

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: Nicole Meibos, Director of Human Resources, Certified Employees
Lauri Adams, Director of Human Resources, Education Support Professionals & Benefits

DATE: June 10, 2026

SUBJECT: 2026 WESP Employee Proposed Benefit Package and Agreement Updates

Summary of Proposed Negotiated Agreement Changes

2026–2027

The proposed changes to the Negotiated Agreement for the 2026–2027 school year reflect updates in several key areas, including leave and benefits, compensation, employment practices, working conditions, disciplinary procedures, and agreement maintenance. Many of the revisions are intended to clarify existing practices, align language with current operational procedures, simplify administrative processes, and address emerging needs within the District.

Compensation, Stipends, and Financial Provisions

Several compensation-related changes are proposed:

Proposed Compensation Package 2026 - 2027	
.65% COLA Base Increase	<p>All employee groups:</p> <p>Weber Education Association WEA</p> <p>Weber Education Support Professionals WESP</p> <p>Weber Administrators Association WAA</p>
Medical Insurance 9.23% insurance premium increase	<p>Total Employee Participation</p> <p>Full-time Employees (7.5- 8 hrs)- 21.70%</p> <p>District Participation- 78.3%</p>
	<p>Total Employee Participation</p> <p>Part-time Employees (6-7.49 hrs) 34.50%</p> <p>District Participation- 65.5%</p>
District will continue to contribute the following into employees' Health Savings Accounts based on the district medical plan type for which they are enrolled	<p>Family- \$1,200</p> <p>Employee +1- \$1,031</p> <p>Single- \$843</p>
District will continue to contribute monies into an HRA account for employees who are enrolled in the district medical insurance plan.	<p>Full-time Employees (7.5- 8 hrs)- \$470.41</p> <p>Part-time Employees (6-7.49 hrs)- \$352.81</p>
District will continue to contribute .8% of Gross Salary to a 401K	Tier 2 Employees on the Hybrid Plan
Dental Insurance 30.5% premium increase	

Weber School District and Weber Education Support Professionals

Proposed Summary of Agreement Updates

1. Paid Time Off (PTO) & Leave Benefit Updates

- **Sick Leave Allocations & Structure:** Annual sick leave allocations will decrease by 1 day, while annual PTO allocations will increase by 1 day. This maintains the same overall number of available leave days. The final sick leave guidelines per contract year are:
 - **177–195 contract days:** 9 days or proportional hours for partial/extended contracts.
 - **200 contract days:** 10 days or proportional hours for partial/extended contracts.
 - **250–260 contract days:** 12 days or proportional hours for partial/extended contracts.
- **Sick Leave Verification:** Proof of continuing disability due to illness is required for absences exceeding 5 consecutive days **or** when there is a demonstrable pattern of leave (e.g., recurring absences on Mondays/Fridays, or directly before/after holidays, breaks, and professional development days).
- **Paid Time Off (PTO) Increase:** Annual PTO issuance is increased to 5 days (40 hours), or proportional hours for partial/extended contracts.
- **Bereavement Leave:** Language explicitly includes a spouse/life partner among qualifying family members.
- **Jury Duty Leave:** Explicitly protects leave without loss of pay or accrued leave for employees appearing in court or before an authorized government agency as a subpoenaed participant or serving as a juror. Court documentation is required, and any compensation (minus mileage) must be reimbursed to the District.

2. General Provisions & Employment Rights

- **Equal Opportunity Employment:** Broadened non-discrimination language to explicitly protect sexual orientation, sex (including pregnancy, childbirth, transgender status, and gender identity), national origin (including limited English proficiency), political affiliation, and WIOA Title I program participants. EEOC guidelines and Department of Workforce Services language take precedence.
- **Association Rights (WESP Exclusive Privileges):** WESP is recognized as the exclusive bargaining agent as long as members comprise the majority (membership remains voluntary). WESP retains rights to access public operations information, use school buildings/equipment for business without cost (with administrator approval), utilize bulletin board space, conduct business during non-disruptive times, participate in new employee orientations, and use District delivery systems.
- **Career Employee Definition:** A Career Employee is defined as a non-temporary employee who has completed three years of service in their current classification. They maintain an expectation of continued employment and due process. Previous language regarding automated reassignment for unsatisfactory performance in a different position has been removed to reflect current practice.
- **Indemnification:** Support professionals acting within the course and scope of their employment are covered by District insurance if sued in civil matters. Conduct that results in corrective action or termination is excluded from this coverage.

3. Workplace Procedures & Operational Updates

- **Hiring Verification:** New hires seeking compensation for prior years of experience on the salary schedule must complete an employment years of experience verification form upon hire.
- **Unpaid Leave for Non-Benefited Staff:** Employees who do not receive leave benefits may take up to 9 unpaid days per year for illness and 5 unpaid days for personal time off. Any leave beyond this combined 14-day allocation must go through the formal leave-without-pay approval process.
- **Evaluations:**
 - Provisional employees (first 3 years) will receive a formal evaluation conducted by a supervisor and an evaluation conference once a year.
 - Evaluation responses must now be submitted through the online **Talent Ed** system rather than physical personnel files.
- **Orderly Termination:** Reductions in force (RIF) will strictly follow Utah State Code 53-G-11-516.
- **Personnel Records Management:**
 - **Building Files:** Only one file may be kept at the school level (in the supervisor's office), accessible to the employee upon written request.
 - **District Files:** Located in HR. Employees must have the opportunity to review any material before it is added to either file and may submit written responses to disputed items or seek removal through the grievance process. Signatures indicate awareness, not agreement.
 - **Discipline Look-Back:** School-level discipline documentation older than 10 years will not be considered an aggravating factor in determining future discipline, provided no new discipline has occurred.

4. Investigative & Corrective Actions

- **Investigative Leave:** The District maintains the right to place an employee on paid or unpaid administrative leave during an expeditious complaint investigation (per Utah Code).
- **Corrective Action Hierarchy:** Outlined in Board Policy 7900 and the "Corrective Action Guide," steps may occur in any order: verbal warning, written warning, written reprimand, probation, suspension with pay, suspension without pay, or dismissal. If an employee suspended without pay is reinstated, lost pay and benefits will be compensated.
- **Employee Rights:** Employees must be notified of the reasons for corrective action or probation and what is required to resolve the issue. Employees have the right to a representative of their choice during any corrective action or probation meetings. Probationary status is removed upon successful completion of the terms.

5. Retirement Stipends & Benefits

- **Eligibility Guidelines:** Benefits remain restricted to employees working 30+ hours/week (with grandfathered 20-30 hour pre-2013 employees protected unless they drop below 4 hours/day).
- **URS Requirements:** Early retirement incentive qualifications are more clearly defined.

6. Administrative Updates and Committees:

- A joint committee will be formed by September 30, 2026, to discuss the creation of a centralized, informational **Employee Handbook**.

- A joint committee will be formed by October 1, 2026, to review and develop a **job review process**, as well as procedures for placement on the salary schedule based on relevant experience.
- A joint committee will be formed by October 1, 2026, to review and develop a **Custodian Handbook** that will serve as a resource to support Head Custodians in effectively performing their roles.