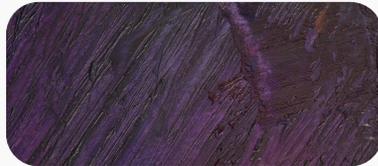


Redesigning in Community



Land Recognition

We recognize that we are presently on the lands of the Chochenyo, Muwekma, Karkin, Ohlone peoples and acknowledge them as the first inhabitants of the land we currently occupy.

Labor & Body Recognition

I acknowledge that the burden of environmental exploitation and systemic injustice falls upon the labor of Black and Brown bodies in the building of this country and its institutions. I remember that Black and Brown people were born and died working this land against their will for generations.

I also acknowledge the continued contribution of the labor of survivors - over the centuries to today - of all immigrant labor, including voluntary, involuntary, trafficked, forced, and undocumented peoples in the building of what we refer to as the “United” States.

Contract Updates

25-26 salary increase of 5%

26-27 salary increase of 3%

**Health Benefits from 80%→90%,
95%, & 100% coverage over 3 years**

**Increase compensation to
SpEd teachers & paras**

**Cash in Lieu & Health Benefit
Allowance for Teamsters increases**

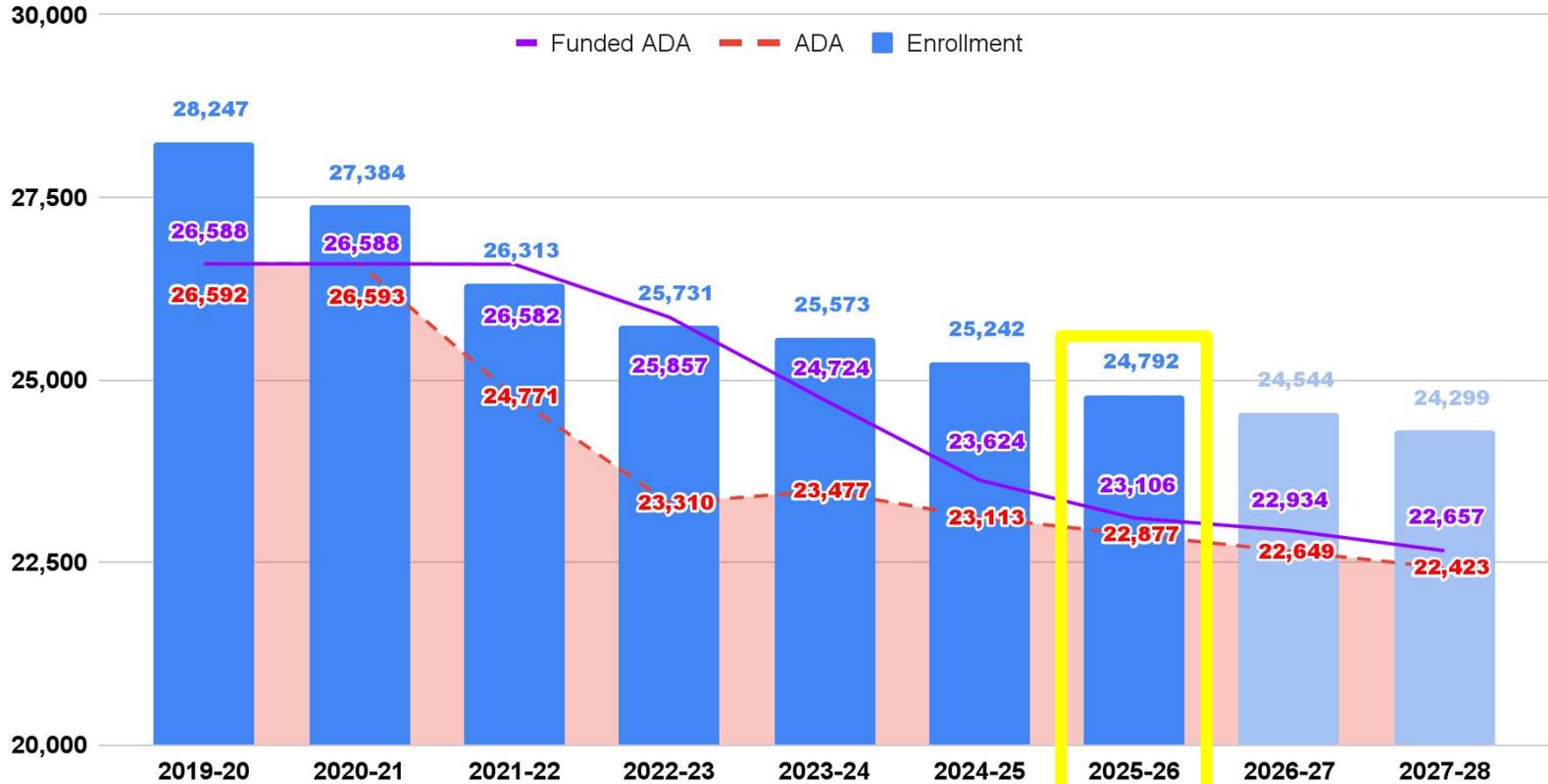
Retirement incentive stipend

New teacher signing bonus

**Newcomer/International
Class size 25:1**

Retro Teacher Service Credit

WCCUSD Enrollment Trends



Budget Update

First Interim Operating Deficit	YEAR 1	YEAR 2	YEAR 3
	\$ -13,900,000	\$ -24,500,000	\$ -31,400,000

Cost of Tentative Agreement	YEAR 1 COSTS	YEAR 2 COSTS	YEAR 3 COSTS
	\$ 25,700,000	\$ 39,000,000	\$ 41,300,000

Solvency Dollars Needed over 3 years \$ 127,200,000

SOLVENCY STRATEGIES	YEAR 1 (25-26)	YEAR 2 (26-27)	YEAR 3 (27-28)
Exhaust Fund 17 Reserves	\$ 23,500,000	\$ 5,000,000	\$ 0
Borrow from OPEB Fund 71	\$13,000,000	\$ 13,000,000	\$ 13,000,000
Staffing & Program Reductions to Identify	\$ 3,100,000	\$ 42,400,000	\$ 14,200,000
	\$ 39,600,000	\$ 60,400,000	\$ 27,200,000

Redesign Proposals

Reductions in the 4000s
~\$2.4 Million

Reductions in the 5000s
~\$2.7 Million

Right Sizing in Elementary
~\$5 Million

Right Sizing in Secondary
~\$5.3 Million

Classified Reductions in
Secondary ~\$1.1 Million

Classified Reductions in
Elementary ~\$3 Million

Rethinking K-8s
~\$1.5+ Million

Middle School Merger
~\$900,000+

Program Reductions
~\$2 Million

Targeting ~10% Reductions Per Unit

United Teachers of
Richmond (UTR)



~\$14.3 Million

School Supervisors
Association (SSA)



~\$2.6 Million

WCC Administrative
Association (WCCAA)



~\$2.9 Million

Teamsters 856



~\$10.6 Million

Management



~\$1.2 Million

PROJECTED TIMELINE

January 9



Resolution Approval

For reductions to be included in AB1200 documents sent for review by the CCCOE.

January 12



AB1200 Submission

The CCCOE requires materials to be submitted at least 10 days prior to board meeting for review.

January 14 & 15

Listening Sessions

With Community 1/14 & 1/15 @ 6pm

January 21

Ratify TAs

Board meeting for Tentative Agreement ratification

January 22–31

Payroll

Implement ongoing raises and benefit increases to be included on January Payroll

February 6

Choice Sheets

To ensure that RIFs and surpluses are accurate

By February 18

Equity Impact Report

WCCUSD Staff will provide a report delineating equity impact to sites and programs as a result of the reductions.

February 25

BOE Vote on RIF

Final BOE vote on reductions to give enough time for RIF notices to be sent out

March 13

RIF Notifications

Human Resources must legally notify staff of their employment status for the 26–27 school year

Mid March

Retro & Dock Pay

A separate Payroll check warrant to be produced for employee pay back to 7/1/25 Tentative Agreement changes

Processing Time Together



1. Understanding the budget situation we are in, what from the presentation did you find interesting or intriguing?
2. What will be a challenge for you given your role (Student, staff, parent/guardian, community member) in WCCUSD?

This is a listening moment. Your perspective helps us redesign with care and clarity.

Share Your Thinking with us...



Google Form:

<https://forms.gle/FFwZtWEq5gViJYDBA>

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