

West Contra Costa USD Labor Management Solutions Team
Joint Communication – August 20 & September 17, 2015

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

Back to School:

Training: New State mandates, OSHA regulations have impacted professional development.

- Good feedback from teachers attending the New Teacher Orientation.
- Classified staff is scheduled for professional development on Monday, October 12.
 - Topics are Bullying in the Workplace and How to Improve Job Performance and Performance Evaluation.
 - When there is a conflict between attending the District-wide training and site-based training, it is resolved between the SSA President and the principal.

Staffing

The District hired 240 certificated staff. Most of the positions have been filled. There were a few problems of “no shows”, individuals who accepted a job with the District but did not show up for work. There are five teachers from the Philippines arriving next week.

Class Size

An additional Kindergarten class will be added at Lake Elementary School due to larger than expected enrollment.

Catastrophic Leave

The deadline for applying for catastrophic leave is October 2, 2015.

Safety – Safety Coordinator, Libby Montes-Nation, gave an update:

- Keenan & Associates will donate 400 earthquake emergency kits. Schools closest to fault lines and the refinery will be a priority.
- A uniform District-wide template for a school site safety plan was created and will be distributed on October 1st. These Site Safety Plans will be customized by adding emergency contact people and phone numbers. A copy will reside at the site and the District Safety office.
- While there are no established protocols when a violent incident occurs on campus, these issues are dealt with on a case-by-case basis by the principal, education director, associate superintendent for K-12 operations and local police department.
- These are issues dealt with by the principal, education director, and associate superintendent for K-12 operations.
 - How to get a restraining order?
 - What to do when an employee receives a court summons?
 - What support is available to staff the day of the incident?
 - What are job expectations of staff on the day of the incident?

Employee Assistance Program (EAP)

- EAP was identified as a resource in the event of a traumatic event at work and will be referenced in the District Crisis Intervention manual.
- The Solutions Committee agreed that more information about services available through

EAP needs to be publicized to staff. Information such as, it is free and confidential is not widely known and may be the reason why it is underutilized. Strategies on how to better communicate this program will be discussed at the October meeting.

Communication

- Creation of short videos is a new District capacity. A three minute video on “Rosie’s Girls” was screened. Suggestions for other short videos include the arts, athletics, and the fabrication lab.
- Create automatic post to Facebook, Twitter, Instagram and YouTube when a video is posted on the District’s website.
- Greater use of infographics will provide valuable information and save time processing data requests.
- After a five-year hiatus, the District Quarterly newsletter delivered to 95,000 residents was resumed.
- Blackboard Connect has been successfully used in communicating with parents on a variety of Back-to-School information.

Labor Relations

- o SSA ratified a tentative agreement with the District in July with a unanimous vote.
- o WCCAA ratified a tentative agreement with the District in July with the largest turnout in recent years and 100% approval.
- o Local One recently ratified a tentative agreement with the District with 88% voting yes.
- o UTR will focus on community engagement in the coming year and will staff a variety of committees to address issues of concern to their members.

School Bond Work

20 schools that have not yet received school bond money for work at their sites. These schools will engage in a needs assessment process this fall during which they will get walk-throughs by the consultants and be surveyed on what the needs are at their sites. This information will be prioritized by the school board and serve as the basis for how funds will be spent.

L-M Solutions Team Contact List

NAME	E-MAIL ADDRESS	PHONE NUMBER
Rhem Bell	rbell@cta.org	510-222-5112
Kimberly Chamberlain	kchamberlain@wccusd.net	510-385-8126
Valerie Cuevas	valerie.cuevas@wccusd.net	510-231-1101
Sara Danielson	sara3142@sbcglobal.net	510-334-6361
Bruce Harter	bharter@wccusd.net	510-231-1101
Madeleine Jen Kin	mjenkin@peu1.org	510-222-5012, 510-685-1671
Madeline Kronenberg	mkronen@aol.com	510-334-9646
Sharon Lambie	slambie@yahoo.com	510-528-8093
Amanda Henderson	president@unitedteachersofrichmond.com	510-222-5112
Phil Hu	phu@peu1.org	925-228-1600
Ken Whittmore	kwhittmore@wccusd.net	510-231-1184
Jonathan Wright	jtwright@ifpte21.org	510-213-1353
Annie Song-Hill	asonghill@gmail.com	415-516-5810