



**NOTICE TO EMPLOYEES  
POSTED BY ORDER OF THE  
PUBLIC EMPLOYMENT RELATIONS BOARD  
An Agency of the State of California**

After a hearing in Unfair Practice Case No. SF-CE-3470-E, *Adult School Teachers United v. West Contra Costa Unified School District*, in which all parties had the right to participate, the Public Employment Relations Board found that West Contra Costa Unified School District violated the Educational Employment Relations Act (EERA), Government Code section 3543.5, subdivision (c), and derivatively violated subdivisions (a) and (b), when it unilaterally changed the procedure for assigning classes to English as a Second Language (ESL) teachers without affording Adult School Teachers United (ASTU) adequate notice and opportunity to bargain.

As a result of this conduct, we have been ordered to post this Notice, and we will:

A. CEASE AND DESIST FROM:

1. Instituting new procedures for assigning courses to adult education teachers without affording ASTU adequate notice and opportunity to bargain.
2. Interfering with either ASTU's right to represent bargaining unit employees or employees' right to be represented by ASTU.

B. TAKE THE FOLLOWING AFFIRMATIVE ACTIONS TO EFFECTUATE THE POLICIES OF EERA:

1. Upon ASTU's request, rescind procedures for assigning ESL courses adopted in summer 2021.
2. Upon ASTU's request, bargain in good faith over new procedures for assigning ESL courses.
3. Make whole ASTU and all affected employees for any losses incurred because of the violations found in this case. Any make-whole amounts shall be augmented by interest at 7 percent per year.

Dated: 12/15/2023

WEST CONTRA COSTA UNIFIED SCHOOL  
DISTRICT

By:   
Authorized Agent

THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST 30 CONSECUTIVE WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACED, ALTERED OR COVERED WITH ANY OTHER MATERIAL.