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## 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:** August 25, 2025

**SUBJECT:** 2025 Educational Support Professionals &  
Weber Administrators Association Negotiations

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### **Negotiation Process:**

Meetings were held with the Weber Education Support Professionals and Weber Administrators Association to review and discuss language in the agreements. The following information outlines the recommended update/ change to the Agreements.

### **Weber Administrators Association –Professional Agreement Updates**

#### **Section 6.2.3**

- Addition:
  - #3: The intern's provisional status may be extended for a maximum of five (5) years.

#### **Section 8.6.8 – Family and Medical Leave Act (FMLA)**

- Revision:
  - Delete current language.

- Add: *Refer to District Medical Leave Board Policy 7700.*

## **Section 12.4 – Medicare Supplement (formerly Medigap Benefit)**

- Title Change:
  - "Medigap Benefit" renamed to Medicare Supplement.
- Benefit Increase:
  - Increase the Medicare Supplement benefit for retired administrators from \$100 to \$200 per month.
- Claim Submission Policy (Effective 2025):
  - *If an eligible administrator fails to submit the necessary claim form and documentation, claims for a maximum of one (1) previous year may be paid.*
- Ongoing Benefit Review:
  - *Administrator retiree benefits will be reviewed annually. A two (2) year notice will be provided for any benefit termination.*

## **Section 9 – Professional Growth**

- Revision:
  - Update language to include Technology, Professional Dues, and Continuing Education.

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## **Weber Education Support Professionals – Professional Agreement Updates**

- Terminology Update:
  - All references to "classified" employees have been updated to Education Support Professionals.

## **Section 4.4.3 – Transportation Pay**

- Addition:
  - *“Contracted” runs will be paid at the employee’s hourly rate, with a minimum of 2.5 hours per required bus.*

## **Section 15.6 – Disability Benefits**

- Revision:
  - Delete existing language.
  - Add: *Refer to District Medical Leave Policy 7700.*

## **Section 16 – Family and Medical Leave Act (FMLA)**

- Revision:
  - Delete existing FMLA language.
  - Add: *Refer to District Medical Leave Policy 7700.*

## **Section 18.8 – Jury Duty**

- Addition:
  - *Employees shall enter Jury Duty leave and provide the district with documentation verifying court appearance.*

## **Section 18.9 – Maternity/Paternity Leave**

- Revision:
    - Delete existing language.
    - Add: *Refer to District Medical Leave Policy 7700.*
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