

Weber Education Support 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. 5 % Increase for School Level Head Administrative Assistants
 5. 5 % Increase for District Level Administrative Assistants
 6. SEL Aides will be given 10 days of leave and URS Benefits
 7. Contribute 0.7% of Gross Salary to a 401k for all Tier 2 Employees on the Hybrid Plan
 8. 2.5% Increase in lanes 2,3 and 4 on the Child Nutrition Salary Schedule

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's 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. Employees will be granted thirty-two hours (32) (or proportional hours for partial or

extended contracts) of paid time off (PTO) each school year. Employees will be given one opportunity a year to exchange two (2) sick days for two (2) PTO days. This exchange option will be provided during open enrollment August 1-15th. Employees can carry over a maximum of sixty-four (64) hours each year. If participating in the wellness incentive, employees 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 to at or around 95%. The staffing agency will recruit, train, and manage substitute teachers and paraprofessionals. They will offer health benefits and 401K retirement options.

Professional Development Day: The district will coordinate and offer a Professional Development Day (half day) for educational support staff. This day will include training for all educational support groups.

Negotiated Educational Support Agreement:

- 4.4.4 Bus Driver working hours add “and a half”
- 16.2.3.1- Bus Driver- change contract hours from 4.75 to 5.75
- 16.6- Disability Benefits definition and notification
- 16.6.10- Long-Term Disability language update for separation and LOA request
- 18.3 & 18.8- Paid Time Off (PTO) will replace emergency and personal leave
- 18.4- Change floating holiday language from District office personnel to say 250 & 257 day employees
- 18.11- Delete Catastrophic sick leave language

Memorandum of Understanding

- MOU #1- Paraprofessional positions, training, stipends, and salary schedules will continue 2024-2025. **(Ongoing)**
- MOU#2- Flex Leave **(Completed)**
- MOU #3- Transportation Department- Review contracted hours, salary schedule, and field trips, and review eligible vs. non-eligible students riding the bus for which the district receives funding. **(Completed)**

Weber Educational Support Professional President

Date

Weber School District Representative

Date