



## A Joint Communique

From the Westminster School District (“District”) & Westminster Teachers’ Association (“WTA”)

Both parties are very excited to announce that after nine collaborative Interest Based Bargaining sessions, on Monday, January 13, 2025, **the District and WTA reached a tentative agreement!** We want to thank all members of each bargaining team for their insightful contributions, leadership, and commitment to collaboration throughout the process to ensure WSD leads the way as the premier Pre K-8th grade school district in Orange County.

| Representing WSD             | Representing WTA                      |
|------------------------------|---------------------------------------|
| Rich Montgomery, Chairperson | Cecily Gates, Co-Chairperson          |
| Manuel Cardoso               | Angie Schiffner, Co-Chairperson       |
| Michelle Watkins             | Erika Bradley                         |
| Darek Jaronczyk              | Ashley Delany                         |
| Rick Nichols                 | Chris Rhodes                          |
| Laura Urquhart               | Stacy Georgetti                       |
|                              | Stacey Denbo (substitute team member) |
|                              | Robin Talbot (shadow team member)     |
|                              | Brian Eldridge (CTA Representative)   |

### Terms of the Tentative Agreement

- This Tentative Agreement is subject to ratification by the parties, as well as the successful completion of the AB 1200 process
- The WTA voting process will begin after a general meeting. Representatives from both teams will be present to answer any questions.
- The **general meeting** will take place in person at **Stacey Middle School in Room H-1 on Wednesday, January 29, 2025 at 3:15pm.** WTA will be sending out the ratification timeline and Zoom link for the General meeting.
- **Article 13 - Wages**
  - 1% increase on the Salary Schedule, retroactive to July 1, 2024
  - All current unit members shall receive retroactive compensation for the salary increase
  - Current unit members who have served less than a full work year during the 2024-2025 school year shall receive a pro-rated retroactive payment
  - Updated Certificated Stipend Table. See attached

- **Article 12 - Health and Welfare Benefits**

- Increase District contribution by \$620,000 for the 2025-2026 plan year
- Updated Benefits Tiers for 2025-2026 will be available in the Spring of 2025 (Article 12.2.2).

- **Article 9 – Class Size**

- **Section 9.1.1**

- For the 2025-2026 school year, the 2023-2024 Reopener Contract Negotiations MOU (K-1) will be amended to reflect the addition of Grade 2. Thus, the average class size per school site in Grades K-2 shall not exceed 26:1, student to teacher ratio.
- For the 2026-2027 and 2027-2028 school years, the average class size per school site in Grades K-2 shall be staffed at a ratio not to exceed 26:1, student to teacher ratio.
- Beginning in the 2025-2026 school year, in order to maintain balanced workloads and equitable classroom conditions, if class sizes exceed the established staffing ratios in Grades K-2, the unit member shall complete the Interest Based Class Configuration Form and submit to the Principal. Every effort will be made to conduct a meeting within 10 working days, but no later than 15 working days, to mutually determine accommodations to help support the unit member. Such accommodations may include but are not limited to:
  - The teacher shall receive the equivalent of one full-day of substitute pay (at the District's current rate) for each month that the class exceeds the above stated maximum.
  - The teacher shall receive a release day for each month that the class exceeds the above stated maximum.
  - The teacher shall receive a substitute teacher for one day each month that the class exceeds the above stated maximum to support in their classroom.
  - Release from duties.

- **Section 9.1.6.1.1 – Staffing Combination Classes**

- Beginning in the 2025-2026 school year, in order to maintain balanced workloads and equitable classroom conditions, the unit member shall complete the Interest Based Class Configuration Form and submit to the principal. Every effort will be made to conduct a meeting within 10 working days, but no later than 15 working days, to mutually determine accommodations to help support the unit member. In addition to current language in Article 9.1.6, the following additional accommodations will be available:
  - The teacher shall receive the equivalent of one full-day of substitute pay (at the District's current rate) for each month that the class exceeds the above stated maximum.
  - The teacher shall receive a release day for each month that the class exceeds the above stated maximum.
  - The teacher shall receive a substitute teacher for one day each month that the class exceeds the above stated maximum to support in their classroom.
  - Release from duties.
- During the 2025-2026 school year, the District and WTA shall meet to discuss and analyze, in good faith, class size and combination staffing based on multi-year projections.
- This Agreement does not supersede any provisions of the applicable CBA with respect to class sizes and combination classes and is non-precedential.

- **Article 11 – Hours/Work Year**

- **Section 11.3.1 – Minimum/Modified Planning Days**

- The District and Association recognize the importance of maintaining professional skills and preparing a quality educational program for students, including advancing the work in our Professional Learning Community districtwide. Each Wednesday of the month (32 Wednesdays

in the school year excluding: the first week of school, Fall conference week, Spring conference week, and the last two weeks of the school year) will be designated as follows:

- Elementary Schools (Article 11.3.1)
    - 50 minutes will be designated as Professional Learning Team (PLT) / Professional Learning Community (PLC) collaboration time. The remaining time may be used as Planning Time (PT), for a total of 27 weeks.
    - 90 minutes will be designated as Professional Development / PLC time for a total of 5 weeks, as determined by the needs of the site or District.
      - Every effort will be made at each site to calendar PLC/PLT time 30 days in advance.
    - Thus, for each of the 5 weeks, a PE PLC meeting will be converted to Planning time within the same month.
      - Every effort will be made to calendar PD/PE Planning Time 30 days in advance.
      - Every effort will be made by both parties to reconvene and discuss options to address PE Planning Time if the PE instructional release time is eliminated or reduced.
  - Middle Schools (Article 11.3.1)
    - 50 minutes will be designated as Professional Learning Team (PLT) / Professional Learning Community (PLC) collaboration time. The remaining time may be used as Planning Time (PT), for a total of 32 weeks.
  - (Article 11.3.1) - A Staff Meeting/Professional Development may be conducted once per month, on a Wednesday, as a component of the weekly collaboration time. Monthly staff meetings held by administration are not required, and information may be provided by administration via email, memorandum, and/or handouts in lieu of time dedicated at a staff meeting.
  - Any variances to scheduling Wednesdays identified as PLC or PT will be reviewed and agreed to by the Association president and/or designee and the Deputy Superintendent, Human Resources and/or designee.
- Except as specifically set forth above, all other terms and conditions of the 2022-2025 Collective Bargaining Agreement shall remain status quo and shall be incorporated in the parties' 2024-2025 successor agreement, and is non-precedential.
  - **Article 23 - Completion of Meet and Negotiate**
    - The parties agree that this concludes negotiations of Articles 9, 11, 12 and 13 for the 2024-2025 school year as part of a successor agreement. The teams will continue to meet to negotiate the remaining Articles for the duration of the 2024-2025 school year.



Back Row (from left to right): Rich Montgomery, Laura Urquhart, Brian Eldridge, Cecily Gates, Rick Nichols

Front Row (from left to right): Michelle Watkins, Angie Schiffner, Ashley Delany, Chris Rhodes, Erika Bradley, Stacey Denbo, Manuel Cardoso