

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 WAA Proposed Benefit Package and Agreement Updates

Weber School District and Weber Administrator Association

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	All employee groups: Weber Education Association WEA Weber Education Support Professionals WESP Weber Administrators Association WAA
Medical Insurance 9.23% insurance premium increase	Total Employee Participation Full-time Employees (7.5- 8 hrs)- 21.70% District Participation- 78.3%
	Total Employee Participation Part-time Employees (6-7.49 hrs) 34.50% District Participation- 65.5%
District will continue to contribute monies into an HRA account for administrators.	.05% of salary +\$120
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	District will continue to pay portion of the dental premium.

Weber School District and Weber Administrator Association (WAA)

Proposed Summary of Agreement Updates

- **Early Retirement Benefit Eligibility:** Early retirement incentive qualifications are more clearly defined.
- **Early Retirement Compensation Schedule:**

- If requested by the Board or Superintendent to work past age 65, the Board may discretionarily offer proportionate incentives for the forfeited years.
- **Retirement Notice and Deadlines:**
 - Administrators retiring on June 30 must submit a separation notice via Employee Online by February 1 to prevent early retirement compensation from being delayed until August of the following year. Exceptions require committee approval.
- **Insurance and Medicare Supplement:**
 - The WAA Medicare Supplement Benefit remains at up to \$200 per month for eligible retirees.
 - To receive quarterly reimbursements, proof of payment must be submitted annually, and all fiscal year claims must be filed by June 30 of the current year.
 - Negotiated adjustments to retirement benefits apply only to future retirees and are not retroactive.
- **Indemnification:**
 - District insurance covers administrators sued in civil matters for acts or omissions occurring within the course and scope of their employment.
 - Conduct that results in corrective action or termination is excluded from this coverage.
- **Grievance Procedures:**
 - An administrator must first discuss grievances directly with the involved individual.
 - If the issue involves a supervisor, the administrator may address it with them directly, utilize a WAA Executive Board member or district administrator representative, or bypass the informal stage entirely and proceed directly to Step 3.