

West Contra Costa USD Labor Management Solutions Team  
**Joint Communication – October 15, 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

**Coming soon! Billboards featuring WCCUSD graduates and the colleges and universities they are attending this fall.**

**Safety**

Libby MontesNation, invited guest and District Disaster Preparedness and Safety Coordinator, gave a report to the team on in-progress updates to Safety Plans at school sites. A District template will arrive at schools by the end of October. Schools will then insert information specific to their sites to individualize and complete their plans.

There was an intruder on campus at Pinole Valley High School on September 23<sup>rd</sup>. The intruder had no shirt on, and no identifying badge or clothing which would indicate he was a District employee. This incident was used to review safety protocols when there is an intruder on campus with the site. The incident provided a good learning experience and provided an opportunity to reinforce proper safety procedures.

**Employee Assistance Program (EAP)**

Marci Williams, invited guest and Director, Employee Relations presented information on the Employee Assistance Program (EAP). The program is part of the District's insurance plan. EAP is designed to help with life's many challenges, such as initial phone support or face-to-face sessions for relationship issues, problems in the workplace, stress, response to traumatic events, etc. They can also help with work and life issues such as financial, legal, health/wellness. An employee is entitled to 3 face-to-face sessions or telephonic or web-video consultations per incident per year. In the quarterly report from the company, all the District gets is data on numbers of employees using various services. There is no identifying information. This confidential and free service is available to temporary and permanent District employees. See attached flyer.

**News from Bargaining Units**

- UTR will return to the bargaining table on Monday Oct. 19.
- SSA is having a membership meeting on Oct. 15. SSA will begin the nomination process for their new board.
- WCCAA has had two general membership meetings this year. More than half of their membership attended each meeting.

**WCCUSD State of the Schools breakfast**

Team members reported that the State of the Schools Breakfast was an impressive gathering of community members and school personnel. Dr. Harter's report generated many "Wows" from the audience. He talked about challenges with great honesty. The community was able to reflect on the many consistent successes happening throughout the District. Dr. Harter emphasized that facing challenges and achieving success is a community effort. Appreciation for Dr. Harter's

leadership was expressed all around. The bargaining units offered to help get media presence at District events such as these so that news about the District is more balanced.

**Teachers hired from abroad**

This year, the District hired teachers from Mexico, Spain and the Philippines. With help from the broader community, which has been overwhelmingly supportive and helpful, they are adjusting to their new positions.

**Catastrophic Leave**

The new Catastrophic Leave policy is now in effect and there have already been requests for catastrophic leave, which must be considered and decided by a Catastrophic Leave Committee. A Catastrophic Leave committee will be formed by the end of the month composed of one representative from each bargaining unit and a District representative. They will consider requests for leave from the leave bank. The days in the leave bank are contributed by employees of the District who choose to contribute one day per year. Only those employees who contribute are eligible to apply for catastrophic leave. For those people who were employees by September 30 of this year, the next enrollment period will be next summer (for next school year). There will be another enrollment period in January for employees hired after Oct. 1, 2015. Bargaining units will help publicize the next enrollment period to their members. WCCUSD is one of the only school districts in California that has one Catastrophic Leave program for all employees.

**October Training**

Classified training went well with positive feedback from members. However, there were fewer attending this year than in the past. One possible reason is that it was scheduled on Columbus Day and many daycare centers were closed that day. The District is looking into providing child care next year.

**Hot Schools**

UTR raised the issue of schools that have been too warm for students and staff to function well. When classrooms get into the 90s, not much learning takes place. Problems have been reported at Ford, Downer, Greenwood Academy, and El Cerrito High School. One strategy the District is trying is to set timers to start air circulating at 3 AM to cool the schools down before the students arrive. The short term solution is to better manage airflow. The District is considering the installation of fans in the spring. This issue will be discussed at the Facilities Committee. Team members talked about the need to demonstrate equity across the District regarding keeping schools comfortable for all students. There is a perception, although inaccurate, that the “hill” schools may get more support than other schools.

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