

To: WDEA Members

From: Your Negotiations Team

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February 22, 2022

Your Bargaining Team is pleased to share with you the attached Tentative Agreement that we reached at the table on Tuesday. We agree with the District's Bargaining Team that this agreement is a respectful offer that makes WUSD more competitive with other districts. This is a package deal, if anything changes, the whole proposal has to be changed.

Highlights:

- The agreement means a retroactive 6% increase for the 2021/2022 school year.
- The other 6% increase for the 2022/2023 school year is compounded making our raise slightly higher than 12%. (The base number for 22/23 will be higher than the 21/22 base number.)
- In order to use one-time money received from the State, the agreement includes four Professional Development Days for the 2022/23 school year which adds 1.32% to total yearly income. (Each PD Day is a .33% increase in income. Since these days are in our yearly calendar, they go towards your regular STRS, not Supplemental.)
- The District will also be adding six steps to the Salary Schedule so it will now have Step raises for up to 30 years instead of 24.
- The District will provide free childcare for unit members who are at least 0.8 FTE and have their children in WUSD schools.
- There will be a change in the way we pay for healthcare benefits. Beginning in the 2022/2023 school year, the District contribution will be capped at what they are paying now for the highest plan. People on the highest plan will have an increased cost, depending on what healthcare increases are next year. Members on the other plans will have less out of pocket costs, which will vary based on healthcare increases next year. (The general rule is that the cost will go up around 5% annually, but this can vary.) Even though this means a cap for benefits, which we have avoided as long as we could, we will have the highest cap in Sonoma County and it will be part of the Salary and Benefits negotiations starting with the 23/24 school year.
- Built into the agreement is exploring a Fair Share Formula for future salary and benefits negotiations.
- We will also be negotiating \$80,000 to make our stipends more comparable to other districts.

You can talk to your Negotiator for clarification of items. There will also be a General Membership Meeting on March 3, 4:00 p.m., in the theater at WHS for members to ask questions.

Tentative Agreement

February 22, 2022

2021-22 and 2022-23

1. 2021-22 Salary:

a. The District shall increase the salary schedule by 6%, effective July 1, 2021.

2. 2022-23 Salary:

a. Effective July 1, 2022, the District shall increase the 2021-22 salary schedule by 6%.

b. Effective July 1, 2022, the District shall adopt a revised salary schedule (incorporating the 6% increase for 2022-23) that includes 30 steps on each column. The increase between each step from Step 24 to Step 30 shall be 1.2%, as shown in the attached salary schedule (in draft form).

i. Teachers who are currently on Step 24, regardless of number of years of service, shall resume making step-wise movement effective July 1, 2022 (if eligible for step-wise movement), until they reach Step 30.

c. Increase the work year by two (2) professional development days for the 2022-23 school year, equivalent to a 0.66% salary increase in addition to and separate from the above. This will result in a work year of 188 days.

3. Child care: Each unit member with at least 0.8 FTE shall be eligible for free child care for their own eligible child(ren) in the District's child care programs. To be eligible, children must be (a) enrolled in the District, and (b) in grades TK-6. In future years, if the District's programs expand beyond TK-6, unit members who have children who meet the eligibility requirements will receive this benefit.

4. Health and Welfare:

a. Effective July 1, 2022, the District contribution towards medical premium costs shall be set at the maximum District contribution provided in 2021-22.

b. Amend Article 6 as follows:

i. Eliminate current 6.1.2, replace with: Effective July 1, 2022, the District shall contribute up to the following amounts towards each full-time (1.0 FTE) unit member's medical premium costs annually:

1. Employee only: \$10,321.08 (\$938.28/month over 11 months)

2. Employee +1: \$18,470.76 (\$1,679.16/month over 11 months)
3. Employee + children: \$15,172.08 (\$1,379.28/month over 11 months)
4. Employee + Family: \$22,397.76 (\$2,036.16/month over 11 months)

ii. Revise 6.1.3 to reflect the following: The District contribution for part-time unit members will be prorated in accordance with the percentage of their part-time employment.

5. Future Compensation Increases: The District and WDEA commit to exploring a fair-share formula, with the goal of such formula (if agreed upon) to be implemented in the 2023-24 school year.

a. For reference: A fair-share formula is a negotiated formula which pre-determines the amount of money which will be allocated for negotiated increases with WDEA. The formula may address how this money will be used, or WDEA and WUSD can negotiate annually over how the money will be used.

6. Stipends: The District shall increase the amount it pays towards stipends by \$80,000. Exact stipend amounts shall be negotiated with WDEA; the District's goal is to increase comparability.

For WDEA:

For the District:

Date:

Date:

DRAFT CERTIFICATED SALARY SCHEDULE

Fiscal Year 2022-23 - Includes 188 Work Days

STEP	AB: Less Than 45	AB: 45 + Units	AB: 60 + Units	AB: 75 + Units
STEP 1	53,105	53,663	54,222	55,424
STEP 2	53,663	54,222	55,424	57,836
STEP 3	54,222	55,424	57,836	60,248
STEP 4	55,424	57,836	60,248	62,657
STEP 5	57,836	60,248	62,657	65,065
STEP 6	60,248	62,657	65,065	67,476
STEP 7	62,657	65,065	67,476	69,886
STEP 8	65,065	67,476	69,886	72,298
STEP 9	67,476	69,886	72,298	74,705
STEP 10	69,886	72,298	74,705	77,115
STEP 11	72,298	74,705	77,115	79,523
STEP 12	74,705	77,115	79,523	81,931
STEP 13	75,670	78,081	80,490	82,897
STEP 14	76,632	79,043	81,453	83,861
STEP 15	77,598	80,008	82,418	84,828
STEP 16	78,560	80,972	83,381	85,792
STEP 17	79,523	81,939	84,345	86,756
STEP 18	80,490	82,897	85,311	87,718
STEP 19	81,453	83,861	86,273	88,683
STEP 20	82,416	84,852	87,238	89,647
STEP 21	83,381	85,792	88,200	90,610
STEP 22	84,345	86,756	89,164	91,574
STEP 23	85,311	87,718	90,128	92,538
STEP 24	86,273	88,683	91,093	93,504
STEP 25	87,308	89,747	92,186	94,626
STEP 26	88,355	90,824	93,293	95,761
STEP 27	89,416	91,914	94,412	96,910
STEP 28	90,489	93,017	95,545	98,073
STEP 29	91,575	94,133	96,692	99,250
STEP 30	92,674	95,263	97,852	100,441

Effective 07/01/14, annual stipends of \$1000.00 shall be paid for each master's degree(s) and doctoral degree. An annual stipend of \$1000.00 shall be paid for National Board Certification for teachers and Speech and Language Therapists. An annual stipend of \$800.00 shall be paid for demonstrated bilingual skills (as defined by BCLAD Certification) and special education assignment. Effective 8.7.17, an annual stipend of \$800 per year will be paid to teachers in the ED program.

This salary schedule is based on Teacher Calendar of 184 days, plus 4 professional development days, for a total of 188 days.