



**SETTLEMENT AGREEMENT
BETWEEN
WESTMINSTER SCHOOL DISTRICT
AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND
ITS WESTMINSTER CHAPTER 34**

August 27, 2025

SUMMER PAY SETTLEMENT AGREEMENT

This Settlement Agreement is entered into between the Westminster School District ("District") and the California School Employees Association and its Westminster Chapter 34 ("CSEA") concerning accrual of sick leave during summer assignments.

During the summer following the 2021-2022 school year ("Summer 2022") and/or the summer period following the 2022-2023 school year ("Summer 2023") and/or summer period following the 2023-2024 school year ("Summer 2024") unit members assigned to work did not accrue sick leave.

The District and CSEA recognize the importance of ensuring every employee properly accrues statutory and contractual leaves. The District recognizes inadvertent errors in fairly compensating classified employees, which the District promptly corrected.

For the summer of 2025, the District corrected the sick accrual issue and unit members who worked earned sick leave in accordance with section 6.1.1 of the Collective Bargaining Agreement.

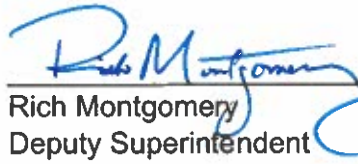
In accordance with Section 6.1.1 of the Collective Bargaining Agreement, unit members will be provided one day of sick leave for each month they worked during the eligible summer(s). Sick leave accrual will be allotted on a prorated basis. For instance, if a unit member worked three (3) hours a day for one (1) month, they will be provided with three (3) hours of sick leave.

To be eligible for sick leave credit classified employees must meet the following criteria:

1. A current WSD employee in a position covered by the CSEA bargaining unit;
2. Worked Summer 2022, Summer 2023, and/or Summer 2024 in a position with a work calendar of less than 12-months;
3. Did not accrue sick leave during the summer(s) they worked.

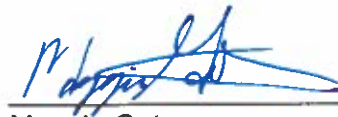
Unit members will see the accrual reflected in their sick leave bank by September 10, 2025. The attached appendix outlines the number of sick leave hours accrued for each impacted unit member.

The parties agree that this Settlement Agreement is subject to approval through CSEA Policy 610 and adoption by the Westminster School District Board of Trustees.

 8/27/25
Rich Montgomery Date
Deputy Superintendent

 8/27/25
Matt Acocello Date
CSEA President

 8/27/25
Michael Kim Date
Executive Director, Human Resources

 8/27/25
Maggie Gates Date
CSEA Labor Relations Representative