



THE SCHOOL DISTRICT OF
UNIVERSITY CITY
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NewsRelease

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U. City Board of Education Approved Two-Year Agreements for Teachers and Support Staff

University City, MO – The School District of University City and its teacher and support staff unions have ratified new, two-year agreements, which were approved by the Board of Education on March 7, 2024.

The agreements with the University City Education Association (UCEA teachers) and the University City Federation of Teachers (UCFT AFT-SRP Local 3179 support staff) include average compensation increases of six percent (6%) to begin July 1, 2024, and five percent (5%) beginning July 1, 2025. Other contract highlights include increased planning time for teachers, pay for project leads and continuing education benefits for support staff.

Leaders say the agreements will help ensure that the District remains competitive with others in the St. Louis region. **Assistant Superintendent for People and General Administration Rebecca O’Connell, Ed.D.**, said, “We appreciate the strong relationships we have with our union partners and we are excited about what this agreement means to our teachers and support staff.” She continued, “The agreement reflects a strong economic package districtwide, a priority on teacher planning and communicates what we value.”

UCEA President Monica McDade said, “The UCEA Negotiations Team appreciates the interest-based bargaining process and the positive relationship it fosters between staff and administrators. The 2-year 6% and 5% salary increases show that we value teachers.”

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Two-Year Union Agreements Approved by School Board

She added, "We know that the additional plan time will be helpful for teachers' workload...understanding that the teachers' attendance is imperative to fostering an excellent learning experience for our students."

Dr. O'Connell added, "Our work over the past few months underscores our shared commitment to the recruitment and retention of high-quality educators as we cultivate an 'Excellent Staff;' one of five District strategic priorities."

The highlights of the economic package are as follows:

UCEA Teachers/Two-Year Agreement:

- **Average Compensation Increases**
 - 6% July 1, 2024-25
 - 5% July 1, 2025-26
- **Benefits**
 - Minimum of 250 minutes of planning time weekly with an additional 21 hours allocated throughout the year
 - Increased compensation for Project Leads

UCFT Support Staff /Two-Year Agreement:

- **Compensation Increases**
 - 6% July 1, 2024-25
 - 5% July 1, 2025-26
- **Benefits**
 - Continuing education adjustment
 - Safety training

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