

WEA Negotiations Summary

April 22, 2011

1. 2011-2012 Economic Package: It is agreed for the 2011-12 school year that the Weber School District will fund steps, lane changes and an additional 3% to be added to the salary schedule. Any increase in insurance premiums will be paid in full by the employee for the 2011-12 school year.
2. Section 1.2.4 Temporary Teacher shall mean all teachers who are employed on or after February 1st and all other teachers hired on a limited, short-term basis ***including part-time teachers as defined in 1.2.5.*** Temporary teachers serve at will and have no expectation of continued employment.
3. Section 1.2.5 Part-time Teacher shall mean all teachers who are employed less than half-time. **Any such teacher is a temporary teacher.**
4. Section 3.3.1 Lane Changes : Delete line "f" Teachers intending to apply for lane changes will indicate such intent on the re-employment questionnaire.
5. Section 3.2.1 Bereavement: Bereavement leave days shall **only be used within a two-week window from the time of death.** ~~consecutive and in conjunction with the funeral service.~~ **Bereavement under 3.2.1 (c) must be consecutive.**
6. Delete entire Section 2.3 Professional Leave.
7. Section 2.6 Association President: The Association President will be released half-time on full salary and benefits. The Association agrees to reimburse the **District half of the released association president's** the total salary and benefit package. ~~of a half time teacher at Step 4 Lane 1 while replacing the President.~~ **The Association will not be required to reimburse the district for the first 20 half-days of the president's leave or any leave where the Association President's duties (as approved by the superintendent) directly benefit the District. The superintendent's decision will be final.** The District agrees to return the President to a full-time position at the end of the President's term.

**WEBER COUNTY SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
183 DAYS -- 2011-2012***

3.00% <--Percent Increase

Step	LANE 1	LANE 2	LANE 3		LANE 4		LANE 5	
	BS	BS +36 Sem BS + 55 Qtr.	MS		MS +30 Sem. MS +45 Qtr.		Ph.D.	
1	34,658	35,720 3.06%	39,136 9.56%		39,787 1.66%		41,164 3.46%	
2	35,265 1.75%	36,349 3.07% 1.76%	39,832 9.58% 1.78%		40,495 1.66% 1.78%		41,480 2.43% 0.77%	
3	35,730 1.32%	36,924 3.34% 1.58%	40,489 9.65% 1.65%		41,133 1.59% 1.58%		42,093 2.33% 1.48%	
4	36,150 1.18%	37,316 3.23% 1.06%	40,938 9.71% 1.11%		41,565 1.53% 1.05%		42,500 2.25% 0.97%	
5	37,404 3.47%	38,581 3.15% 3.39%	42,362 9.80% 3.48%		42,981 1.46% 3.41%		43,913 2.17% 3.32%	
6	38,709 3.49%	39,895 3.06% 3.41%	43,840 9.89% 3.49%		44,451 1.39% 3.42%		45,379 2.09% 3.34%	
7	40,069 3.51%	41,260 2.97% 3.42%	45,378 9.98% 3.51%		45,980 1.33% 3.44%		46,891 1.98% 3.33%	
8	41,482 3.53%	42,676 2.88% 3.43%	46,969 10.06% 3.51%		47,565 1.27% 3.45%		48,467 1.90% 3.36%	
9	42,957 3.56%	44,148 2.77% 3.45%	48,622 10.13% 3.52%		49,206 1.20% 3.45%		50,106 1.83% 3.38%	
10	44,477 3.54%	45,674 2.69% 3.46%	50,343 10.22% 3.54%		50,920 1.15% 3.48%		51,786 1.70% 3.35%	
11	46,069 3.58%	47,255 2.57% 3.46%	52,127 10.31% 3.54%		52,691 1.08% 3.48%		53,544 1.62% 3.39%	
12	47,721 3.59%	48,894 2.46% 3.47%	53,990 10.42% 3.57%		54,531 1.00% 3.49%		55,365 1.53% 3.40%	
13	49,432 3.59%	50,617 2.40% 3.52%	55,917 10.47% 3.57%		56,444 0.94% 3.51%		57,275 1.47% 3.45%	
17	51,225 3.63%	52,271 2.04% 3.27%	57,605 10.20% 3.02%		58,151 0.95% 3.02%		58,983 1.43% 2.98%	
20	52,384 2.26%	53,999 3.08% 3.31%	59,381 9.97% 3.08%		59,920 0.91% 3.04%		60,757 1.40% 3.01%	
25		55,591 2.95%	61,197 10.08% 3.06%		61,757 0.92% 3.07%		62,619 1.40% 3.06%	
Ave %	3.00%	3.00% 2.85%	3.03% 10.00%		2.98% 1.25%		2.84% 1.94%	
2.97% Average Increase all steps		4.03% Average Lane Increase		3.00% Ave Increase of those at top				

*Note \$756.00 Stipend added if National Board Certified.

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SETTLEMENT IMPACTS

ASSUMPTIONS:

1. Three percent base increase in FY 12; zero percent base increase for each year after.
2. 30 year career, 25 year retirement.

SCENARIOS	Total EMPLOYED Earnings		Gain	RETIRED Earnings		Gain	LIFE TIME GAIN
	With 0%	With 3%		With 0%	With 3%		
	Increase	Increase		Increase In FY 12	Increase In FY 12		
Lane 3 Step 25, 27 yr exp, 3 to go to Retirement	178,542.00	183,898.26	5,356.26	1,143,750.75	1,178,063.28	34,312.52	39,668.78
Lane 2 Step 25, 27 yr exp, 3 to go to Retirement	161,916.00	166,773.48	4,857.48	1,037,243.60	1,068,360.91	31,117.31	35,974.79
Lane 1 Step 20, 27 yr exp, 3 to go to Retirement	152,574.00	157,151.22	4,577.22	977,398.19	1,006,720.14	29,321.95	33,899.17