

Meeting Date: April 13, 2022

Subject / Title: Accept Public Comment and Approve Receipt of Initial Bargaining Proposals from the United Teachers of Richmond and West Contra Costa Unified School District

Agenda Item: Public Hearing / Action

Contact Persons: [Conrad Tanasychuk](#), [Robert McEntire](#)

Comments:

- The current 1 year collective bargaining agreements for United Teachers of Richmond expires on June 30, 2022.
- Pursuant to Educational Employment Relations Act, the initial proposals to be negotiated by school districts and labor unions must be submitted at a public meeting of the governing board. The initial proposals of the West Contra Costa Unified School District to United Teachers of Richmond along with the initial proposals from the United Teachers of Richmond to West Contra Costa Unified School District, at which time the public is allowed to comment on the proposals.
- This is part of the “sunshining” process that must be completed prior to entering into contract negotiations. Once an agreement is reached with each unit, the agreement will be reviewed by the Contra Costa County Office of Education under the requirements of AB1200 and then brought to the board for ratification.
- These proposals are for a successor agreement between UTR and WCCUSD’s current 1 year collective bargaining agreement that was in effect from July 1, 2021 – June 30, 2022.
- Due to the COVID-19 pandemic there has been much discussion about Memos of Understanding (MOUs) which are entered into to address specific one-time, short-term issues such as changes in normal working conditions which are subject to collective bargaining. These proposals are not related to any current or future MOU.
- It is important to the public to understand that the District and UTR are currently addressing conditions impacting programs, but these contract negotiations presented tonight are not connected in any way to those discussions and public comment should be limited to the terms that are being “sunshined” and not directed toward any current MOUs.

Recommendation

That both WCCUSD and UTR will post the initial proposals for the Board of Education to receive any public comment on the initial proposals and approve receipt of the submitted proposals.

Financial Impact

Fiscal impact is to be determined based upon the results of negotiations. Any fiscal impact will need to be disclosed through the AB1200 procedure prior to ratification by the board of education.

Articles to Sunshine for 2022-25 Successor Agreement
(Shared with District 3/3/22)

Articles for substantive negotiations

- Article 1: Agreement
- Article 3: Successor Agreement
- Article 7: Union Rights
- Article 10: Hours of Employment and Duty Assignment
- Article 11: Adjunct Duties
- Article 12: Class Size
- Article 13: Leaves
- Article 14: Transfers and Reassignments
- Article 15: Evaluations
- Article 17: Parent Complaint Procedure
- Article 19: Safety
- Article 22: School Calendar
- Article 23: Salary
- Article 25: Employee Benefits
- Article 27: Substitute Teaching
- Article 28: Part-Time Teaching
- Article 31: Itinerant Teachers
- Article 32: Temporary Teachers
- Article 33: Consultation
- Article 39: Harassment
- Article 42: Miscellaneous Provisions
- Article 45: Promotions
- Article 46: Staff Development
- Article 49: Restructuring
- Article 52: Special Education
- Article 53: Community Schools

Articles with technical changes or clean-up (minor corrections or obsolete language).

- Article 2: Definitions
- Article 8: Organizational Security
- Article 16: Grievance Procedure
- Article 18: Personnel Files
- Article 26: Specially Funded Teachers
- Article 29: Special Services Support Personnel
- Article 36: Summer School
- Article 40: Non-Discrimination

- Article 48: Academic Freedom



WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT

HUMAN RESOURCES

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PUBLIC HEARING ON INITIAL PROPOSALS TO UTR BARGAINING UNIT

On **April 13, 2022**, the West Contra Costa Unified School District School Board will be available at **6:30 p.m.** for a public hearing on the West Contra Costa Unified School District's (District) initial proposals to the United Teachers of Richmond (UTR) bargaining unit. The purpose of the hearing is to allow an opportunity for public input. The hearing will be conducted at the West Contra Costa Unified School District Board Meeting located at Lovonya DeJean Middle School Multipurpose Room, 3400 Macdonald Avenue, in Richmond.

WCCUSD Initial Proposals presented to UTR

The District is proposing to engage in good faith bargaining with regard to the specific articles "sunshined" by the District and UTR.

Article 1- Agreement

- time line for contract and healthcare reopener

Article 3 - Successor Agreement

- time line to meet and negotiate the successor agreement

Article 8 – Organizational Security

- update language to reflect Supreme Court decision of Janus

Article 9 – Disciplinary Action

- employee discipline

Article 10 - Work day/Work year

- minutes based calculation of teacher time
- instructional day and professional work day
- other professional responsibilities
- staff meeting schedules
- intervention schedules

Article 12 - Class Size

- teacher work load and class size maximum
- update out of date language
- maximum number of students whether contained or departmentalized

- overages and rotation
- differences between first 15 school day period and emergency situations
- counselor assignment; and allocation

Article 14 – Transfer and Reassignments

- voluntary transfers: dates and rounds
- new language if tie in seniority

Article 22 – School Calendar

- length of calendar and work requirements
- collaboration schedules
- professional development

Article 23 - Salary

- total compensation (salary and health benefits)
- out of date language
- stipends
- early retirements
- after school/summer school/special ed home school hourly rate adjustments

Article 25 – Employee Benefits

- health plans
- rates and employee data figures

Article 46 – Staff Development

- dates, number of hours and requirements

Article 49 – Restructuring

- update language

Article 52 – Special Education

- class sizes in accordance with FAPE

Appendix K – WCCUSD Self Directed Learning Days

- focal areas under District directed professional learning