



## **Weber Education Support Professionals Negotiated Agreement Summary**

**2021-2022**

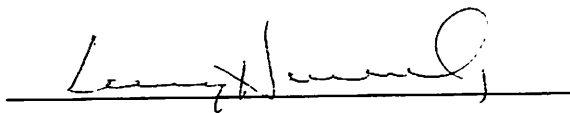
### **Compensation and Insurance:**

- It is agreed for the 2021-2022 school year that the district will fully fund:
  1. Lane Changes
  2. Step Increases
  3. 5.75% Base Increase
  4. HSA increase of \$100.00
  
- It is agreed for the 2021-22 insurance plan year, classified employees will have no increase to their share of the employee health insurance premium. It is also agreed that the district's base insurance plan for eligible, certified employees will be a qualified high-deductible plan paired with a tax-exempt health savings account (HSA) through a sole source provider.

### **WESP Negotiated Groups and WESP Contract:**

- It was agreed to change the training pay for the continuing education for job-related training for Maintenance and Fleet Technicians to the following guidelines.
  - Training must be job related.
  - Maintenance or Transportation Supervisor must approve all training.
  - The Assistant Superintendent must approve all training.
- It was agreed to review training for Bus Aides and then provide more detailed training in working with students with special needs.
- The schedule to provide a full-time aide in all Elementary Schools was picked up for next year. Four Aides will be placed this year, leaving us one year left on the schedule to complete the proposal.
- Jr. High Registrar/Counselor Aide will have 3 days added to their salary schedule. The extra days and the regularly scheduled 16.5 hours will be scheduled by their administrator providing more time for registration and new student registration.
- MOU #5 was created to explore the possibility of a consistent sick leave pay out schedule among classified groups upon retirement.
- MOU#6 was agreed upon to form a committee to review the possibility of a cost neutral proposal that adds an assistant head custodian to all school buildings by evaluating costs of part time custodians.

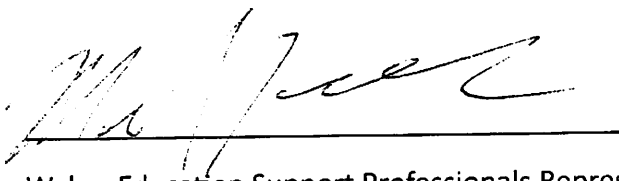
- MOU #7 was agreed upon to review and re-evaluate the Nutrition Workers Salary Schedule with the possibility of adding additional steps to Lane 1. The committee will also explore the possibility of a full time cook in kitchens for schools that have 500 students or more and review the secondary unit manager position and salary.
- MOU #8 was agreed upon to explore the possibility of restructuring paraprofessional positions, training and stipends. The committee will explore the idea of short term disability for injuries that occur on the job and review the paraprofessional salary schedule adding back a lane 5.
- After reviewing all salary schedules without a longevity step, MOU #9 was agreed upon to explore the pay range and longevity steps of all classified salary schedules without a longevity step.
- It was agreed upon to add a date by all changes and future changes to the agreement so we can determine when specific items in the agreement have been changed or reviewed.
- Language changes to the Transfer section were agreed upon in regards to step and lane placement when transferring from one salary schedule to another or inside the same salary schedule.
- Language in the Transfer section was stricken to reflect current practice relating to the 5% increase when moving to the supervisory salary schedule.
- Language that had been agreed upon in past years was added to the online classified evaluation section. Specifically the criteria for the evaluation.
- Language was added and agreed upon to add the list of hearing officers to the agreement. The list is now agreed upon during the negotiations process.
- A new date was added to the Insurance section of the agreement, replacing September 1st with October 1st which brings inline our practice.
- New language was added and agreed upon in the Life Insurance and Long Term Disability Section. Bringing the language up to date with our life insurance and long term disability provider.
- From a prior MOU, MOU#2, the job listings for a Paraprofessional and the Secretary Salary Schedule were broken into two schedules. This allowed all jobs listings to be visible.
- MOU #4 was agreed upon to review the language for the Early Retirement Benefit in the event of a death of the employee.



Weber School District Representative

5-26-21

Date



Weber Education Support Professionals Representative

5-26-21

Date