



West Sacramento Teachers Association



May 8, 2024

WSTA and WUSD met on Tuesday (5/7) and Wednesday (5/8) to continue reopener negotiations for the 2024-2025 school year. We are pleased to announce that we have reached a Tentative Agreement (TA) regarding all the articles subject to bargaining this school year. These are articles: 10 *Professional Dues or Fees and Payroll Deductions*, 17 *Compensation*, 18 *Unit Member Benefits*, and a Memorandum of Understanding (MOU) regarding Community Schools. Included changes are listed below:

Article 10: Professional Dues or Fees and Payroll Deductions (previously agreed to on 1/24/24)

- Updates contract language regarding professional dues and/or payroll deductions to align with current law
- There is no expected impact on members as some of the language was moot due to superseding state and/or federal law

Article 17: Compensation

- 4% **permanent** increase to the salary schedule
- Creation of a \$1,300 annual stipend for SPED staff (RSP, SLP, Psychs, SDC, and Program Specialists)
- Creation of a \$500 stipend for any National Board for Professional Teaching Standards certification
- 10% increase to Masters, Ph.D., and BCLAD stipends, going from \$1000 annually to \$1100

Article 18: Unit Member Benefits

- Increase of \$2000 to WUSD's contribution to Members' health benefits
 - Employee only, district covers actual costs up to a maximum amount of \$9,844.37 (from \$7,844.37)
 - Employee +1 Dependent and Family, district covers actual costs up to a maximum amount of \$13,816.53 (from \$11,816.53)
 - \$2000 annual increase equates to \$200 monthly increase to the District's contribution (there's only 10 payments)

MOU regarding Community Schools (this entire MOU was created from scratch. Pre Existing language did not exist)

- Provided clarity as to what Community Schools are and how they are operated in WUSD and what the role of Bargaining Unit Members are
- Language is closely aligned with the California State Board of Education's *California Community Schools Framework*, which can be found [HERE](#).
- Agreed to language that cements WSTA and WUSD's commitment to creating racially just and restorative school climates

The 4% salary schedule raise agreed to will negate any effect from the 4% off-schedule *salary enhancement* that is due to expire at the end of June. The District's \$2,000 increase in benefit contribution amounts to a 20% increase for their contributions to Employee only plans and a 15% increase for Employee +1 and Family plans. While the benefit proposal settled upon is recognition of the growing crisis in health benefits, it is far from where we want to end up. This article, along with the entire contract, is open during successor negotiations during the 24-25 school year.

Moving forward, continued discussion will be had on further improving our contract. Our power to negotiate and fight for the changes we want comes from active, mobilized members. This will be essential as WUSD's budget is expected to be tight. As a result, the District and the School Board need to hear and see our Members' frustrations at the District's financial priorities. Talk to your Site Rep about getting involved...involvement does **not** need to be time consuming. The better mobilized and active our Members are, the better the bargaining outcomes. Consider getting involved.

If you still haven't filled out the 24/25 bargaining survey yet, please do so [here](#).

The next School Board Meeting is scheduled for **THURSDAY, May 9th, 2024 at 6:30 PM at West Sacramento's City Hall**. The public comment form can be found [here](#) or be made in-person.

Superintendent, Cheryl Hildreth - chldreth@wusd.k12.ca.us
Asst. Sup. HR, Farah Ubaidullah - fubaidullah@wusd.k12.ca.us
Asst. Sup. of Ed Services, Autri Streeck - astreeck@wusd.k12.ca.us
Asst. Sup of Business Services, Monique Stovall - mstovall@wusd.k12.ca.us

Trustee, Jacki Wong - jwong@wusd.k12.ca.us
Trustee, Sarah Kirby-Gonzalez - skirby-gonzalez@wusd.k12.ca.us
Vice President, Coby Pizzotti - cpizzotti@wusd.k12.ca.us
Trustee, Alvaro Venegas - avenegas@wusd.k12.ca.us
President, Virginia Coffey - vcoffey@wusd.k12.ca.us

WSTA Bargaining Team

Thomas Mellin - RCHS • Emily Hunn - BWI • Tessa Heavlin-Martinez - SP • Steven Wiese, chair - SG
Carolee Churchill - RB • Brittany Hori - SP • Corinne Almberg -SG • Kei Swensen - CTA primary contact staff

Please keep an eye out for future updates from our WSTA bargaining team so that you can be a part of the two-way communications we intend to continue throughout negotiations. If you have questions, concerns, or input, please contact WSTA at wstaebboard@gmail.com.