

# WOODLAND JOINT UNIFIED SCHOOL DISTRICT

"Excellence for All"

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District Website: [www.wjUSD.org](http://www.wjUSD.org)

## Human Resource Services

Leanee Medina Estrada  
Assistant Superintendent  
435 6<sup>th</sup> Street, Woodland, CA 95695  
(530) 662-0201 / FAX (530) 669-5918

Tom Pritchard, Superintendent

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## ***WJUSD and Teacher Negotiations Update – June 4, 2021***

### ***DISTRICT AND TEACHERS' UNION REACH TENTATIVE AGREEMENT TO CLOSE OUT NEGOTIATIONS FOR 2020-2021 AND 2021-2022 SCHOOL YEARS***

The District and WEA bargaining teams signed a Tentative Agreement settling negotiations for the 2020-2021 and 2021-2022 school years. This two-year agreement concludes contract negotiations through June 30, 2022, and includes the following:

- \$2,000 lump sum payment to all unit members for 2020-2021 (pro-rated for FTE)
- 1.75% increase to the salary schedule for 2020-2021, retroactive to July 1, 2020
- 1.5% increase to the salary schedule for 2021-2022, effective July 1, 2021
- Increase the salary index for Nurses and Speech Language Pathologists to 1.20
- Increased monthly health benefits contribution from \$620 to \$675, effective July 1, 2021
- 5 days of professional development paid at the full per diem rate for 2021-2022
- 30 hours of additional planning, preparation and collaboration time for Dual Immersion, combination class and special education teachers in the 2021-2022 school year to be paid at the full per diem rate

Following today's meeting, the WEA negotiations team will meet with its members to support ratification of the agreement and follow up with a vote per their bylaws. After ratification by WEA, the Tentative Agreement will be presented to the Board of Trustees for approval on June 24, 2021. The signed agreement is attached.

Both teams worked very hard to achieve this outcome and we appreciate the efforts of all involved.

#### WJUSD Negotiations Team

Leanee Medina Estrada, Assistant Superintendent, Human Resources  
Lewis Wiley, Jr., Associate Superintendent, Business Services  
Christina Lambie, Executive Director, Teaching and Learning  
Eddie Gonzales, Principal, Freeman Elementary School

**TENTATIVE AGREEMENT BETWEEN  
WOODLAND JOINT UNIFIED SCHOOL DISTRICT  
AND  
WOODLAND EDUCATION ASSOCIATION**

**2020-2021 AND 2021-2022 SCHOOL YEARS**

This Tentative Agreement is entered into by and between the Woodland Joint Unified School District (“District”) and Woodland Education Association (“WEA”) to conclude negotiations for the 2020-2021 and 2021-2022 school years. District and WEA may be referred to herein as “Party” or collectively as “Parties.”

NOW, THEREFORE, the Parties hereto agree as follows:

**1. Salaries, Health and Welfare Benefits and One-Time Payments**

- Increase to the District’s contribution to health and welfare benefits from \$620 per month to \$675 per month effective July 1, 2021.
- 2020-2021: One-time off schedule payment of \$2,000. Payment is pro-rated based on the employee’s FTE. Employees eligible for the one-time off-schedule payment are those currently active employees who were employed as of July 1, 2020. (Agreement)
- 2020-2021: Add 1.75% increase to salary schedule retroactive to July 1, 2020.
- 2021-2022: Add 1.5% increase to salary schedule effective July 1, 2021.
- 2021-2022: Increase the Index for Nurses and Speech Language Pathologists by .05 to 1.20 effective July 1, 2021.
- During the 2021-2022 school year only, Dual Immersion (DI), combination classroom, and special education teachers will be provided with up to an additional 30 hours of time exclusively for the additional planning, preparation, assessment, and transition planning required for these positions at the beginning of this school year. These hours shall be used outside the regular workday, are available for use during the 2021-2022 school year and will be paid at the teacher’s daily rate. The hours will be available for use in the following categories:
  - **20 hours** – Reserved for these staff members for individual planning and preparation
    - Individual planning and preparation activities for special education teachers may include but are not limited to development of service schedules, development of goal books, distributing relevant information to general education staff, etc.
    - Prior to using the 20 hours of individual planning and preparation, these staff members shall submit a written request (email) to the site administrator for approval in advance of the date, will identify this time as “individual planning and preparation” and the total hours the employee intends to use. The hours used shall be submitted on a timesheet and signed by their administrator.

- **10 hours** – Reserved for school-wide, grade-level or department planning as scheduled and developed in conjunction with the site administrator or special education and equity and access department director.
  - School-wide and grade-level planning activities will be relevant to the specific position and may include but are not limited to: development of pacing guides for dual-immersion classrooms, development of assessment calendars, etc. For special education teachers specifically, these activities may include but are not limited to: SEIS management, development of post-secondary goals, monitoring transition planning, and IEP compliance and goal development.
  - These hours shall be submitted on a timesheet and signed by their administrator.
- **2021-2022: Add five (5) days of Professional Development in the 2021-2022 School Year.**
  - Professional development days scheduled for a full day will be paid the full per diem rate of pay as outlined in Article IX (D) of the collective bargaining agreement.
  - The Professional Development days are mandatory in order to qualify for the full per diem rate of pay and will be scheduled prior to the beginning of the school year. Daily professional development opportunities will be scheduled for no more than a regular teacher workday within the time periods of 8:00 a.m. – 3:00 p.m. or 8:30 a.m. – 3:30 p.m., and will include a duty free lunch and time for teacher/staff collaboration.
  - Staff will participate in Professional Development activities in-person from their regularly assigned worksite, classroom or other designated physical location.
    - Staff unable to participate in-person may make-up the professional development activities as stated below.
  - The content, schedule and subject matter of the Professional Development days will be developed by the District. Content will be related to the unique needs of staff and students this school year and will be related to the following areas.
    - Teaching and Learning
    - Community and Family Engagement
    - Technology Tools
    - Social and Emotional Learning
    - Health and Safety
    - Content Specifically Related to Professional Responsibilities
  - All staff attending professional development opportunities shall be paid based on attendance reports from the professional development platform or sign-in/out sheets.
  - Should a staff member be unable to attend an entire scheduled full day or an entire

scheduled partial day, the staff member will notify their supervisor in advance of their inability to attend. Payment for partial attendance will be prorated.

- If the professional development presentation was recorded, the staff member will be provided an opportunity to make up the professional development, outside the normal workday, by the end of the second week of instruction, and will complete verification that the training was completed using the process developed by Educational Services. The staff member will submit a timesheet for the established hours of the training and will be paid the hourly rate associated with Column II, Step 6.

This Tentative Agreement will include a change to the 2021-2022 school year calendar as follows:

CURRENT 2021-2022 CALENDAR		PROPOSED 2021-2022 CALENDAR CHANGES	
Friday, August 6	Non-Work/Non-Student Attendance Day	Friday, August 6	New Teacher Work Day
Monday, August 9	Non-Work/Non-Student Attendance Day	Monday, August 9	New Teacher Work Day
Tuesday, August 10	New Teacher Work Day	Tuesday, August 10	PD Day #1
Wednesday, August 11	New Teacher Work Day	Wednesday, August 11	PD Day #2
Thursday, August 12	Teacher Work/Grading Day	Thursday, August 12	PD Day #3
Friday, August 13	Teacher Work/Grading Day	Friday, August 13	PD Day #4
Monday, August 16	First Day of School	Monday, August 16	PD Day #5
Tuesday, August 17	Student Attendance Day	Tuesday, August 17	Teacher Work/Grading Day
Wednesday, August 18	Student Attendance Day	Wednesday, August 18	Teacher Work/Grading Day
Thursday, August 19	Recess Day	Thursday, August 19	First Day of School
Friday, August 20	Recess Day	Friday, August 20	Student Attendance Day
Monday, June 6	9-12 Finals/day #1	Monday, June 6	Student Attendance Day (regular schedule)
Thursday, June 9	Last Day of School & Minimum Day #4	Thursday, June 9	9-12 Finals/ day #3
Friday, June 10	Non-Work Day, Non-Student Attendance Day	Friday, June 10	Last Day of School, day #4 of 9-12 Finals, & Minimum Day #4

The Parties agree to amend Article 10 as follows:

#### **Article 10 - Unit Member Benefits and Reimbursement**

10.2 District Contribution of \$675 per month will be provided for full time unit members. Part-time unit members shall be entitled to a District contribution proportionate to the percent of full-time employment.

#### **2. Term of Contract**

Article I.C will be revised as follows:

This Agreement shall remain in full force and effect from the time of its ratification by both parties to June 30, 2022, or until a new agreement has been reached by both parties.

3. The Parties agree to negotiate a Memorandum of Understanding relating to the District's "Flex Academy" that will begin in the 2021-2022 school year.

The Parties agree to adhere to Article 5.D. to continue negotiations for a successor contract (July 1, 2022- June 30, 2025). This Tentative Agreement is subject to ratification by WEA and approval by the Board of Trustees. The Parties agree to actively support ratification and approval of this Tentative Agreement.

**Date:**

**WOODLAND EDUCATION ASSOCIATION**

**WOODLAND JOINT UNIFIED SCHOOL DISTRICT**

DocuSigned by:  
*Diane C Duncan*  
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6/4/2021

Diane Duncan, WEA

Date

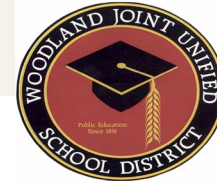
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6/4/2021

Leanee Medina Estrada,  
WJUSD

Date

# SCHOOL YEAR CALENDAR - PROPOSED REVISIONS - 6/4



# 2021-2022

FIRST/LAST DAY	STUDENT ATTENDANCE DAY
LEGAL HOLIDAY	LOCAL HOLIDAY
TEACHER WORK/GRADING	CONFERENCE DAY
NEW TEACHER WORK DAY	9-12 FINALS/MINIMUM DAY
RECESS DAY	MINIMUM DAY

## JULY

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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

## AUGUST

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## SEPTEMBER

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## OCTOBER

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## NOVEMBER

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## DECEMBER

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## JANUARY

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## FEBRUARY

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## MARCH

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## APRIL

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## MAY

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## JUNE

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