

WESTSIDE UNION SCHOOL DISTRICT

May 21st, 2024

Tentative agreement between Westside Union School District and Westside Union Teachers Association (WUTA).

The Westside Union School District and Westside Union Teachers Association (WUTA) agree to the following terms and conditions in regards to the 2024-2025 Contract. The terms and conditions of this agreement are subject to the ratification process of each party and County approval of the AB1200.

ARTICLE 4: EMPLOYEE BENEFITS

4.1.2 District Contribution

4.1.2.1 Beginning October 1, 2023 2024, the District's maximum dollar contribution for the health and welfare benefits shall be \$1,376.38 \$1,459.71 per month/\$16,516.56 \$17,516.56 annually per full-time employee- (prorated for part-time employees as specified in Section 4.1.1.2, above) toward any health insurance plans offered pursuant to this Article. The benefit coverage will be provided through California Valued Trust as listed in paragraph 4.1.2.2. The parties agree to commence negotiations on the employment benefit package by June 1 of each year.

ARTICLE 5: DUTY HOURS

5.6.3 UPK through Eighth Grade Lesson Preparation Time in an Elementary Setting

a. ~~May utilize time when their classes are in the computer lab, library or P.E. for class preparation. Teachers must provide initial instruction and maintain communication with the supervisor. The supervisor does not have to be certificated.~~

a. The district will provide 90 minutes of preparation time per week as scheduled at the school site. Any minimum days or holidays shall be covered by the district in this schedule per details below.

- If said teacher would like the missed preparation time made up, that teacher will notify the site administrator via email, within 5 workdays of the missed preparation time
- Upon proper notification by that teacher, the site administrator will make every effort to provide the make-up preparation time as quickly as possible.
- This will only apply to preparation time that is scheduled between the first and last weeks of the school year and will not include the first or last week of the school year.
- Preparation time will not be made up during any breaks/holidays where teachers do not work any day in that week.

b. The District will assume all liability for student supervision during preparation time.

5.9 TK-Kindergarten Classes

210-285 instructional minutes plus 90 minutes of partner or other assigned instructional responsibilities-20 minutes recess in the a.m. (to be covered by Playground Supervisors per Article 5.7 of this Agreement) plus 10 minutes in the p.m.

ARTICLE 7: SALARY

7.1 Rate of Compensation

Rate of compensation will be paid to certificated employees on a 12thly basis.

7.1.1 Salary Changes

For the 2023~~24~~-2024~~25~~ school year, the base salary schedule shall increase by six percent (6%) ~~one-percent (1%)~~.

ARTICLE 10: Transfers and Reassignment

10.5 Unit Member Initiated Transfer

10.5.2

D. If a vacancy occurs during the school year after the ~~first~~ first semester, the vacancy shall be posted in accordance with the above requirements. A unit member may be chosen to fill such vacancy as a voluntary transfer/reassignment but shall not assume the assignment until the beginning of the next school year. The new unit member hired to fill such vacancy for the remainder of the school year may apply for any existing vacancy for which he/she is qualified within the District for the subsequent school year.

ARTICLE 14: CLASS SIZE

14.4.1.2 Redistribution of pupils

~~K — 3 graded courses = \$2.08 per course — Daily = \$6.24~~

~~4st — 6th — 5 graded courses = \$1.25 per course — Daily = \$6.25~~

K - 6th 4 graded courses = \$1.56 per course Daily = \$6.25

14.4.1.3 Speech overage will be paid at the rate of ~~\$1.10~~ \$1.40 per pupil.

14.4.1.3 RSP overage will be paid at the rate of ~~\$1.25~~ \$1.60 per day per pupil.

ARTICLE 30:SPECIAL ASSIGNMENT PAY

HOURLY RATE OF PAY

Members of the Bargaining Unit assigned outside of their regular teaching assignment as Home/Hospital, Independent Study, Tutorial Program, Districtwide Committee, and Detention Teachers shall be paid at an hourly rate of ~~\$40.00~~ **\$45.00**. This may also be used to pay teachers for approved non-work day trainings offered by the district, up to a maximum of 6 (six) hours per day.

ANNUAL STIPENDS

Extra Curricular Activities

| <u>Activity</u> | <u>\$ Per Unit</u> | <u># Weeks</u> | <u>Reg. Season + Tourn. Total</u> |
|--------------------------|--|-----------------|--|
| <u>Volleyball</u> | <u>\$ 200.00</u> <u>\$225.00</u> | <u>6</u> | <u>\$1,200</u> <u>\$1350</u> |
| <u>Girls 6/7</u> | | | |
| <u>Girls 8</u> | | | |
| <u>Boys 6/7</u> | | | |
| <u>Boys 8</u> | | | |
| <u>Soccer</u> | <u>\$ 200.00</u> <u>\$225.00</u> | <u>6</u> | <u>\$1,200</u> <u>\$1350</u> |
| <u>Girls 6/7</u> | | | |
| <u>Girls 8</u> | | | |
| <u>Boys 6/7</u> | | | |
| <u>Boys 8</u> | | | |

| | | | |
|-----------------------------------|------------------|-----------|--------------------|
| | <u>\$ 200.00</u> | | <u>\$1,200</u> |
| <u>Basketball</u> | <u>\$225.00</u> | <u>6</u> | <u>\$1350</u> |
| <u>Girls 6/7</u> | | | |
| <u>Girls 8</u> | | | |
| <u>Boys 6/7</u> | | | |
| <u>Boys 8</u> | | | |
| | <u>\$ 200.00</u> | | <u>\$1,200</u> |
| <u>Cross Country</u> | <u>\$225.00</u> | <u>6</u> | <u>\$1350</u> |
| <u>Girls 6,7,8</u> | | | |
| <u>Boys 6,7,8</u> | | | |
| | <u>\$ 200.00</u> | | <u>\$1,200</u> |
| <u>Track & Field</u> | <u>\$225.00</u> | <u>6</u> | <u>\$1350</u> |
| <u>Field Events 6,7,8</u> | | | |
| <u>Track Events 6,7,8</u> | | | |
| | <u>\$ 40.00</u> | | <u>\$ 1,320.00</u> |
| <u>Yearbook Advisors 6,7,8</u> | <u>\$45.00</u> | <u>33</u> | <u>\$1485.00</u> |
| | <u>\$ 40.00</u> | | <u>\$ 1,320.00</u> |
| <u>Music Teachers Band/Chorus</u> | <u>\$45.00</u> | <u>33</u> | <u>\$1485.00</u> |

| | | |
|---|----------------------|-----------------------------|
| | \$ 40.00 | Agreed upon number of weeks |
| <u>District Approved Clubs/Org. &</u> | \$45.00 | |
| <u>Approved Activities (May include but not limited to the following examples): Robotics, Cheer, Dancing Feet, Geography Bee, Student Council, CJSE, Model UN</u> | | |
| | \$ 120.00 | |
| <u>Special Activities/Competitions outside of school day</u> | \$135.00 | |
| | \$240.00 | |
| <u>Special Activities/Competitions outside of normal day-out of area</u> | \$270.00 | |
| | \$ 80.00 | |
| <u>Special Trips/Excursions 6,7,8</u> | \$90.00 | |
| <u>overnight</u> | | |

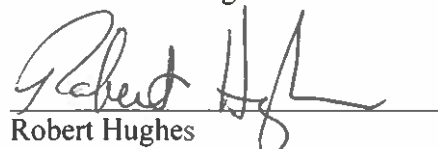
Attachments-

MOU Special Education
MOU Autism Program
2025-2026 Calendar

Additional negotiations may be necessary depending upon the outcome of SB 291. Both parties agree to meet and negotiate the effects of SB 291 if recess time at any school site is further impacted.

R. Drew Warden

Drew Warden
WUTA Chief Negotiator



Robert Hughes
Deputy Superintendent

05/21/2024

Date

5/21/2024

Date



WESTSIDE UNION SCHOOL DISTRICT
May 17th, 2024
MEMORANDUM OF UNDERSTANDING
Between the WESTSIDE UNION SCHOOL DISTRICT and
WESTSIDE UNION TEACHERS ASSOCIATION

This Agreement is between the Westside Union Teachers Association (“WUTA”) and Westside Union School District regarding the specialized program for students with autism during the 2024-2025 school year.

Specialized duties and responsibilities of teachers participating in this program shall include but is not limited to:

- Mandatory training on July 24th-26th, 2024. This training will be paid at the contractual rate of \$45 per hour and will be 6 hours per day. These trainings are in addition to the contractual meetings held weekly at the school site.
- Mandatory training throughout the year on the 2nd, 4th, and 5th Wednesday of each month. These training sessions will be 2 hours in length and will begin 15 minutes after the dismissal bell. These trainings will be paid at the rate of \$45 per hour.
- Training must be implemented in the classroom and will be followed up by in-class support on the Thursday following training, which will be provided by the trainers.
- This MOU shall apply to all certificated teachers involved with the program including APE, Speech, and any other itinerant teachers.
- Teachers who are assigned to this program must commit to at least the 2024-2025 school year and the 2025-2026 school year for service to this program.
- Teachers will have access to two instructional assistants in the classroom that will cover the full school day.
- Teachers entering this program are aware that for the 2024-2025 school year the program will be housed at Gregg Anderson Academy. However, in subsequent years, beginning in 2025-2026, the program may be moved to another site and teachers would be expected to move sites as well.
- For the 2025-2026 school year, the program will follow an alternate school schedule which will be determined by mutual agreement between WUSD and WUTA. For example, students releasing 30 minutes later than other schools on Monday, Tuesday, Thursday, and Friday to allow student instruction to begin two hours later on Wednesday to allow for weekly mandatory professional development.
- Class size will be 10 students per classroom. Overage will be paid per contract.
- Requirements for teachers in the program include: Moderate/Severe Credential (or equivalent credential allowing instruction in a moderate/severe program,) participation in all trainings as outlined in this MOU, willingness to move sites/grade levels based on program needs.

Upon approval by the Board of Trustees, this agreement will be in effect for the 2024-2025 school year.

This MOU will expire on June 30, 2025.

R. Drew Warden

05/21/2024

Drew Warden
WUTA Chief Negotiator

Date

Robert Hughes

5/21/2024

Robert Hughes
Deputy Superintendent

Date



WESTSIDE UNION SCHOOL DISTRICT
May 17th, 2024
MEMORANDUM OF UNDERSTANDING
Between the WESTSIDE UNION SCHOOL DISTRICT and
WESTSIDE UNION TEACHERS ASSOCIATION

This Agreement is between the Westside Union Teachers Association (“WUTA”) and Westside Union School District regarding Article 26-Special Education and will be implemented for the 2024-2025 school year.

Special Education teachers who are the case managers and responsible for the development, assessment and conducting IEP's for students that are referred for initial assessment through the CST process may be eligible for additional payment at the teachers' negotiated hourly rate under the following criteria:

- Teacher is currently at caseload maximum-new assessment is over caseload maximum
- Work is completed outside of contractual work hours
- Approved by administration prior to conducting the work to verify approved hours (maximum 3 hours for initial IEP)

Pending cases that do not meet this criterion will not be considered for the additional compensation. Students must be on an IEP and assigned to the teacher's caseload to be considered towards overage counts.

Upon approval by the Board of Trustees, this agreement will be in effect for the 2024-2025 school year.

This MOU will expire on June 30, 2025.

R. Drew Warden

05/21/2024

Drew Warden
WUTA Chief Negotiator

Date

Robert Hughes
Robert Hughes
Deputy Superintendent

5/21/2024
Date

Westside Union School District 2025 - 2026 District Calendar

| | First Week | | | | | Second Week | | | | | Third Week | | | | | Fourth Week | | | | | Fifth Week | | | | | ADA Days | Tchr Work | Legal Holidays | Non Student | | | | |
|---|------------|---|---|----|---|-------------|---|---|----|---|------------|----|----|----|----|-------------|----|----|----|----|------------|----|----|----|-----|----------|-----------|----------------|-------------|--|--|--|--|
| | M | T | W | Th | F | M | T | W | Th | F | M | T | W | Th | F | M | T | W | Th | F | M | T | W | Th | F | | | | | | | | |
| Jun-25 | 2 | 3 | 4 | 5 | 6 | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x | | | | | | | |
| July | x | x | x | x | | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x | | | | 2/1 | 1 | 22 | | | | | |
| Aug | | | | | 1 | 4 | 5 | 6 | 7 | 8 | 11 | 12 | 13 | 14 | 15 | 18 | 19 | 20 | 21 | 22 | 25 | 26 | 27 | 28 | 29 | 20 | 21 | 0 | 1 | | | | |
| Sept | x | | | | | | | | | | | | | | | | | | | | | | | | | 21 | 21 | 1 | 1 | | | | |
| Oct | | | | | | | | | | | | | | | | | | | | | | | | | | 18 | 22 | 0 | 5 | | | | |
| Nov | | | | | | | | | | | | | | | | | | | | | | | | | | 14 | 14 | 3 | 6 | | | | |
| Dec | | | | | | | | | | | | | | | | | | | | | | | | | | 15 | 15 | 1 | 8 | | | | |
| Jan | | | | | | | | | | | | | | | | | | | | | | | | | | 14 | 14 | 2 | 8 | | | | |
| Feb | | | | | | | | | | | | | | | | | | | | | | | | | | 19 | 19 | 1 | 1 | | | | |
| Mar | | | | | | | | | | | | | | | | | | | | | | | | | | 15 | 15 | 0 | 7 | | | | |
| Apr | | | | | | | | | | | | | | | | | | | | | | | | | | 19 | 19 | 0 | 3 | | | | |
| May | | | | | | | | | | | | | | | | | | | | | | | | | | 20 | 20 | 1 | 1 | | | | |
| June | | | | | | | | | | | | | | | | | | | | | | | | | | 5 | 5 | 0 | 17 | | | | |
| Minimum Days: 8/4-5 & 25, 11/21, 12/8 & 19, 1/16, 3/20, 6/4-5 End of Quarters/Semesters: Oct. 3, Dec 19, Mar 20, June 5 2026 Summer Intersession Window: June 8, 2026 - July 31, 2026 | | | | | | | | | | | | | | | | | | | | | | | | | 180 | 188/187 | 10 | 80 | | | | | |

Calendar "Key" H-Legal Holidays

- Independence Day 4-Jul
- Labor Day 1-Sep
- Veteran's Day 11-Nov
- Lincoln's Day** 24-Nov
- Thanksgiving 27-Nov
- Christmas 25-Dec
- New Year 1-Jan
- Martin Luther King 19-Jan
- Presidents' Day 16-Feb
- Memorial Day 25-May

** In Lieu of 2/13/26

- X -Non Work Day
- * -Teacher Work Day
- r -Regular Student Day
- m -Minimum Day
- V -Vacation Day
- NT -New Teacher Training
- IN -Inservice Day
- PC Parent/Teacher Conference
- Targeted Staff Meeting
- Non Student Day
- First Day of Quarter/Semester
- Last Day of Quarter/Semester
- First/Last Day of School
- Day counted for ADA
- Summer School Window

Non Teacher Work Days

July 1-29, & Oct 17, 2025
 November 24-28, 2025
 December 22, 2025 - January 9, 2026*
 March 23 - April 3, 2026*

New Teacher Inservice Day: July 30, 2025
Teacher Inservice Days: July 31, Aug 1, Oct 15-16, 2025
Parent/Teacher Conferences: Oct 13-14, 2025

First Day of School: August 4, 2025
Last Day of School: June 5, 2026

* - WUTA Article 6.2 - Breaks may be altered to correspond with High School District calendar.

Agreement reached on: 5/21/24

R. Draw Warden

 Russell Warden, WUTA Chief Negotiator

Robert Hughes

 Robert Hughes, Deputy Superintendent

Calendar 25-26
 Board Approved: