



West Sacramento Teachers Association



June 3, 2020

WSTA and WUSD have reached tentative agreements on all four open articles: Article 5 (Transfer and Reassignment), Article 6 (Evaluations), Article 11 (Leaves), and Article 12 (Safety).

Below are the highlights from each tentative agreement:

Article 5 (Transfer and Reassignment)

- Clarified timelines and cleaned up the wording so the process is easier to follow for bargaining unit members.
- By February 15th, site admin will send out a survey soliciting requests for reassignments to fill current anticipated vacancies or new positions.
- By March 1st, bargaining unit members will notify the admin via a survey of their requests for reassignment.
- By March 8th, reassignments are completed at each site.
- By March 9th, the district will begin to collect names for an internal transfer “pool”. This “pool” is only to be utilized from the last day of school until two weeks after school starts. The “pool” is only a repository for which unit members may indicate interest for a transfer or reassignment into an open position that has yet to be determined.
- March 15th through April 15th, HR will post open positions and vacancies for internal district candidates looking to transfer
- After April 15th through February 14th of the following year, vacancies will be posted online and filled as they occur for both internal & external candidates. Bargaining unit members will check for openings themselves and apply as each position comes up.
- Starting on the last day of school through 2 weeks after school starts, the district will utilize the “pool” for new openings and contact unit members for interviews.

Article 6 (Evaluations)

- Clarified that the agreement to a 5-year evaluation cycle should not be based on administrative turnover.
- Members have the ability to appeal the denial of an agreement to a 5-year cycle to human resources.
- New observation tool and evaluation form.
- Stipends were updated to match the current amounts and practice for mentor teachers.

Article 11 (Leaves)

- In an effort to better accommodate diverse family dynamics, members now have the ability to petition who are eligible under “immediate family members” for both bereavement and family illness leaves.
- Members are now afforded one full release day in the event of the death of the member’s current student of record to attend their services. This leave is contingent upon district substitute availability.
- Parental leave language was modified to be more gender-inclusive.
- Newly-hired members who are Military Service-Disabled now have 3 years to use their allotted 10 additional sick days for treatment and appointments related to their service-connected disability. This protects members beyond their probationary period while protecting their rights to the afforded leave.

Article 12 (Safety)

- Site admin will advise the safety committee members of any incidents regarding site safety and security.
- The district safety committee will provide two written reports to the school board, one in the fall and one in the spring.
- Members are not required to physically intercede in altercations.
- The district will provide adequate time during the contract day to complete required training i.e. sexual harassment, mandated reporting, and others as they arise.
- Bargaining unit members who are attacked, assaulted, or physically threatened by any pupil shall report the threat to site administration and law enforcement.
- Teachers will be provided with pertinent student information regarding issues related to safety if reasonable, non-confidential, and appropriate.
- Support shall be provided from behaviorists, mental health professionals and/or other appropriate resources to assist members with students who demonstrate need.
- Families who wish to stay with students in the morning will remain in the designated waiting area until the start of their grade level's first bell. This will be consistently monitored by site administration.

Reminder: Per our Distance Learning MOU, you should receive a \$200 stipend to cover your costs for working from home at the end of June.

Please check your personal email for an upcoming ratification vote on these items as well as the language in its entirety.

Also, we would like to take this opportunity to thank Monica Reeves for her many years of dedicated service to our Negotiations Team as she is stepping down from her position as Bargaining Chair at this time. Her expertise will be greatly missed, but she will remain an active member of our association.

WSTA Bargaining Team

Monica Reeves - SG • Gwen Branin - RB • Tessa Heavlin-Martinez - BWI • Annie Chism - RB
Jennifer Schumacher - RCHS • Alan Frantz - RCHS • Kei Swensen - CTA primary contact staff