

# WOODLAND JOINT UNIFIED SCHOOL DISTRICT

"Excellence for All"

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## Human Resources Services

Leanee Medina Estrada  
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Elodia Ortega-Lampkin, Superintendent

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## ***WJUSD and Classified School Employees Association (CSEA) Negotiations Update***

***May 31, 2022***

### ***DISTRICT PROPOSES 10% ONGOING SALARY INCREASE, AND INCREASED BENEFIT CONTRIBUTIONS IN A TWO-YEAR PROPOSAL***

The District and CSEA bargaining teams met last Wednesday and again today to continue successor negotiations for a new three-year contract term through June 30, 2025.

On Wednesday, the District presented a comprehensive proposal on all items the parties addressed in their sunshine proposals including salaries and benefits. The proposal included a 2-year proposal for salary and benefits:

- **6%** Salary Increase for 2022-2023
- **4%** Salary Increase for 2023-2024
- \$2,500 one-time payment (based on an employee's hours per day) payable 90-days after agreement is Board approved
- \$1,000 one-time payment (based on an employee's hours per day) payable by September 30, 2024
- Employee benefits contribution increased to **\$9,360** annual for Employee only-medical coverage and **\$11,400** annually for Employee +1 or Family medical coverage.
- Five (5) Professional Development Days in 2022-2023
- Five (5) Professional Development Days in 2023-2024
- Hiring Bonuses for hard to fill positions in 2023-2024

A copy of the District's proposal is attached.

In today's session, CSEA rejected the District's proposal and presented a counter proposal to include additional increases to longevity and to pay one-time payments to each employee and not prorate the payments based on hours per day. The parties will meet again on Wednesday, June 8 to continue negotiations.

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

## WJUSD Negotiations Team

Leanee Medina Estrada, Assistant Superintendent, Human Resources  
Lewis Wiley, Jr., Associate Superintendent, Business Services  
JaimeAnn Hopton, Principal, Gibson Elementary  
Theresa Dunlop, Director, Human Resources  
Tony Peregrina, Director, Transportation

**Woodland Joint Unified School District (District)**  
**Proposal to California School Employees Association and its Woodland Chapter #118 (CSEA)**  
**May 25, 2022**

**This is a package proposal to settle successor negotiations for the successor contract term. If the proposal is not accepted as stated herein, the District is not obligated to offer any specific element in future proposals, although the District will continue to bargain in good faith.**

Any issue, subject, or matter discussed by the District and CSEA during negotiations over the successor negotiations bargaining proposals not contained in this document shall be considered withdrawn by the party presenting it. Any “oral agreement” or “understanding” not reflected in writing herein shall have no force or effect.

**1. Salaries (Counter to CSEA Article 19)**

The District proposes the following increases:

- **2022-2023:** Add 6% to salary schedule effective July 1, 2022
- **2023-2024:** Add 4% to salary schedule effective July 1, 2023

The District proposes additional changes to this article reflected on the attachment.

*The increases outlined above will be applied to base salary amounts of step and range placement (Steps 1 through 5), as reflected on the salary schedule, earned by each unit member.*

**The District proposes the following one-time off schedule payment:**

- **\$2,500 one-time off schedule payment:** Payment is pro-rated based on the employee’s FTE on May 25, 2022. Employees eligible for the one-time off schedule payment are those current employees who are active as of May 25, 2022 and who have been hired by December 1, 2021. This stipend will be paid within 90-days of Board approval of this agreement.
- **\$1,000 one-time off schedule payment:** Payment is pro-rated based on the employee’s FTE on May 25, 2023. Employees eligible for the one-time off schedule payment are those employees who are active as of May 25, 2023 and who have been hired by December 1, 2022. This stipend will be paid by September 30, 2023.

**2. Benefits (Counter to CSEA Article 20 - Health and Welfare Benefits)**

**20.2.1** ~~The District’s contribution of \$655 per month will be provided~~ **Effective July 1, 2022, the District will contribute up to \$9,360 annually each school year, for full time unit members, prorated appropriately by 12-months or 11-months (based on employee’s work year) and hours assigned, to be used towards group health Employee-only medical benefit selection. Amounts of the District’s contribution that may remain after medical benefit selection shall be used towards, dental, vision and life insurance premiums (per Article 20.7).**

**20.2.2** ~~The District’s contribution of \$655 per month will be provided~~ **Effective July 1, 2022, the District will contribute up to \$11,400 annually each school year, for full time unit members, prorated appropriately by 12-**

**months or 11-months (based on employee's work year) and hours assigned, to be used towards group health Employee+1 or Family medical benefit selection. . Remaining amounts of contribution after medical benefit selection shall be used towards, dental, vision and life insurance premiums (per Article 20.7).**

**20.2.3** Unit members assigned less than seven (7) hours shall be pro-rated on the following basis:

Hours Assigned District Contribution

5-6.99	90%
0-4.99	0

~~In the event that a benefit plan is agreed upon which costs less than the District's maximum contribution, as defined above, the parties shall negotiate concerning the use of the unexpended funds.~~

**3. Professional Development Days (PD)**

The District and CSEA acknowledge the need to extend professional development opportunities for unit members throughout the year. The District acknowledges the benefit of professional development days ahead of the start of the school year where all District employees can participate in group presentations, workshops and legally mandated trainings. Based on these interests and benefits, the District proposes the following:

- **2022-2023: Add five (5) days of Professional Development**
- **2023-2024: Add five (5) days of Professional Development**

181, 184, 190, 192 and 192 Work Day Calendars

*Three (3) PD days will be added prior to the beginning of the work calendar and two (2) days will be added on designated non-student days for both 2022-2023 and 2023-2024. The scheduled dates for the three (3) PD days prior to the beginning of the 2022-2023 work calendar will be provided to CSEA prior to June 30, 2022.*

For **all** PD days, employees shall be paid for the hours they attend excluding breaks, lunch break and any collaboration or post meeting time that they are not required to attend, at their regular hourly rate for their positions. This time shall be paid on a time sheet. Should an employee be unable to attend an entire scheduled full day or an entire scheduled partial day, the employee will notify their supervisor in advance of their inability to attend. Payment for partial attendance will be prorated.

For the three (3) PD days prior to the beginning of the work calendar, should an employee be unable to attend the employee will notify their supervisor in advance. Payment will be prorated for partial attendance. If the PD presentation was recorded, the employee will be provided the opportunity to make up the PD, outside of their normal regularly scheduled work day, by the end of the second week of the school year. The employee will complete verification that the training was completed using the process developed by the District. The make-up time will be compensated at the employee's appropriate rate for their position equal to the length of the presentation excluding breaks, lunch breaks and any collaboration or post-meeting time that may have been scheduled. The employee will complete verification that the training was completed using the process developed by the District.

All staff attending PD opportunities shall be paid based on attendance reports from the professional development platform or sign-in/out sheets.

#### All other Work Day Calendars

*Two (2) PD days will be included prior to the start of first student attendance day for both 2022-2023 and 2023-2024. Three (3) additional PD days will be added on designated non-student days for both 2022-2023 and 2023-2024. The scheduled dates for the two (2) PD days prior to the beginning of the 2022-2023 work calendar will be provided to CSEA prior to June 30, 2022. Employees shall be released from their duties to attend presentations or PD sessions.*

For the two (2) PD days prior to the start of the first student attendance day, should the scheduled presentations go over the employee's total regular work hours in a work day, the employee will be paid on a time sheet for those additional hours at the appropriate rate of pay excluding breaks, lunch breaks and any collaboration or post-meeting time that they are not required to attend. Should an employee be unable to attend the employee will notify their supervisor in advance. If the PD presentation was recorded, the employee will be provided the opportunity to make up the professional development, outside of their normal regularly scheduled work day, by the end of the second week of the school year. The employee will complete verification that the training was completed using the process developed by the District.

#### Other PD Program Details

Staff will participate in Professional Development activities in-person from their regularly assigned worksite, classroom or other designated physical location.

The content, schedule and subject matter of the Professional Development days will be developed by the District. Content will be related to the unique needs of staff and students and will be related to the following areas.

- Community and Family Engagement
- Youth Engagement
- Technology Tools
- Social and Emotional Learning
- Health and Safety including Mandated Trainings
- Content Specifically Related to Professional Responsibilities

For the PD days added on designated non-student days, the District will collaborate with CSEA leadership to develop a process to gather feedback from employees on topics and PD delivery methods. This collaboration will initiate at the first labor-management meeting scheduled after the Board approves this agreement.

#### **4. Contract Articles**

##### **Article 1 Agreement - (Counter Proposal)**

1.3 This Agreement shall be effective upon ratification by the parties and expires June 30, ~~2022~~ 2025. Unless modified by agreement of the parties, the terms and conditions of the new agreement shall be the same as the agreement in effect on June 30, ~~2019~~ 2022. **DISTRICT IS AGREEABLE TO THIS PROPOSAL**

**The District proposes to amend 1.3.1-1.3.2 as follows:**

1.3.1 ~~For the 2020-2021, 2023-2024 and~~ **The new agreement shall remain closed for salary and benefits until the 2024-2025** school year, **wherein** each party may reopen on Salary Provisions, Health and Welfare Benefits and ~~1~~ 2 articles of the party's choosing.

~~1.3.2 For the 2021-2022 school year, each party may reopen on Salary Provisions, Health and Welfare Benefits and any article of the party's choosing.~~

##### **Article 3 – Definitions**

The District presents the counter proposal attached.

##### **Article 6 – Grievance Procedure**

The District presents the counter proposal attached.

##### **Article 7 –**

The District withdraws its initial proposal on this Article which shall remain status quo.

##### **Article 8 and Appendix B – Professional Growth**

The District proposes this article and Appendix remain status quo.

##### **Article 9 – Reclassification**

The District presents the counter proposal attached dated, May 11, 2022.

##### **Article 10 – Summer, Intercession & Extended Year Employment**

The District presents the counter proposal attached.

##### **Article 11 – Safety**

The District presents the counter proposal attached.

##### **Article 14 – Leaves**

The District proposes this article remain status quo.

### **Article 16 – Holidays**

The District presents the counter proposal attached.

### **Article 17 – Work Week and Work Hours**

The District presents the counter proposal attached.

### **Article 21 – Health Examination**

The District withdraws its initial proposal on this article which shall remain status quo.

### **Article 22 – Vacations**

The District presents the counter proposal attached.

### **Article 23 – Layoff**

The District presents the counter proposal attached.

### **Article 24 – Transportation Department Procedures**

The District presents counter proposal attached dated, May 11, 2022.

#### *Proposed Implementation Plan of Article 24:*

Once this agreement is ratified and approved by the Board, the first bid that will include the 211-day work year, will take place in August 2022. For the 2022-2023 school year, the 211-day work calendar starts August 2022 and ends July 2023. In the 2022-2023 school year, the regular bid period will move from August to June 2023 for the 211-day work calendar that begins July 2023. All future bids shall take place in June of every subsequent year.

### **Article 25 – Contracting Out**

The District proposes this article remain status quo.

### **Article 26 – Discipline**

The District proposes this article remain status quo.

### **Appendix C – Compensation Committee Implementation Plan and Timeline**

The District presents the initial proposal attached.

### **Appendix D**

The District proposes this article remain status quo.

**5. Miscellaneous Language Changes**

The parties agree that throughout the collective bargaining agreement to change the following terms:

From “Chief Human Resources Officer” to “Assistant Superintendent, Human Resources or designee”

From “his/hers” to “their” and from “he/she” to “they”

**6. Additional Agreements**

The parties previously agreed to changes in the following articles as part of these successor negotiations. These agreements will be incorporated into the successor agreement and are attached to this proposal.

Article	Title
4	Organizational Rights
15	Organizational Security
28	Completion of Negotiations

**Hiring Bonus MOU**

**The District proposes the attached MOU for hiring bonuses for specific positions for the 2022-2023 school year.**

This Tentative Agreement is subject to ratification by CSEA and approval by the Board of Trustees. The Parties agree to actively support ratification and approval of this Tentative Agreement.

**Date:**

**CSEA, Chapter #118**

**WOODLAND JOINT UNIFIED SCHOOL DISTRICT**

Signatures:

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Leanee Medina Estrada  
WJUSD Lead Negotiator

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Date

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Todd Freer  
CSEA Lead Negotiator

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Date

\_\_\_\_\_  
Nanci Eastman  
Labor Relations Representative, CSEA

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Date

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Irene Difuntorum

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Date

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Jesus Enriquez

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Date

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Sylvia Gutierrez

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Date

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Elizabeth Reif

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Date

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Rebecca Rossiter

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Date

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Todd Freer

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Date