

# WOODLAND JOINT UNIFIED SCHOOL DISTRICT

"Excellence for All"

## Board of Trustees

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## Human Resource Services

Leanee Medina Estrada  
Assistant Superintendent  
435 6<sup>th</sup> Street, Woodland, CA 95695  
(530) 662-0201 / FAX (530) 669-5918

District Website: [www.wjUSD.org](http://www.wjUSD.org)

Tom Pritchard, Superintendent

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## ***WJUSD and Teacher Negotiations Update – May 26 & 28, 2021***

### ***DISTRICT AND TEACHERS' UNION EXCHANGE COMPENSATION PROPOSALS TO CLOSE OUT NEGOTIATIONS FOR 2020-2021 AND 2021-2022 SCHOOL YEARS***

On May 26, 2021, the District presented the attached compensation counterproposal to WEA which includes the following:

- \$1000 lump sum payment to all unit members
- 1.5% increase to the salary schedule for 2020-2021, retroactive to July 1, 2020
- 1.5% increase to the salary schedule for 2021-2022, effective July 1, 2021
- Increase the salary index for Nurses and Speech Language Pathologists
- Increased monthly health benefits contribution from \$620 to \$675, effective July 1, 2021
- 5 days of professional development paid at the full per diem rate for 2021-2022

On May 28, WEA presented the attached counterproposal to the District which includes the following:

- \$1500 lump sum payment to all unit members
- 2.25% increase to the salary schedule for 2020-2021, retroactive to July 1, 2020
- 1.5% increase to the salary schedule for 2021-2022, effective July 1, 2021
- Increase the salary index for Nurses and Speech Language Pathologists, effective July 1, 2021
- Increased monthly health benefits contribution from \$620 to \$675, effective July 1, 2021
- 5 days of professional development paid at the full per diem rate for 2021-2022
- Increase the salary index for Psychologists and Program Specialists, effective July 1, 2021
- 30 hours of additional planning time, paid at the employees hourly rate, for Dual Immersion Teachers and Special Education Teachers for 2021-2022

Although an agreement was not reached, the District and WEA are very close to reaching a deal.

In addition, both teams discussed WEA's proposal involving School Psychologists, and an Addendum to the Hybrid Instruction MOU related teachers who may substitute in a classroom. In all the meeting was very productive, and both teams looked forward to the three-day Memorial Day weekend for rest, relaxation, and remembrance.

The District and WEA's next meeting is scheduled for Wednesday, June 2, 2021.

## WJUSD Negotiations Team

Leanee Medina Estrada, Assistant Superintendent, Human Resources  
Lewis Wiley, Jr., Associate Superintendent, Business Services  
Christina Lambie, Executive Director, Teaching and Learning  
Eddie Gonzales, Principal, Freeman Elementary School

**TENTATIVE AGREEMENT BETWEEN  
WOODLAND JOINT UNIFIED SCHOOL DISTRICT  
AND  
WOODLAND EDUCATION ASSOCIATION**

**2020-2021 AND 2021-2022 SCHOOL YEARS**

This Tentative Agreement is entered into by and between the Woodland Joint Unified School District (“District”) and Woodland Education Association (“WEA”) to conclude negotiations for the 2020-2021 and 2021-2022 school years. District and WEA may be referred to herein as “Party” or collectively as “Parties.”

NOW, THEREFORE, the Parties hereto agree as follows:

**1. Salaries, Health and Welfare Benefits and One-Time Payments**

- Increase to the District’s contribution to health and welfare benefits from \$620 per month to \$675 per month effective July 1, 2021.
- 2020-2021: One-time off schedule payment of \$1,000. Payment is pro-rated based on the employee’s FTE. Employees eligible for the one-time off-schedule payment are those currently active employees who were employed as of July 1, 2020.
- 2020-2021: Add 1.5% increase to salary schedule retroactive to July 1, 2020.
- 2021-2022: Add 1.5% increase to salary schedule effective July 1, 2021.
- 2021-2022: Increase the Index for Nurses and Speech Language Pathologists by .05 to 1.20 effective July 1, 2021.
- 2021-2022: Add five (5) days of Professional Development in the 2021-2022 School Year.
  - Professional development days scheduled for a full day will be paid the full per diem rate of pay as outlined in Article IX (D) of the collective bargaining agreement.
  - The Professional Development days are mandatory attendance days and scheduled prior to the beginning of the school year. Daily professional development opportunities will be scheduled for no more than a regular teacher workday within the time periods of 8:00 a.m. – 3:00 p.m. or 8:30 a.m. – 3:30 p.m., and will include a duty free lunch and time for teacher/staff collaboration.
  - The content, schedule and subject matter of the Professional Development days will be developed by the District.
  - All staff attending professional development opportunities shall be paid based on attendance reports from the professional development platform or sign-in/out sheets.
  - Should a staff member be unable to attend an entire scheduled full day or an entire scheduled partial day, the staff member will notify their supervisor in advance of their inability to attend. If the professional development presentation was recorded, the staff member will be provided an opportunity to make up the professional development, outside the normal workday, by the end of the second week of instruction, and will complete verification that the training was completed using the process developed by Educational Services. The staff member will submit a timesheet for the established hours

of the training and will be paid the hourly rate associated with Column II, Step 6.

This Tentative Agreement will include a change to the 2021-2022 school year calendar as follows:

CURRENT 2021-2022 CALENDAR		PROPOSED 2021-2022 CALENDAR CHANGES	
Friday, August 6	Non-Work/Non-Student Attendance Day	Friday, August 6	New Teacher Work Day
Monday, August 9	Non-Work/Non-Student Attendance Day	Monday, August 9	New Teacher Work Day
Tuesday, August 10	New Teacher Work Day	Tuesday, August 10	PD Day #1
Wednesday, August 11	New Teacher Work Day	Wednesday, August 11	PD Day #2
Thursday, August 12	Teacher Work/Grading Day	Thursday, August 12	PD Day #3
Friday, August 13	Teacher Work/Grading Day	Friday, August 13	PD Day #4
Monday, August 16	First Day of School	Monday, August 16	PD Day #5
Tuesday, August 17	Student Attendance Day	Tuesday, August 17	Teacher Work/Grading Day
Wednesday, August 18	Student Attendance Day	Wednesday, August 18	Teacher Work/Grading Day
Thursday, August 19	Recess Day	Thursday, August 19	First Day of School
Friday, August 20	Recess Day	Friday, August 20	Student Attendance Day
Monday, June 6	9-12 Finals/day #1	Monday, June 6	Student Attendance Day (regular schedule)
Thursday, June 9	Last Day of School & Minimum Day #4	Thursday, June 9	9-12 Finals/ day #4
Friday, June 10	Non-Work Day, Non-Student Attendance Day	Friday, June 10	Last Day of School & Minimum Day #4

The Parties agree to amend Article 10 as follows:

**Article 10 - Unit Member Benefits and Reimbursement**

10.2 District Contribution of \$675 per month will be provided for full time unit members. Part-time unit members shall be entitled to a District contribution proportionate to the percent of full-time employment.

**2. Term of Contract**

Article I.C will be revised as follows:

This Agreement shall remain in full force and effect from the time of its ratification by both parties to June 30, 2022, or until a new agreement has been reached by both parties.

3. The Parties agree on June 2, 2021 to negotiate a Memorandum of Understanding relating to the District’s “Flex Academy” that will begin in the 2021-2022 school year.

DISTRICT COUNTER PROPOSAL: 5/26/21

The Parties agree to adhere to Article 5.D. to continue negotiations for a successor contract (July 1, 2022- June 30, 2025). This Tentative Agreement is subject to ratification by WEA and approval by the Board of Trustees. The Parties agree to actively support ratification and approval of this Tentative Agreement.

**Date:**

**WOODLAND EDUCATION ASSOCIATION**

**WOODLAND JOINT UNIFIED SCHOOL DISTRICT**

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Diane Duncan, WEA

Date

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Leanee Medina Estrada,  
WJUSD

Date

WEA COMPENSATION PROPOSAL #2: 5/28/21

**Bold and underlined** - new language

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WOODLAND EDUCATION ASSOCIATION  
  
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**1. Salaries, Health and Welfare Benefits and One-Time Payments**

- Increase to the District’s contribution to health and welfare benefits from \$620 per month to \$675 per month effective July 1, 2021. **(Agreement)**
- 2020-2021: One-time off schedule payment of ~~\$1,000~~ **1,500**: Payment is pro-rated based on the employee’s FTE. Employees eligible for the one-time off-schedule payment are those currently active employees who were employed as of July 1, 2020.
- 2020-2021: Add ~~3.0~~ **2.25**% increase to salary schedule retroactive to July 1, 2020.
- 2021-2022: Add 1.5% increase to salary schedule effective July 1, 2021 **(Agreement)**.
- 2021-2022: Increase the Index for Nurses and Speech Language Pathologists by .05 to 1.20 effective July 1, 2021. **Increase the index for School Psychologists and Program Specialists Index by .03 to 1.25 and 1.23, respectively.**
- **2021-2022:** Dual Immersion (DI), ~~combination class~~, and special education teachers shall ~~work~~ receive up to an additional ~~six days~~ **30 hours**, per diem, ~~totaling no more than 190 days~~ for the additional planning, preparation, assessment, and transitions required for these positions.
- **2021-2022: Add five (5) days of Professional Development in the 2021-2022 School Year.**
  - **Professional development days scheduled for a full day will be paid the full per diem rate of pay as outlined in Article 9 (D) of the collective bargaining agreement.**
  - **The Professional Development days are mandatory attendance days and scheduled prior to the beginning of the school year. Daily professional development opportunities will be scheduled for no more than a regular teacher workday within the time periods of 8:00 a.m. – 3:00 p.m. or 8:30 a.m. – 3:30 p.m., and will include a duty free lunch and time for teacher/staff collaboration.**
  - **Attendance on the Professional Development days may be in-person or virtual.**

- The content, schedule and subject matter of the Professional Development days will be developed by the District.
- All staff attending professional development opportunities shall be paid based on attendance reports from the professional development platform or sign-in/out sheets.
- Should a staff member be unable to attend an entire scheduled full day or an entire scheduled partial day, the staff member will notify their supervisor in advance of their inability to attend. If the professional development presentation was recorded, the staff member will be provided an opportunity to make up the professional development, outside the normal workday, by the end of the second week of instruction, and will complete verification that the training was completed using the process developed by Educational Services. The staff member will submit a timesheet for the established hours of the training and will be paid the hourly rate associated with Column II, Step 6.

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Diane Duncan, WEA

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Date

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Leanee Medina Estrada,  
WJUSD

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Date