

Teamsters 856 Counter offer- 12/6/25 8:17pm

In addition to the terms proposed by the district at approximately 7pm 12/6/25 Teamsters 856 Counter with:

Article 15

Effective 1/1/26 the District will provide 90% of the CalPERS bay area Kaiser Permanente published rate for the year, not to exceed the 2026 Teamsters Kaiser Permanente rates.

Effective 1/1/27 the District will provide 95% of the CalPERS bay area Kaiser Permanente published rate for the year, not to exceed the 2027 Teamsters Kaiser Permanente rates.

Effective 1/1/28 the District will provide 100% of the CalPERS bay area Kaiser Permanente published rate for the year, not to exceed the 2028 Teamsters Kaiser Permanente rates.

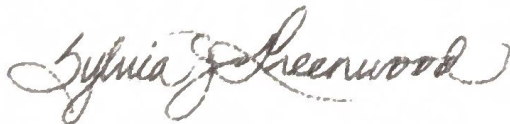
Paraprofessional Pay increase- the increase offered by the district would apply to all paraprofessional classifications in the series. Sped Paraprofessional I, Sped Paraprofessional II, and Sped Paraprofessional III.

Kim Moses



Associate Superintendent  
Business Services

Sylvia J. Greenwood



Acting Associate Superintendent  
Human Resources



MATTHEW J. FENNIGAN  
FOR: TEAMSTERS LOCAL 856  
AND OUR UCCUSD BARGAINING TEN

**WCCUSD BOARD DIRECTED  
SETTLEMENT OFFER TO TEAMSTERS  
PACKAGE PROPOSAL**

December 6, 2025

Time: \_\_\_\_\_

Notes: (1) The headings and new language are in bold and underlined (e.g., **new language**), and existing language being deleted has a strike through (e.g., ~~strike-through~~). (2) All other language is current contract language. (3) The notation "**Status Quo (CCL)**" denotes current language not included in this document to save space. (4) All TAs reached before impasse are incorporated herein by reference.

**ARTICLE 1        AGREEMENT**

Sections 1 and 2:        **Status Quo. (CCL)**

Section 3:                This agreement shall remain in full force and effect from July 1, 2025, through June 30, 2028. The parties agree to reopen salary only for the 2027-2028 fiscal year. The Agreement otherwise remains closed during its term.

Section 4:                **Status Quo. (CCL)**

**ARTICLE 17        SALARY**

**FY 2025-2026:**        There shall be 3% ongoing increase to the salary schedule, effective 7/1/2025.

**FY 2026-2027:**        There shall be 4% ongoing increase to the salary schedule, effective 7/1/2026.

Beginning July 1, 2026, increase paraprofessional progressions to start at \$19.50 (instead of \$18.50) and progress up to \$26 dollars per hour (instead of \$24 per hour).

FY 2027-2028:        Reopener on salary only

**ARTICLE 15        HEALTH & WELFARE BENEFITS**

FY 2025-2026        Effective 1/1/2026, maintain the District's contribution towards medical benefits at 90% indexed to the 2026 Teamsters' Kaiser Permanente rates as follows:

"Section 1. Medical Coverage.

The District shall provide all eligible employees, their spouses, dependents, and domestic partners an opportunity to enroll in medical benefits as currently offered by Teamsters Unit actives Kaiser only plan (current non-Kaiser actives grandfathered into non-Kaiser Teamster plans, i.e. Anthem PPO or Anthem HMO).

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The District contributes the amounts listed below toward the Teamsters Kaiser only plan for bargaining unit members whose regularly scheduled work hours are a total of 37.5 hours or more per week (calculated at 90% of the 2026 Teamsters Kaiser rate<sup>1</sup>):

Employee only	<u>\$882.90</u>	<del>\$815</del>
Employee plus one	<u>\$1,706.40</u>	<del>\$1,572</del>
Family	<u>\$2,389.50</u>	<del>\$2,200</del>

The District agrees to pay the district contribution for employee health benefits calculated at 90% of Teamster Kaiser Rate amount for calendar years of 2027 ~~2023~~ and 2028 ~~2024~~.

Sliding scale prorated District benefit subsidy for employees under 37.5 total hours per week:

20-24.99 total hours = 55%,  
25-29.99 total hours = 67%,  
30-37.4 total hours = 80%

If a health plan has monthly premiums that exceed the maximum District contribution for the appropriate coverage level, the employee will pay the difference. This amount will be deducted from the employee's pay warrant.

a. Cash in Lieu

1. Effective January 1, 2026 ~~2007~~ and for each year thereafter, increase the cash-in-lieu amount to \$400 ~~\$300~~ per month contingent upon data that confirms that there is no loss in money to the District.

If legally permissible, open enrollment for cash in lieu shall be 30 days before the annual open enrollment period for 2007 calendar year medical benefits as defined by CALPERS so that the District could withdraw the "cash in lieu" offer if a minimum number of employees do not sign up (a threshold number of employees to ensure no loss of money to the District). In this way, these employees would be able to participate in the open enrollment for medical benefits in the event that the District must withdraw the increase in cash in lieu because of insufficient participation.

<sup>1</sup> The Teamsters Panel member provided the 2026 medical contribution amounts used herein.

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2. If the provisions of Section 1 (a)(1) above are not realized, cash in lieu will revert back to the following:

Employees who certify coverage by another group health plan or spouses of WCCUSD employees covered by a District health plan may waive their health plan. Effective October 1, 1991, in such cases the District shall contribute seventy-five (\$75.00) dollars per month to a Tax-Sheltered Annuity Plan offered by the Variable Annuity Life Insurance Company (VALIC). Effective November 1, 1999, an employee waiving his/her health plan will have a benefit of seventy-five dollars (\$75) cash per month added to salary. The employee will be free to allocate the \$75 into a tax shelter annuity.

3. ~~No cash in lieu for~~ Effective January 1, 2026, for benefit-eligible employees who (a) do not enroll in health & welfare benefits, (b) are not receiving the seventy-five dollars (\$75) cash benefit per month added to salary as set forth above, and (c) who work less than 37.5 hours per week-, the District shall provide a tiered monthly Health Benefit Allowance as follows:

\$200.00	30-37.49 hours
\$150.00	25-29.99 hours
\$100.00	20-24.99 hours

[Ongoing cost beginning 7/1/2026 for Teamsters: \$ 806,850.]

ARTICLE 22

RESTRICTION OF CONTRACTING OUT

"The District agrees that it will cooperate with Teamsters 856 in reestablishing good morale in the Maintenance and Operations area.

During the life of this Agreement, the employer agrees that it will not contract out work which has been customarily and routinely performed by employees in the bargaining unit covered by this Agreement unless specifically required by the Education Code and/or the work contracted out is in excess of that which could be reasonably performed by regular school employees.

A. Status Quo (CCL).

B. For projects under \$60,000, the District will provide a written notice in the form of an email to members in the affected trades and the Union Representatives detailing the scope of the project and response deadline.

- I. The District will provide the affected employees the opportunity to perform the work within the required project time frame. The

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affected employees will have ten (10) working days from the date of the written notice to review the project and determine if they can complete provide the work within the project time frame.

- II. Members who will commit to working the project will notify the Department Director or designee, and their shop steward or union representative, before expiration of the ten (10) working day time line. ~~The shop steward, affected member(s), or union representative will communicate the members committed to the project by replying to the original project notice posting by the deadline.~~
- III. If the number of members within the trades members necessary to complete the project on time have not responded by the tenth (10<sup>th</sup>) workday deadline, or cannot complete the work within the project time frame, the District will:
- (a) Assign the work to the GSM&O Technician(s) ("Technician"), provided the Technician(s) can complete the work with the project response deadline ~~agrees to meet and confer with the Union.~~
- (b) If the Technician(s) necessary to complete the work on time are not available or indicate within two (2) workdays of the assignment that they cannot complete the work within the time frame, the ~~The District shall not post the work for external bids until after members have confirmed they cannot complete the work.~~
- (c) When an outside contractor is hired to perform the project work, the shop steward or union member designated by the shop steward, may review the contractor's work before or at the time of its completion, and report any issues to the Facilities Director or designee, provided this review does not delay completion of the project. The District shall determine and grant the reasonable release time for this review once per project, not to exceed one hour.
- IV. The District and Union Representatives agree to meet monthly, or more as needed, to review upcoming projects that fall within the stated parameters, ideally at least forty-five (45) calendar days in advance of necessary work commencing.

C. The District and Teamsters Local 856 shall meet quarterly to review the scope of all contracted work to determine if there is the feasibility to add

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additional ongoing positions in lieu of contracting. Where practicable, this shall include relevant members of Human Resources staffing committee and Business Office.”

**[New – Teamsters and the District agree the new “GSM&O Technician” classification shall be placed within the Teamsters’ bargaining unit, shall be a 12-month position, and shall be placed on Schedule 5, Range 73.]**

Proposed language seeks to address contracting out in M&O, address mutual interest in allowing unit members the opportunity to perform work before contracting out, establish the range for a new multi-trade classification (GSM&O Technician) that can perform simple projects currently assigned to outside contractors, and reduce delays in getting work performed.]

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