



TENTATIVE AGREEMENT
Between The
WESTMINSTER SCHOOL DISTRICT
And The
WESTMINSTER TEACHERS ASSOCIATION



2024-2025 Successor Contract Negotiations

The Westminster School District ("District") and the Westminster Teachers Association ("WTA") agree as follows:

- The meeting and negotiating as required by Article 23 is complete for Articles 9, 11, 12 and 13.
- The terms of this Tentative Agreement for Articles 12 and 13 are for the 2024-2025 school year.
- The terms of the Memorandum of Understanding (MOU) for Articles 9 and 11 are for 2025-2026, 2026-2027 and 2027-2028 school years.
- This Tentative Agreement and MOU are subject to ratification by the parties, as well as the successful completion of the AB 1200 process.
- This Tentative Agreement and MOU are to be considered and ratified as a package and may not be accepted in counterparts.

1) Article 13: Wages (Article 13.1.5.1)

- The salary schedule shall be increased at each step and column by 1%, retroactive to July 1, 2024, as reflected in the attached revised Salary Schedule. 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.
- The Certificated Stipend Table has been updated. See attachment.

2) Article 12: Health and Welfare Benefits (Article 12.2)

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

3) Article 9: Class Size – (Memorandum of Understanding)

- 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.

4) **Article 11: Hours/Work Year – (Memorandum of Understanding)**

- 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.

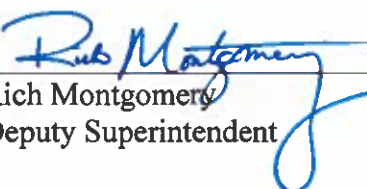
- Any variances to scheduling Wednesdays identified as PLC or PT will be reviewed and agreed to by the Association president and/or designee and the Deputy Superintendent, Human Resources and/or designee.

- This Agreement does supersede any provisions of Article 11.3.1 in the applicable CBA with respect to hours/work year 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.

FOR THE DISTRICT:

 1/15/25
Rich Montgomery Date
Deputy Superintendent

FOR THE ASSOCIATION:

 1/15/25
Cecily Gates Date
WTA Negotiations Co-Chairperson

 1/15/25
Angie Schiffner Date
WTA Negotiations Co-Chairperson