned from the employ of the district.
 4. The **recalled** teacher will be placed on the proper step of the salary schedule for the teacher's current position according to the teacher's experience and education.

58 **Notice**

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1. In the event of a reduction in force, human resources will provide written notice to all affected licensed and contracted employees thirty (30) days or more prior to termination of contract; or, in the case of emergency budget cuts, as soon as the information is known. Written notice shall be given to the employee through a certified letter sent to the employee's last known address.
 2. In the event a RIF of teachers is anticipated, human resources will notify the association at the earliest possible time. Financial circumstances and the receipt of information regarding these circumstances will dictate this.

72 **Legal References**

73 [Title VII, Civil Rights Act of 1964](#)
74 [Age Discrimination in Employment Act of 1967](#)
75 [Equal Pay Act of 1963](#)
76 [Title I, Americans with Disabilities Act of 1990](#)
77 [Civil Rights Act of 1991](#)
78 [Section 501 of the Rehabilitation Act of 1973](#)
79 [Pregnancy Discrimination Act](#)
80 [Utah Code 53G-11-516](#)

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83 **Approved by Board of Education** May 13, 2014
84 Revised August 2016
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Religious Neutrality: Constitutional Freedom in Public Schools
Policy Series: 4000 Curriculum, Instruction, and Assessment

Policy No. 4340

Purpose:

The purpose of this policy is to affirm and protect the constitutional rights and religious freedoms of students, employees, and members of the public within the District's schools and programs in accordance with the United States Constitution, the Utah Constitution, and applicable federal and state law. The District is committed to maintaining a learning environment that neither promotes nor inhibits religion and that respects the rights of individuals to express sincerely held religious beliefs, engage in protected speech, and exercise other constitutional freedoms in a lawful and nondisruptive manner. This policy is intended to provide guidance regarding the appropriate balance between individual rights and the District's obligation to maintain neutrality, ensure equal access, preserve instructional integrity, and provide a safe and inclusive educational environment for all students.

Constitutional Freedom in Public Schools

Any school in Provo City School District, in accordance with State Office of Education policy, may undertake any instructional activity, performance or display which includes examination of or presentations about religion, political or religious thought or expression, or the influence thereof on music, art, literature, law, politics, history or any other element of the curriculum, including the comparative study of religions, provided it is designed to achieve secular educational objectives included within the context of a course or activity and conducted in accordance with applicable rules of the District.

No aspect of cultural heritage, political theory, moral theory, or societal value shall be either included within or excluded from school curricula for the primary reason that it affirms, ignores, or denies religious belief, religious doctrine, a religious sect, or the existence of a spiritual realm or supreme being.

40 American history and heritage documents may not be excluded from study or censored due to
41 their religious or cultural nature.

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44 **Religious Neutrality**

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46 Provo City School District school officials and employees may not use their positions to
47 endorse, promote, or disparage a particular religious, denominational, sectarian, agnostic, or
48 atheistic belief or viewpoint. District schools may not sponsor prayer or religious devotionals.

49

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51 **Participation Waivers**

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53 A student may refrain from participation in any aspect of school that violates a religious belief or
54 right of conscience of the student. A student's parent may waive the student's participation in
55 any aspect of school that violates the student's or the student's parent's religious belief or right
56 of conscience. A student may not be penalized or discriminated against for refraining from
57 participation due to the student or student's parent's religious belief or right of conscience. A
58 student may not be required or incentivized to affirm or deny the religious belief or right of
59 conscience of the student or the student's parent.

60

61 When a student refrains from participation, the school shall promptly notify the student's parent.
62 The school may elect one of the following options: 1) To waive the participation requirement; 2)
63 To provide a reasonable alternative to the requirement that does not violate the student's or the
64 student's parent's religious belief or right of conscience but may not require the student or
65 student's parent to explain, defend, or justify the religious belief or right of conscience.

66

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68 ~~If a parent with legal custody or other legal guardian of a student, or if a secondary student,~~
69 ~~determines that the student's participation in a portion of the curriculum or in an activity would~~
70 ~~require the student to affirm or deny a religious belief or right of conscience or engage or refrain~~
71 ~~from engaging in a practice forbidden or required in the exercise of a religious right or right of~~
72 ~~conscience, the parent/guardian or secondary student may request either (1) a waiver of the~~
73 ~~requirement to participate or (2) a reasonable alternative that requires reasonably equivalent~~
74 ~~performance by the student of the secular objectives of the curriculum or activity in question.~~

75

76 ~~If a student makes a request under the above paragraph for a waiver or a reasonable~~
77 ~~alternative, the school administration shall promptly notify the student's parent or guardian that~~
78 ~~such a request has been made, including the substantive nature of the portion of the curriculum~~
79 ~~or activity for which the student requests a waiver or alternative.~~

80

81 ~~The Principal, in consultation with the student's teacher, and after consulting with the student~~
82 ~~and the student's parents, shall notify the student and the student's parent/guardian of the~~
83 ~~Principal's decision. The school may elect one of the following options: 1) To waive the~~

84 participation requirement; 2) To provide a reasonable alternative to the requirement; or, 3) To
85 notify the requesting party that the participation is required. If the school determines that
86 participation is required, the school shall ensure that any limitation on student expression,
87 practice or conduct shall be by the least restrictive means necessary to satisfy the school's
88 interest in fulfilling curriculum objectives, or that the limitation satisfies another specifically
89 identified compelling governmental interest.

91 Expressions of Belief

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93 Expression of personal beliefs by a student participating in school-directed curricula or activities
94 may not be prohibited or penalized unless the expression unreasonably interferes with order or
95 discipline, threatens the well-being of persons or property, or violates concepts of civility or
96 propriety appropriate to the school setting. [Limitations on student expression, practice, or](#)
97 [conduct shall be by the least restrictive means necessary to satisfy the school's interests or to](#)
98 [satisfy another specifically identified compelling governmental interest.](#) Teachers and principals
99 will safeguard opportunities for all students to safely share their beliefs in appropriate ways.

102 Expressions of Belief During Discretionary Time

103
104 Free expression of voluntary religious practice or freedom of speech by students during
105 discretionary time, (non-instructional time during which a student is free to pursue personal
106 interests), shall not be denied unless: 1) The conduct unreasonably interferes with the ability of
107 school officials to maintain order and discipline; 2) Unreasonably endangers persons or
108 property; or, 3) Violates concepts of civility or propriety appropriate to the school setting. Any
109 limitation under this section on student expression, practice, or conduct shall be by the least
110 restrictive means necessary to satisfy the school's interests in fulfilling curriculum objectives or
111 to satisfy another specifically identified compelling governmental interest.

115 Legal References

116 [Utah Code § 53G-10-202\(1\) \(2025\)](#)
117 [Utah Code § 53G-10-206 \(2024\)](#)
118 [Utah Code § 53G-10-202\(2\) \(2025\)](#)
119 [Utah Admin. Rules R277-475-3\(4\) \(August 7, 2024\)](#)
120 [Utah Code § 53G-10-202\(3\), \(4\) \(2025\)](#)
121 [Utah Code § 53G-10-205 \(2023\)](#)
122 [Utah Code § 53G-10-203\(1\), \(3\) \(2023\)](#)
123 [Utah Code § 53G-10-203\(2\), \(3\) \(2023\)](#)

126 **Board Approved:** October 14, 2014

127 Revised:



Big T Recreation
 11618 S. State St #1602
 Draper, UT 84020
 801-572-0782
 taft@bigtrec.com

QUOTE

Date	Quote #
04/27/2026	22067
Exp. Date	

Shipping Address
Provo City School District 280 West 940 North Provo, UT 84604 USA

PRODUCT	DESCRIPTION	QTY	RATE	AMOUNT
Playground Structure	Franklin Elementary - Playground Remodel Playworld Systems - Playground Structure Custom Playground Design Features -Cozy Cocoon Spinner -Rockblock Climbing Tunnel	1	14,036.00	14,036.00
Surfacing	Material, Freight and Installation New PIP Surfacing 50% Black / 50% Green Up to 3,000 SQFT Material, Freight and Install Available for Purchase on State Contract PA4281 This quote does not include removal or disposal of existing boulder climber, aggregate base and compaction for PIP	1	69,000.00	69,000.00
			SUBTOTAL	
			TAX	
			TOTAL	\$83,036.00

Accepted By

Accepted Date

Acceptance of this quote agrees to the terms and conditions set by Big T Recreation. Please contact us with any questions or concerns P: 801.572.0782, F: 801.216.3077 or E: taft@bigTrec.com or merit@bigTrec.com.

We thank you for your business.



Provo - 1,650 Chromebooks with Google

Quote #019449 v1

Prepared For:

Provo School District

JP Pontious
527 South 1600 West
Provo, UT 84601

P: (801) 374-4800
E: JPP@provo.edu

Prepared by:

DHE Computer Systems - CO

Nick Raimondi
7076 South Alton Way
Building C
Centennial, CO 80112

P: 3032906050
E: Nick.Raimondi@dhecs.com

Date Issued:

05.22.2026

Expires:

06.21.2026

Products

Product ID	Customer Description	Qty	Price	Tax	Total Price
82W2002KUS	Lenovo 300e Yoga Chromebook Gen 4 11.6" Touchscreen Convertible 2 in 1 Chromebook - HD - 1366 x 768 - MediaTek Kompanio 528 (8C, 2x A76 @2.2GHz + 6x A55 @2.0GHz) - 8GB Memory - 64GB	1650	\$285.11	\$0.00	\$470,431.50
CROSSWDISEDUNEW	Google Chrome EDU Perpetual license SKU	1650	\$30.45	\$0.00	\$50,242.50
FREIGHT-NT	FREIGHT (Non-Taxable)	1	\$974.70	\$0.00	\$974.70
				Subtotal:	\$521,648.70

Quote Summary	Amount
Products	\$521,648.70
Total:	\$521,648.70

Taxes, shipping, handling and other fees may apply. We reserve the right to cancel orders arising from pricing or other errors.

Acceptance

DHE Computer Systems - CO

Provo School District

Nick Raimondi

Signature / Name

05/22/2026

Date

JP Pontious

Signature / Name

Initials

Date