



West Sacramento Teachers Association

May 16, 2022



Thank you for showing your support and our strength at the recent board meeting. Your presence was felt and helped us make significant progress at the table, especially in regards to salary and benefits negotiations.

WSTA and WUSD met on Monday, May 16th to continue successor negotiations for the 2022-2023 school year. During this session, we focused on Article 14 (Duty Hours), Article 17 (Compensation) and Article 18 (Unit Member Benefits). The following agreements were reached:

Article 17: Compensation:

- **4% salary schedule increase for 2022-2023 school year**
 - **with an additional 5% (based on 22/23 salary) off schedule salary enhancement***.
 - **3% salary schedule increase for 2023-2024 school year**
 - **with an additional 4% (based on 23/24 salary) off schedule salary enhancement***.
- *Off Schedule Salary Enhancements are stipends that are paid in 11 installments and DO NOT carry over to the next year.*
- **\$1000 stipend for BCLAD**
 - Elementary teachers will receive **prep buyout pay** due to unfilled vacancies or HR approved long-term absences.

Article 14: Duty Hours:

- WUSD agreed to make their best effort to guarantee blocks of prep time for elementary teachers on regular weeks, and will inform and request a meeting with WSTA prior to being unable to do so.
- The district proposed new language that would allow for scheduling parent conferences no later than 7pm.
 - While we were fighting for more clear language regarding this section, both sides agreed to stay with our **current language**. This allows members the autonomy to schedule their parent conferences. Bargaining unit members can hold conferences after 5 pm per Article 14.12.6, but with prior site administrator approval. Article 14.12.6 does not give site administrators the right to require members to hold meetings after 5 pm.

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

- WSTA was fighting for 100% Employee only coverage* with the employee contribution cap of 0%. While WUSD did not agree to this, they were willing to move to a \$400 **annual** increase in district contribution for the employee with an additional \$200 **annual** increase in district contribution for Employee +1 Family.

*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.

Again, the bargaining team is grateful to have the support of the membership going into this final session of negotiations. We look forward to a meeting-free summer!

Next steps: Watch your inbox for your opportunity to review the proposed contract language and to cast your ratification vote.



WSTA Bargaining Team

Brianne Dinelli - RCHS • Gwen Branin - RB • Tessa Heavlin-Martinez - SP • Annie Chism - RB
Jennifer Schumacher - RCHS • Brittany Hori - WMO • Steven Wiese - SG • Carolee Churchill - WMO
• Kei Swensen - CTA primary contact staff •