



Educators' Professional Negotiated Agreement Summary

2024-2025

Compensation and Insurance:

- It is agreed for the 2024-2025 school year that the district will fully fund:
 1. Lane Changes
 2. Step Increases
 3. 2.6% Base Increase
 4. Contribute 0.7% of Gross Salary to a 401k for all Tier 2 Employees on the Hybrid Plan
 5. Per R277-110 Legislative increase added to salary: \$504.00

Insurance:

It is agreed that the district insurance remains on the Select Health tiered plan.

There will be a 6.9% increase to the district medical insurance. The district will pay its share of the cost increase and employees will pay the employee share of the cost increase.

Dental insurance: The district will move to a new carrier, Delta Dental. Delta Dental offers a larger network of providers. The plan benefits and premiums will remain the same.

Vision Insurance: The district will move to a new carrier, VSP. VSP offers a larger network of providers and coverage of eyewear.

Voluntary insurance: On January 1st the district transitioned to Lincoln Financial as the provider for Basic and Voluntary Life Insurance. Lincoln will offer an open enrollment guarantee issue of up to \$400,000 for voluntary life insurance to WSD employees. Employees can enroll for this benefit during open enrollment August 1-15th.

HSA: The district will contribute an additional \$100 to an employee HSA account if the employee completes a physical or health screening through their physician or a Weber School District health screening.

Pet insurance: The district will offer pet insurance to employees at a reduced group rate. Employees can design a custom plan to fit their pet's needs.

Paid Time Off (PTO): Paid time off will replace emergency and personal leave allowing for more flexibility in leave provisions. Educators will be granted thirty-two hours (32) (or the proportional hours for partial or extended contracts) of paid time off (PTO) each school year. Educators will be given one opportunity a year to exchange two (2) sick days for two (2) PTO days. Educators can carry over to a maximum of sixty-four (64) hours each year. If participating in the wellness incentive, educators can accumulate up to seventy-two (72) hours during the year

Substitute Staffing Agency: Contract with a substitute staffing agency to increase substitute fill rates at or around 95%. The staffing agency will recruit, train, and manage substitute teachers. They will offer health benefits and 401K retirement options.

Negotiated Educator Contract:

- 1.1.7 Defined Comp time, displacement, evaluation and seniority
- 4.1.4 Disability Benefits definition and notification
- 4.2 Long-Term Disability language update for separation and LOA request
- 4.19 Paid Time Off (PTO) will replace emergency and personal leave
- 5.1.2 Increased experience credit to sixteen (16) years
- 5.3.1.3 Lane change requirement to include USBE approved credits
- 14.9.5 Provisional status for career educators coming from another district
- 17.13 Parent Teacher Conferences and two extracurricular activities for comp time explanation
- 18.1.6 School level discipline after ten (10) years will not be an aggravating factor
- 19.5.13 Duty-free recess language update
- 21.8.8 Added verbiage "working days"
- 21.8.13 Added verbiage "calendar day"
- 22.3 Notification on displacement will be 30 days
- 23.2.1 Non-renewal of provisional educators notification will be given by April 1st
- 24.21 Extra-duty assignments defined under displacement process
- 24.4 Displacement process, notification and conditions
- 14 Educator Evaluation Procedures - moved from MOU to negotiated agreement
- 24.2 School staffing language defined and updated for displacement, voluntary/involuntary transfers
- 25.2.1 Time limit on extracurricular duties and potential disciplinary action if not fulfilled
- 25.5.2 Motivation of students language updated
- 27.3 Driver Education pay based on state funding added to salary schedule
- 27.4 Summer Agriculture Program pay based on stated funding added to salary schedule
- MOU #1 Professional Learning Days: completed**
- MOU #2 Aggressive Student Behavior: ongoing**
- MOU #3 Extracurricular: completed**
- MOU #4 Educator Evaluation Procedure: completed**
- MOU # 5 Personal Leave Allowance: completed**
- MOU #6 Catastrophic Leave: completed**
- MOU #7 Parent Teacher Conferences: ongoing**