



## **Weber Administrators Association**

### **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. Administrative Interns will increase to a total of 21 extra days

#### **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

### **Agreement Changes:**

#### **WAA Constitution and By-laws:**

**1.3** Added to the membership any person employed in Weber School District on the administrator's salary schedule may become a member of the association.

**1.5** A vacancy in any office shall be recommended by the secondary and elementary directors and approved by the WAA board.

**4.2** Updated language administrative intern does not qualify for experience credit or association benefits.

**6.1.1.2** Lane changes: Interns who have not received an administrative appointment by the end of their third year will either return to the classroom, be placed on step 1 lane 6 of the administrative salary schedule or provisional status will be extended.

**7.7** Annuities: The 3% annuity will be contributed to a URS account.

**7.8** Health Reimbursement Account (HRA) District will contribute .5% of salary.

**8.1** Disability Benefits definition and notification.

**8.5** If an administrator passes away, insurance coverage for the spouse and children will continue to the end of that month.

**8.6.1.8** Paid Time Off (PTO) will replace emergency and personal leave.

**10.2.5** Monies will be contributed to HRA for administrator's spouse insurance premium in lieu of being able to continue on the District's insurance plan.

**14.11** Updated language not effective rating will result in non-renewal or termination

**15.3.5** A promotion must include a step increase or stipend.

**MOU #1** Administrator Salary Schedule & WAA Agreement: **completed**

---

Weber School District Representative

---

Date

---

Weber Administrators Association  
Professional Representative

---

Date