

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 WEA Proposed Benefit Package and Agreement Updates

Weber School District and Weber Education 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
Educator Salary Adjustment Increase	\$311.00 ESA Total to date: \$10,661.00
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 the following into employees' Health Savings Accounts based on medical plan type for which they are enrolled	Family- \$1,200 Employee +1- \$1,031 Single- \$843
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 Association (WEA)

Proposed Summary of Agreement Updates

- **Leave, Paid Time Off, and Insurance:**
 - PTO increases from 4 to 5 days, while annual sick leave allocations decrease from 10 to 9 days, maintaining the same total number of available leave days.
 - Bereavement leave eligibility is updated to explicitly include a spouse or life partner.
 - Provisions are added allowing for the review and verification of sick leave use if consecutive or concerning patterns occur.
 - Detailed insurance descriptions are replaced with references to the general employee benefits guide to streamline the contract text.
 - Absence tracking terminology shifts from the specific "AESOP" platform to a generalized employee absence management system.
- **Compensation and Retirement:**
 - Steps and lane changes are suspended for the 2026–2027 school year.
 - The National Board Certified Educator stipend is suspended due to legislative funding.
 - Early retirement incentive qualifications are more clearly defined.
 - The Summer Agriculture Program framework is adjusted to reserve a minimum of 10% of funds for supplies, disclose the lowest projected compensation, and increase budget transparency.
- **Employment Status, Hiring, and Professional Growth:**
 - The deadline for contract non-renewal notifications is adjusted to 60 calendar days prior to the final contract day of the year (June 30th).
 - A formal definition for the "Displacement" of full-time educators is established.
 - Hiring guidelines are established for part-time employees seeking full-time positions.
 - The provisional status timeline for newly hired educators—including those transferring with career status from other Utah districts—is standardized to **three** years.
 - Professional development terms are defined and categorized into Development Time, Implementation Time, Structured Collaborative Learning and Data Analysis, and Training.
 - Contract dates are adjusted to a July 1 – June 30 timeline to align with the fiscal year.
- **Working Conditions and Extra Duties:**

- Secondary educators are required to complete up to five total hours across two extracurricular activities outside of contract time without additional pay, balancing the fewer parent-teacher conference hours required at the secondary level compared to the elementary level.
- Esports and Boys Volleyball are added to the athletic and activity stipend schedules.
- Educator Safeguards: New language provides that educators involved in a student incident may be given paid time off to leave the worksite and provided resources for support.
- School personnel file regulations are updated to grant educators access to review their files within five business days of a written request.
- The educator evaluation framework expands the examples of acceptable evidence to include PLC collaboration, IEP/504 meetings, communication logs, and student achievement data.
- Indemnification language is updated to clarify that legal protection applies to actions within the course and scope of employment, excluding conduct subject to corrective action or termination.
- **Discipline, Grievances, and Hearing Procedures:**
 - Hearing procedures are centralized into a single section, and specific individual names of hearing officers are removed from the language.
 - Disciplinary terminology shifts from the word "notice" to "warning."
 - Specific Utah Code citations are replaced with broader legal references to minimize future technical updates.
- **Administrative Updates and Committees:**
 - Language updates are introduced to include school administrators alongside district staff and to align terms with newly adopted policies, such as Policy 7250 regarding education-related private activities.
 - A joint committee will be formed by September 30, 2026, to discuss the creation of a centralized, informational Employee Handbook.
 - A second joint committee will be established by September 30, 2026, to review staffing processes regarding transfers, displacements, and reductions in force (RIF).