


Weber Administrator's Association
Negotiated Agreement for 2021-2022
May 10, 2022

This Agreement shall be governed by and subject to the laws of the State of Utah. Any provisions of this agreement that conflict with prevailing Utah law shall be null and void.

- It is agreed for the 2022-23 school year that the district will fully fund:
 - Steps and Lane Changes
 - By by A 7.5% Base Increase
- It is agreed that for the 2022-23 insurance plan year, administrators will have an increase of 5% with the Value Plan and a decrease of 17.16% with Med Plan in their share of the employee health insurance premium. It is also agreed that the district's base insurance plan for administrators will be a qualified high-deductible plan paired with a tax-exempt health savings account (HSA) through a sole source provider.
- It is agreed for the 2022-23 school year that the Weber Administrators' Association Handbook will be updated to include all negotiated items (and associated language) over the past year:

Spouse Insurance - At such time as a retired administrator is eligible for federally funded health insurance programs (i.e. Medicare) the Health Insurance Escrow Account (HIEA) will fund a designated monthly reimbursement payment. The reimbursement payment covers out-of-pocket health insurance premiums for the spouse of the retired administrator as long as that spouse continues with a Weber School District insurance plan. The amount of this reimbursement is set by the WAA Board. This benefit continues until the spouse reaches qualifying age for federally funded health insurance (i.e. Medicare) or for a maximum of 36 months, whichever is less. The reimbursement payment is made directly to the district from the HIEA and the eligible spouse will be billed for the balance of the premium. Spouse insurance applies to all administrators who retired from Weber School District beginning with school year 2000-2001.


WAA Representative Signature


Date

District Representative Signature

Date