To: Weber School District Board Members: President Paul Widdison, Vice President Douglas Hurst, Bruce Jardine, Janis Christensen, Jan Burrell, Kelly Larson, and Wyle Williams

From: Gina Butters, Superintendent and Brock Mitchell, Business Administrator

Date: October 29, 2026

Subject: Approval of Reinstatement of Salary Lane Changes for Eligible Employees Effective for the January 1, 2027 Pay Period and Moving Forward

Dear Weber School District Board,

Following the initial success of our General Fund recovery efforts, the Finance Committee—comprised of Board members, the superintendency, the business administrator, and the accounting director—recommends reinstating salary lane changes for eligible employees, effective with the January 1, 2027 pay period and continuing thereafter. Lane changes will not be applied retroactively.

This recommendation represents a meaningful step forward in recognizing employee growth and professional advancement while remaining mindful of the District's ongoing fiscal responsibilities.

To assess the potential financial impact, WSD recently surveyed employees to identify those who may qualify for a lane change. Of the 111 employees who responded, 91 appear eligible, pending final verification by Human Resources. The estimated annual cost, including salary and benefits, is $526,703. With reinstatement effective January 1, 2027, the prorated General Fund expense for the remainder of the fiscal year is estimated at $395,024.

Employees who responded to the survey and wish to pursue a lane change will need to submit the required supporting documentation. Human Resources will review each submission to verify eligibility before any advancement is approved.

The proposed reinstatement reflects the progress we have made in strengthening the General Fund and our continued commitment to supporting and recognizing the professional growth of our employees. We believe this is a responsible and important step toward restoring this opportunity while maintaining appropriate fiscal stewardship.

The applicable language from the Educators' Professional Agreement regarding salary lane changes is provided below for the Board's review:

5.3 Lane Changes

5.3.1 The requirements for moving from one lane to another include all of the following :

1. The latest year of teaching experience must have been successful (educator not on probation).
2. Credits must be earned after verification of completion of at least an Associate level Teaching Certificate and bachelor's degree. (2023)
3. Verification of credits, certificates, and degrees may be demonstrated in the following manner: (2023)

- Presenting of certificate or degree
- Presenting of official transcript of credits
- Professional re-licensure points do not count toward lane changes unless verified as above.
- Utah State Board of Education (USBE) Credit (2024)

5.3.2 All official documentation supporting a request to change placement on the salary schedule must be received in the Human Resources Office no later than the 15th day of each month, September through April, in order for consideration of lane change credit for the next month's salary.

It will take HR personnel several weeks to work with employees to determine lane change eligibility and adjust payroll, accordingly.

If the Board approves this action, we believe it will help with employee morale, and indicate to our wonderful employees that the district is diligently working to rectify structural issues in the budget and meaningfully reduce expenditures. The goal is to reinstate salary steps for the 2027-2028 school year.

Thank you for your continued leadership and thoughtful consideration of this recommendation.

Sincerely,

Gina Butters
Superintendent