

## **Teachers Professional Negotiated Agreement Summary**

### **2020-2021**

#### **Compensation and Insurance:**

- It is agreed for the 2020-2021 school year that the district will fully fund:
  1. Lane Changes
  2. Step Increases
  3. 2.75% Base Increase
- It is agreed that there will be a 7.11% increase on the cost of insurance and that the district will pay it's portion of the increase.

#### **Negotiated Teacher Contract:**

- Language was updated to 1.1.1 Equal Opportunity Employment following EEOC guidelines.
- New language was added to 1.2.2 Provisional Contract Teacher that was agreed upon.
- Board goals were taken out of the agreement noting that board goals are not negotiated.
- 3.1.4 enrollment date was moved to October 1st making it inline with current practice.
- Language regarding bereavement leave being consecutive was struck out under 3.2.1.
- It is agreed that catastrophic guidelines must be followed when applying and utilizing catastrophic sick leave and a location was added to find said guidelines, 3.2.4.
- The payroll department was added as a department to be notified when a teacher submits a letter outlining the option selected under military leave 3.2.10.
- The number of days a teacher can request a review of an evaluation was dropped from 30 days to 15 to conform with state guidelines.
- The grievance procedures under 6, were updated and agreed upon.
- Under personnel records 9, some language was struck out and the word file was changed to files.
- 10.6 language was added for continuity inside the agreement, "loading and unloading."
- In 10.11 language was moved inside the paragraph for better placement and understanding.
- 10.12 the language was no longer needed so it was stricken from the agreement.
- Academic freedom is not listed in K-12 schools so it was stricken from the agreement.

- The ethics section 11.3, was updated with location of board rule and WSD board policy.
- Language in 11.6 was moved to 10.11 for better placement.
- It was agreed to update the early retirement benefit language 12.2, to reflect that an employee who received a district early retirement benefit, will simultaneously begin drawing retirement benefits from the URS.
- It was agreed to update 15.2 Orderly termination of career teachers to match state law.
- Language was added to clarify 16.3 voluntary transfers, other language inside the section was defined to be more explicit.
- 17.1 language was moved here as better placement in the agreement.
- 17.3, extra curricular compensation was updated reflecting new sports and added assistants.
- MOU #1 Professional Learning Days continues each year.
- MOU #2 Aggressive Student Behavior was updated and addressed.
- MOU #2C was discussed, new language was drafted and accepted for 11.7, 14.3, 14.3.1.
- MOU #3 Fitness for Duty was reviewed and language drafted and accepted.
- MOU #4 for next year is to review Evaluation Procedures.
- MOU #5 is set to review language in section 3.2.8.
- It was agreed to review language under section 3.3.4.
- It was agreed that the WSD and the WEA will continue to review proper licensing requirements, MOU #7.
- It was agreed that MOU #8 be reviewed next year due to the Covid-19 pandemic.

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Weber School District Representative

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Date

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Weber Education Association Representative

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Date