

## **Educators Professional Negotiated Agreement Summary**

### **2022-2023**

#### **Compensation and Insurance:**

- It is agreed for the 2022-2023 school year that the district will fully fund:
  1. Lane Changes
  2. Step Increases
  3. 7.50% Base Increase
- It is agreed that the district insurance will move to a tiered plan (option #1). This tiered plan will combine the value and med plans causing some increase for those on the value plan and a substantial decrease for those on the med plan. This merger in turn calculates to a total of a -5.66% premium reduction for the employee for the year 2022-2023. The district will pay its share of the cost to move to this plan which is a 7.90% increase to the district.

#### **Negotiated Educator Contract:**

- 1.1.11 Equal opportunity definition was added.
- Under section 1.2.5 we added a definition for a full-time educator. This definition will differ in other sections according to insurance and retirement guidelines. In section 1.2.5 it will read “Shall mean all educators who are employed 7.5 hours or more.”
- In section 4.1.1.1 a definition was added for an Educator FTE identified for insurance benefits:
  - Full-time educator considered 7.50 or above
  - Part-time educator considered 6.0-7.49
    1. Part time educators will pay a higher proportionate share of the premium.
- With the insurance merger of plans, the 60 day wait period has been waived and language in section 4.1.2 has been stricken. New language was written to align contracts to practice. It reads, “New or returning educators to the profession who have been hired to start the school year are eligible for insurance on October 1. Educators transferring to WSD from a public or private LEA to start the school year are eligible on September 1st. Employees hired in positions during the school year that qualify for insurance will be eligible to receive such insurance the first of the month following the first contract day worked.
- New language was adopted for Long Term Disability, section 4.2. The new language reads, “4.2.1 The district will pay 100% of the long term disability premiums for educators working 7.5 hours or more per day. 4.2.2 Part time personnel working 4.0 to 7.49 hours will be able participate by paying a proportionate share of the premium.

- A leave of absence section was created separating a one year leave of absence section 4.6.9.1 with new language that states, "To qualify for a one year leave of absence an employee must complete 3 years of employment with Weber School District prior to requesting leave of absence. To apply for a one year leave of absence an employee will need to complete the separation/leave of absence notice on Employee Online."
- A section was added to the agreement called "Leave Without Pay" It will follow section 4.6.7 misuse of Sick Leave. The new language for the Leave without Pay section states, "4.6.8 Leave without pay must be approved by the school administrator prior to taking the leave unless the educator has been approved for FMLA. Leave without pay will only be granted for emergencies or illness. If leave without pay is approved for illness, educators will be asked to provide a doctor's note. Section 4.6.8.1 reads, "An educator on leave without pay may have the option to continue participating in the insurance benefits program by paying the total insurance premium during any month the educator is on leave. This responsibility applies when an individual is on leave without pay for more than half the possible work days in that month."
- Section 4.6.9.2 was changed to read, "30 Day Leave of Absence If an educator does not qualify for FMLA they can be granted a 30 day leave of absence without pay due to the educator's illness. The educator will request a 30 day leave of absence in writing from the Human Resources Department. The educator will need to provide doctor's documentation supporting the leave of absence request. The request will be reviewed by the Human Resources Director, but approved by the Superintendent. Sections 4.6.9.3 to 4.6.10.1.2 were stricken from the agreement."
- A change was made to section 4.6.10.1.2 calculating for a day of leave without pay by dividing the contract salary by the number of contract days.
- 4.6.12 changed him/ her to designee.
- 5.2 and 5.3 spelled out acronyms.
- 5.4.2 added "Comp time can be carried over but must be used within one year of accrual date and documented on the comp form. Comp forms can be found from your school secretary."
- A language clarification, that was agreed upon, came from an MOU for section 5.5.
- A change was made to the fit for duty, aligning the procedures of the results of the fit for duty.
- As we renumbered the agreement, edits were made for referencing. In section 9 referencing the proper section 18.6 instead of 15.2. In 9.1.2.2 there was an edit to reference section 8 and in section 9.1.2.5 section reference was changed from 16 to 19.
- Due to retirements and job transfers the hearing officer list was updated and agreed upon by both groups.
- Section 13 "When the absence is reported to the principal, a statement covering the work to be done by the class will also be given" was stricken
- In section 13.12.4 language was added to state, "no less than a 30 minutes lunch break."
- Section 15.2.8 was modified for easier understanding.
- New language was agreed upon for the Early Retirement Section, 15.3.12 reads, "In the event of the death of an educator if receiving early retirement benefits under this section (15.2), individual benefits will be paid to the educator's designated beneficiaries. An eligible educator will designate the beneficiaries when the educator signs the retirement benefit agreement form. Benefits will continue for the maximum remaining time period that would have been available to the educator while the beneficiaries are alive." (2022)

- There was a language clarification to 16.3.1 to take out the word memos and replace it with email. It was also agreed to add, "When staff meetings are held before school, they should be let out 10 minutes before the first bell."
- There was a numbering adjustment made in section 19.1.1 that now references the correct section 1.2.12
- Section 21.1.1.1 Extra-Curricular Assignments, language was stricken and added so the new section reads, " Each junior high and high school educator will be required to work two (2) extracurricular school activities without remuneration. Pay will be given for school assignments filled by educators who have already completed their required assignments." Also added "extracurricular includes, but not limited to athletic events, performing arts and other events approved by the building administrator."
- Section 21.2.1 compensation for activities was increased to \$35.00 for a single event and \$70.00 for a back to back activity for the HS. JRHS was increased to \$27.00 for a single event and \$54.00 for a back to back activity. The word "least" was added to the budget line per year, therefore the line reads, "the District will fund the high school's budget at least \$12,250 per year for extra-curricular activity supervision.
- A summer agricultural schedule was drafted from an MOU and will be in place for this year's summer ag schedule.
- An adjustment was made to the titling of the Educator salary schedule. All groups that are on that salary schedule listed on the schedule.
- Appendix 22 was cleaned up, appendix 22.3 was retitled and 22.4.3, 22.4.5, 22.6 were all added.
- MOU #1 continues.
- MOU#2 that continues each year was agreed upon regarding "Aggressive Student Behavior".
- MOU#3 was drafted to place all leave revision requests and MOU requests into one MOU to be studied
- An MOU #4 was created for the 2022-23 school year. We will pilot the new evaluation tool within the TalentEd. platform. The purpose of this pilot is to allow flexibility within Section 9 Evaluation, between WEA and the district to gather feedback and finalize the evaluation tool for the 2023-2024 school year. Evaluation scores during the pilot will be valid and submitted to the state in June.
- Contract grammatical edits: 1.2.2.1, 4.6.13., 13. 17.4

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Weber School District Representative

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Date

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Weber Education Association Representative

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Date