



MEMORANDUM

TO: Weber School District Board Members:
President Paul Widdison, Vice President Doug Hurst,
Wyle Williams, Janis Christensen, Bruce Jardine, Jan Burrell, Kelly Larson,
Superintendent Gina Butters

FROM: Lauri Adams, Director of Human Resources, Classified Employees and Benefits
Nicole Meibos, Director of Human Resources, Certified Employees and Benefits

DATE: June 5, 2025

SUBJECT: 2025 Employee Proposed COLA & Benefit Package

Negotiation Process:

Meetings were held with the employee associations to review and discuss the compensation and benefits proposal for the 2025–2026 contract year. The following steps outline the current and anticipated course of action:

- We propose extending the WESP Professional Agreement to align with the WEA and WAA Professional Agreements ending September 30, 2025.
- If the referendum is approved on June 21, we will resume negotiations with employee groups to discuss potential language changes within the professional agreements.
- Once negotiations are complete, finalized agreements will be presented to the Board for approval.
- If the proposed legislation remains in effect, we will proceed with transitioning current professional agreements into employee handbooks, as previously presented to the Board.

Compensation:

The District agrees to fully fund the following items for the 2025–2026 school year:

- Lane changes
- Step increases
- A 1.25% base salary increase
- The District will also contribute 0.11% of gross salary to a 401(k) plan for all Tier II employees.
- A one-time \$1,000 bonus for educational support staff.

- A one-time \$1,000 bonus for all licensed educators, including certified staff and administrators.

Bonus Eligibility:

Both one-time bonuses will be distributed on December 1, 2025, to employees contracted to work at least 4 hours per day. Bonus amounts will be prorated based on each employee's employment status (full-time or part-time/hourly).

Insurance:

Medical Insurance: Select Health will remain the insurance provider with a 6.4% increase to the premium. The district will pay its share of the cost increase, and employees will pay their share of the cost increase.

Dental Insurance: Delta Dental will remain the dental insurance provider with a 6.1% premium increase

Vision Insurance: VSP will remain the vision insurance provider with no premium increase

HRA: The district will increase HRA contributions by 1.25%, aligning with the base salary increase.

HSA: The district will contribute the following amount for employees enrolled in an HSA-compatible plan by November 1, 2025

- Employee Only: \$843
- Two-Party: \$1,031
- Family: \$1,200