

Teachers Professional Negotiated Agreement Summary

2021-2022

Compensation and Insurance:


- It is agreed for the 2021-2022 school year that the district will fully fund:
 1. Lane Changes
 2. Step Increases
 3. 5.75% Base Increase
 4. HSA increase of \$100.00

- It is agreed for the 2021-22 insurance plan year, certified employees will have no increase to their share of the employee health insurance premium. It is also agreed that the district's base insurance plan for eligible, certified employees will be a qualified high-deductible plan paired with a tax-exempt health savings account (HSA) through a sole source provider.

Negotiated Teacher Contract:

- It was agreed to work on a reordering of the contract to provide better flow for all reading the contract.
- In current section 3, new language was adopted clarifying the CTE experience procedure. It was also agreed to move the experience credit for CTE under section 5 experience credit.
- Licensing language was changed in section 4 to reflect the new state licensing policy.
- It was agreed to move our Fit for Duty policy to its own section in the agreement.
- In section 8 it was agreed to strike the language "number of days" and add how to calculate the daily rate.
- It was agreed to strike section 8.4 the United Fund from the agreement.
- An MOU was signed to look at the language in the Early Retirement Benefit section in case of the death of an employee while receiving early retirement benefits.
- A new definition was agreed to for "Educators" in section 1.2.1.
- In 3.2.7 it was agreed to strike the provision "Professional Assignment."
- Language in 3.3.5 National Board Certification was changed to reflect new licensing language.
- Through an MOU section 5 Evaluation Procedures was changed and updated to reflect current practices and state board rule.

- Section 8.1 title was changed from Credit Union to Payroll Deductions.
- In section 10.11 it was agreed to strike a sentence referring to, "teaching time with students shall not be increased because of teacher preparation time. Preparation time may include group and individual preparation and planning."
- Language was changed and placement was agreed upon for section 15 separation and termination to include probation, which was listed prior in the evaluation section.
- In section 17.4 it was agreed to bring in line softball with baseball with extra curricular compensation.
- It was agreed to continue MOU #1 Professional Learning Days. To carry this over each year.
- It was agreed that MOU #2, Aggressive Student Behavior, be updated which is complete, and that the MOU details will stay on the agreement for five years before being added to an agreement appendix section.
- MOU #3 regarding stipends for endorsements, will be moved forward to be revisited next year.
- MOU #4 was accepted to look at Summer Ag pay procedures and scale.
- MOU #5 was accepted to review the language of supplemental income, workshop and hourly rate.
- It was agreed to move MOU #7 forward a year regarding leave issues.
- MOU #8 was created to review the language in section 17.2 and 17.3 concerning extracurricular assignments and pay.



Weber School District Representative

MAY 24 '21

Date



Weber Education Association Representative

05/27/21

Date