

# WOODLAND JOINT UNIFIED SCHOOL DISTRICT

"Excellence for All"

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## Human Resource Services

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## ***WJUSD and Teacher Negotiations Update – March 9, 2022***

### ***DISTRICT AND TEACHERS' UNION CONTINUE SUCCESSOR NEGOTIATIONS***

The District and WEA bargaining teams met last Friday to continue negotiations for a new three-year contract term through June 30, 2025.

The District proposed the addition of new forms to be used for evaluations for teachers without rosters. These classifications of teachers include Teachers on Special Assignment (TOSA's), English Language Program Specialists (EL Specialists), and Response to Intervention teachers (Rtl's). In 2018, the parties agreed to a new summary evaluation form to be used for the evaluations of these staff members. However, the parties did not develop the other necessary forms for the observation activity of a certificated employee's evaluation. The District's proposal would complete the forms needed to all steps of the performance evaluation. The District also presented a counter proposal for Article 6 related to the collection of membership dues to update this section of the contract consistent with AB 119 and SB 866.

WEA presented a proposal that would add the language of the current Comprehensive High School Memorandum of Understanding (MOU) into the contract. On December 17, 2021, the parties did agree to a one-year extension to this MOU extending its terms to June 30, 2023. The MOU includes language establishing that staff at both Pioneer and Woodland High Schools will teach five (5) of seven (7) classes scheduled in the instructional day, includes language adjusting class sizes in the high schools, designating specific Wednesdays for district-wide teacher preparation, expanding the reasons allowable for the use of two (2) of the seven (7) personal necessity days and requirements for advance notification for the enrollment of new students to a class after the start of the year. Since the proposal affects eight (8) separate sections of two (2) articles within the contract, the District informed WEA it was necessary to receive all of WEA's proposals on these articles before responding. In the previous negotiations session, the District presented a proposal clarifying the informal grievance process timelines and a proposed revision to the current grievance form to align with contract language. On Friday, WEA stated they wanted to keep the status quo on the informal grievance process timelines language because the contract already allowed flexibility in scheduling informal meetings.

The parties eventually reached a Tentative Agreement on Article 6 relating to new employee orientations and the sharing of member information between the parties. The parties agreed to add two additional negotiations dates in May.

At the start of these negotiations, the District asked WEA to present all of its article proposals with fiscal impacts to allow the District an opportunity to calculate the full costs of all of WEA's proposals. As such, the District will require additional time to respond to WEA's proposed increases to salaries and benefits, additions to coaching stipends as well as the proposal adding the Comprehensive High School MOU to the contract, until receiving all of WEA's financial proposals.

The parties have agreed to the following dates for future negotiations:

Friday, April 1

Friday, May 6

Wednesday, May 18

Friday, May 27

Thursday, June 2

The District looks forward to working with WEA to reach agreement on a new contract.

WJUSD Negotiations Team

Leanee Medina Estrada, Assistant Superintendent, Human Resources

Lewis Wiley, Jr., Associate Superintendent, Business Services

Christina Lambie, Executive Director, Teaching and Learning

Lore Carrillo, Director, College and Career Readiness

Eddie Gonzales, Principal, Freeman Elementary School