



**Weber Educational Support Professional  
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.

**Negotiated WESP Agreement:**

- **2.5 New Employees-** Updated language. An employee who is new to the district and their first contract day worked is after February 1st is not eligible for a step raise on July 1.
- **3.2.4 Recruitment & Selection of Personnel-** Updated language. In District employees will need to apply for positions on Talent Ed.
- **3.3 Hiring Procedures-** Updated language. Employee given experience on the salary schedule will be determined by Supervisor and Human Resources Director.
- **8 Transfers-** Updated language to define higher step is determined by calculating hourly rate.

- **15.2 Medical Insurance-** Updated language to include insurance changes and current practice. New employees will be eligible to receive insurance benefits the first of the month following the first contract day worked.
- **15.4 Health Retirement Account-** Added new section
- **15.5 Flexible Spending/ Dependent Care-** Adding language to explain Flexible Spending options.
- **15.7 Long Term Disability-** Added language to explain benefit.
- **15.8 Short Term Disability-** Added language to explain benefit.
- **16 FMLA-** Added language to explain FMLA and align with Board Policy.
- **17.4.4, 17.4.5 Holidays-** Updated total number of holidays to include Juneteenth.
- **17.9.3 Sick leave-** Added language about FMLA.
- **17.9.11 ADA Language-** Added language about ADA accommodations & the process to request a ADA accommodation.
- **17.10- Required Legal Appearance-** Added language if employee is requested to serve as a juror.
- **17.11 Catastrophic Sick Leave-** Added language to explain catastrophic sick leave benefit has been replaced by Short-term disability.
- **18.7, 18.8, 18.9 Retirement-** Added language to reflect current practice.
- **18.12.1, 18.13 Retirement-** Changed retirement separation date from March 1st to February 1st.
- Completed MOU #1 Adding an Assistant Head Custodian to all elementary school buildings.
- Completed MOU #3- Staffing of maintenance for new buildings and added square footage.
- Completed MOU #4- Number of Fleet Technicians to Bus Driver ratio.
- Completed MOU #5- Evaluation Changes as we move to a new platform.
- MOU #2- Paraprofessionals positions, training, stipends and salary schedule- will continue through next school year 2023-2024.
- MOU Flex Leave- 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 Education Support Professional Agreement. Data collected will be reviewed at the end of the 2023-2024 contract year to determine next steps.

## Memorandum of Understanding 2023-2024 School Year

## Transportation Department

The Weber Educational Support Professionals (WESP) and the District (WSD) agree to assemble a committee to review the following in regards to Transportation department:

- Contracted hours
- Bus Driver Salary Schedule (increase for steps)
- Research and discuss eligible vs. non eligible students riding the bus which the school district receives funding for. (ex: Burch Creek)
- Field Trips (rates, number of trips, wages)
- To and from minutes

Below are the guidelines for the committee process.

1. The WESP and the District will name the committee members. They will remain on the committee until the completion of the committee. The WESP and the District will be represented equally on the committee.
2. The WESP and the District will schedule meetings jointly.
3. The committee will be formed by August 31, 2023.
4. The first meeting will take place by September 30, 2023.
5. The recommendation shall be completed by January 31, 2024. This ensures that the new language, if any, can be taken through negotiations.

---

---

Weber School District Representative  
Date

---

---

Weber Education Support  
Date

Professional Representative