

**West Contra Costa USD**  
**L-M Solutions Team Meeting Joint Communication**  
August 9, 2016

**Organizations Represented:** United Teachers of Richmond, Public Employees Local One, School Supervisors Association, West Contra Costa Administrators Association, WCCUSD Board of Education, District Superintendent

**No Quorum:** Ground rules require that one representative from each of the bargaining units, the District and the Board of Education be in attendance, in order to have a quorum which is necessary for the group to make decisions. Public Employees Local One was not able to make this meeting.

**The new superintendent, Matt Duffy, and incoming president of the United Teachers of Richmond, Demetrio Gonzalez were introduced to the group**

After the introductions and welcome they were provided an orientation to the Labor Management Solutions Team. The L-M Solutions Team was started during the parcel tax campaign in 2011. At that time, management and labor organizations in the District agreed that they needed to work together in order to pass the parcel tax. That group including the superintendent, board members, and representatives from all labor organizations in the District continued to meet to discuss issues of mutual concern with the goal of finding solutions through collaborative problem solving.

Examples of issues addressed by the L-M Solutions Team

- Catastrophic Leave policy developed by the L-M Solutions Team and adopted into each of the four labor organization's collective bargaining agreement.
- Discipline: Created a more uniform application of employee discipline throughout the District.
- Classified training day
- Summer School

**Citizen's Bond Oversight Committee--CBOC**

Jonathan Wright was unanimously recommended for appointment to the Citizen's Bond Oversight Committee as the representative for all labor organizations in the District.

**Parcel tax is on the ballot for the election this November**

The WCCUSD Board of Education voted to place a parcel tax on the ballot for the November election. Continuation of parcel tax funding is critical to the District's ability to educate students. The District has agreed to share funding with charter schools in the District. A political action committee and parcel tax committee have been formed. Endorsements and funding are being sought from local community groups and officials as well as each of the labor organizations in the District. Staff are reminded that campaigning for the parcel tax may not be done on District time or using District resources.

**Propositions 55, 52 and 58**

**Proposition 55** is an extension of funding provided in Proposition 30. The United Teachers of Richmond (UTR) will participate in a statewide rally on October 6<sup>th</sup>. UTR will combine support for **Proposition 55** with the District parcel tax since both address critical funding needs in the District.

**Proposition 52** provides health care to low income children and families.

**Proposition 58** takes away the limitations imposed by Proposition 227 on bi-lingual education.

(UTR) is supporting all three propositions.

### **Promoting collaboration throughout the District**

Collaboration among the District's labor organizations and management has resulted in many positive outcomes. The L-M Solutions Team is formalizing its commitment to collaborative issue resolution by signing a labor-management compact which is on the agenda for approval at the meeting scheduled for September 20<sup>th</sup>. However, the labor management collaboration has not reached the school sites. Active discussions are taking place on how to bring the culture of collaboration, involving stakeholders from all segments in the District to every level of District operations. An idea being discussed is the establishment of a District leadership team with representatives from all segments of the school district community. An idea that was discussed is to organize the District leadership team around school families. One major goal is to involve larger segments of the District in decision-making. This discussion will continue at our meeting in September.

### **Professional Training Day**

Working to engage and empower individuals in the District continued in our discussion about professional development day this October. How to truly engage employees to participate in professional development requires that they see the value to them, personally. To that end, strategies on how to provide training that is relevant and useful were considered, including providing employees with the opportunity to work with others in similar jobs to identify their own training needs as well as ideas about how to most effectively deliver the training. Some training is mandated by the State of California. Human Resources will look at innovative ways to deliver mandated training and some of it may be conducted online. Expect more communication about professional training day in the weeks to come.