



# West Sacramento Teachers Association

## April 20, 2022



WSTA and WUSD met on Wednesday, April 20th to continue successor negotiations for the 2022-2023 school year. During this session, we focused on Article 14 (Duty Hours), Article 16 (Class Size), Article 17 (Compensation), Article 18 (Unit Member Benefits), and Article 19 (ECE). Our proposals include the following points:

### Article 14: Duty Hours:

- We shared our counter to their most recent proposal
- Language that states that meetings (IEPs, 504s, SSTs) be held during the work day. Members who attend these meetings outside of the work day should be compensated
- Working on guaranteeing one hour blocks of prep time for elementary teachers on regular weeks
- Increase in compensation for vacancies that result in elementary teachers loss of prep long term
- Parent conferences to be scheduled prior to 5 pm

### Article 16: Class Size:

- There has been a commitment to increase the class size overage pay. We are still working on the amount but the increase will be coming.
- Preschool SDC will receive compensation for class size overages.

### Article 19: ECE( Early Childhood Education)

- The district has agreed to create a side agreement to address ECE prep time
- Article 19 will be addressed during negotiations starting in the fall of 2022

Our students deserve the best. This is why WUSD needs to invest in students by investing in their certificated staff. We received information from Business Services that the district currently has **21.95%** in reserves. This is the equivalent of approximately **\$18 million**. The state requires 3% and board policy mandates a 6% reserve for emergency purposes. In addition, WSTA received information that the district has budgeted **26% for consultation services. This is an astronomical number considering that all certificated staff salaries were budgeted to be 25% of the budget.**

While the following is our **initial proposal**, and the district will likely counter with less, whatever settlement is reached will depend on our leverage at the table. Our leverage will be based upon the collective work all of us can do together. Please reach out to your site rep to add your name to our list of members who would like to support this effort. More information will be provided at your site's Power Meeting. Our two year compensation package proposal included the following:

### Article 17: Compensation:

- 6% for 2022-2023 school year
- 4% for 2023-2024 school year
- If the state provides additional money for educator recruitment and/or retention, the district will designate a minimum of 60% towards retention of employees through an increase in compensation.
- \$1200 stipend for BCLAD
- \$1500 stipend for Masters/Doctorate

### Article 18: Unit Member Benefits (\*district contribution):

- Employee only: 100% (see comment below) - employee contribution cap 0%
- Employee +1: 80% (see comment below) - employee contribution cap 20%
- Family: 70% (see comment below) - employee contribution cap 30%

\*Based on the cost of the Kaiser HMO plan and Superior Vision-Basic for bargaining unit members to put towards any plan offered by the district.

### WSTA Bargaining Team

Brianne Dinelli - RCHS • Gwen Branin - RB • Tessa Heavlin-Martinez - BWI • Annie Chism - RB  
Jennifer Schumacher - RCHS • Brittany Hori - WMO • Kei Swensen - CTA primary contact staff