



Weber Administrators Association
Negotiated Agreement Summary
2023-2024

Compensation and Insurance:

- It is agreed for the 2023-2024 school year that the district will fully fund:
 1. Lane Changes
 2. Step Increases
 3. 6.0% Base Increase
- There will be a 4.99% cost increase to the insurance premium for 2023-2024 plan year. The district will pay its share of the cost increase.
 - Open enrollment will be held August 1st through August 15th.
 - Insurance plan year has been moved from October 1st through September 30th to September 1st through August 31st.
 - Deductibles have increased from \$3,000 to \$3,500 per person and \$6,000 to \$7,000 for a family maximum.

Agreement Changes:

- **WAA Constitution and By-laws**
 - 1.2.5- Added association role is to provide support to administrators.
WAA is not able to advise or legally represent administrators.
- **4.3- Equal Opportunity Employment-** Updated language to align with EEOC.
- **7.1.4, 7.3.3-** Added short-term disability insurance language.
- **7.5- Enrollment and changes-** Updated language to reflect insurance changes.
- **7.6.3.4-** Update language to reflect current practice, FMLA and Americans with Disability Act.
- **7.6.3.9-** Deleted Catastrophic Sick Leave Bank language.
- **7.6.6-** Leave of Absence- Remove section
- **7.6.9-** Updated Family Medical Leave Act language to align with board policy.
- **9.3.13-** Updated retirement notification date from March 1st to February 1st.

- **9.4-** Added language to align with current practice. An administrator must be enrolled in the district health insurance plan the year prior to retiring.
- **9.4.4-** Added language to be eligible for dental and vision insurance as a retiree, administrators must be enrolled in medical insurance.
- **9.7.3.1-** Added eligibility language.
- **13.3-** Updated Evaluation language that an electronic copy will be provided.
- MOU - Personal Leave Allowance is to run a pilot program to collect data to ensure “flex” leave would be a viable option to add to the Weber Administrators Agreement. Data collected will be reviewed at the end of the 2023-2024 contract year to determine next steps.

Memorandum of Understanding
Salary Schedule & WAA Agreement

The Weber Administrator Association and the District agree to assemble a committee to explore possibilities for Administrative Handbook language and Salary Schedule to be modified.

1. The committee members will be named by the Weber Administrator Association and the District. They will remain on the committee until the completion of the committee. The Association and the District will be represented equally on the committee.
2. Meetings will be scheduled jointly by the Association and the District.
3. The committee will be formed by September 30, 2023.
4. The first meeting will take place by October 31, 2023.
5. The committee will: compare similar districts' salary schedule, look at wording of experience credit and lane transfer language, revisit activity stipend based on additional sports and activities added by UHSAA.
6. The recommendation shall be completed by March 1, 2024. This ensures the new language, if any, can be taken through negotiations.

Weber School District Representative

Date

Weber Administrators Association

Professional Representative

Date