

**Weber Educational Support Professional
Negotiated Agreement Summary
2022-2023**

Compensation and Insurance:

- It is agreed for the 2022-2023 school year that the district will fully fund:
 1. Lane Changes
 2. Step Increases
 3. 7.50% Base Increase
- It is agreed that the district insurance will move to a tiered plan (option #1). This tiered plan will combine the value and med plans causing some increase for those on the value plan and a substantial decrease for those on the med plan. This merger in turn calculates to a total of a -5.66% premium reduction for the employee for the year 2022-2023. The district will pay its share of the cost to move to this plan which is a 7.90% increase to the district.

Negotiated WESP Agreement:

- Placing a full time aid in all the Elementary schools was completed this year and fulfilled that negotiated item.
- Following the MOU committee we are adjusting the sick leave payout for classified employees: The first 90 days of accumulated sick days no money will be distributed. \$12.50 will be paid out per day after that accumulated amount is reached, up to a designated max total. For Child Nutrition, the first 40 days there is no payout. \$12.50 will be paid out after that up to their designated max total.
- A full time cook will be added to the four schools that have over five hundred students but do not currently have a full time cook position. (Freedom, Farr West, Plain City, Valley)
- It was agreed to move the supervisor on the 250 day schedule to the 257 day schedule, leaving no one on the 250 day schedule. We will make a note on the 257 day schedule regarding the journeyman and custodial stipends.
- It was agreed to increase the entry level lane, over the next two years, on the custodial and maintenance schedules, to align with the hourly rate for an aide. It was also agreed to increase lane 1 on the cook's schedule, pending the outcome and financial position of the child nutrition budget.
- A new MOU was drafted to explore the schedule, timeline and cost of adding a full time assistant head custodian to elementary schools who do not currently have a full time assistant. (MOU #1)

- MOU #2 was drafted to discuss language that can be submitted to the 23-24 negotiations committees focusing on paraprofessional positions, training and salary schedule.
- A new MOU was drafted to establish a formula calculating the ratio of additional square footage and the number of maintenance personnel needed for the new buildings and additional footage. (MOU #3)
- MOU #4 was drafted to calculate the number of fleet technicians to bus ratio with the idea of increasing Fleet Technicians and or the number of bay doors, increasing the capacity of bus maintenance.
- It was agreed to add language to section 15.5.1 Long Term Disability. The new language reads, “Eligible (6hr.) food service workers, secretaries, and aides will be able to participate by paying their proportionate rate of the premiums. Old language in that section was stricken.
- It was agreed to add language to section 18.15.6, allowing one who is receiving the early retirement benefit to list a beneficiary in case the retired employee passes away while receiving the benefit.
- It was agreed to move the evaluation section to an MOU while the evaluation tool changes platforms. If there needs to be a language or scoring adjustment, it will be brought up through the MOU process. (MOU#5)

Weber School District Representative

Date

Weber Education Support
Professional Representative

Date