



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



2025-2026 Reopener 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 6, 11, and 19. Negotiations for 2025-2026 are concluded.
- The terms of the Memorandums of Understanding (MOU) for the following are for the 2026-2027 school year:
 - Summer Pre-School Assessment Team Process MOU
 - Interest Based Student Support Services Caseload/Workload Configuration Form MOU
- This Tentative Agreement and MOUs are subject to ratification by the parties, as well as the successful completion of the AB 1200 process.
- This Tentative Agreement and MOUs are to be considered and ratified as a package and may not be accepted in counterpart.

1) Article 6: Evaluation

- Unit members whose position is not that of a Teacher shall adhere to the same procedures outlined in Article 6.1.2.1, according to the California professional association standards associated with their specific position (Itinerant staff).
- A Performance Improvement Plan will be developed for any certificated staff who “Does Not Meet Standards” on their final evaluation.
- The purpose of a Performance Improvement Plan (PIP) is to formally provide support, accountability, and overall improvement for the unit member. The PIP begins in the school year following the “Does not meet standard” in the overall evaluation. The PIP is written and agreed upon at the beginning of the school year and shall be implemented within 45 student days of the first day of school. The District’s right to release or not rehire temporary or probationary teachers is not limited by this provision. The PIP components may include the following which will include timelines where appropriate:
 1. Areas where improvement is needed according to California Professional Educator Standards (ie, California Standards for the Teaching Profession);
 2. Specific suggestions for improvement;
 3. Additional resources which are available to the Unit Member to assist with improvement;

4. Techniques which may be used by the evaluator in measuring improvement;
 5. The immediate supervisor's role, in assisting the Unit Member in improving;
 6. Time schedule to be used by the immediate supervisor in future monitoring.
(The immediate supervisor shall designate a reasonable time for improvement);
or
 7. Observations of other classes or like settings to be made by the Unit Member.
- In those cases where a PIP is initiated, the evaluator will have at least one conference with the Unit Member in addition to the formal observation conference. The Unit Member may request additional observations at a mutually agreed upon time. In addition to the formal observations and conferences noted in this section, informal observations may be used at the discretion of the evaluator. The Unit Member shall take such remedial action as necessary to correct any cited deficiencies.
 - With the consent of the Unit Member, the Association shall be notified, within at least five (5) work days, prior to the time the PIP is implemented.
 - The timeline for a PIP may extend beyond a final annual evaluation and/or may extend to a subsequent school year if the cited deficiency has not been corrected. In extending the PIP, utilizing the final evaluation and PIP together shall serve as documentation.
 - If the evaluator determines that the PIP is not successful, with review by the District, the PIP will be canceled (discontinued). The Unit Member and the Association, with the consent of the Unit Member, will be notified of the cancellation of the PIP and the District may move to disciplinary procedures, as needed.
 - If a bargaining Unit Member is placed on a PIP they shall be referred to the Peer Assistance and Review (PAR) Program as described in Article 16.
 - The evaluator's observations shall determine whether or not the performance goal agreed upon in the process of the evaluation has been met. The evaluator shall write the final evaluation summary and both parties will sign it. The final evaluation will be given to the Unit Member no later than the final day certificated evaluations are due.
 - Upon successful completion of the PIP, the unit member will be placed back on the standard evaluation cycle.

2) Article 11: Certificated Unit Members' Hours

- Language for Article 11.1.13 (SDC Preschool) was moved to Article 19.

3) Article 19: Special Education Provisions

Language moved from Article 11.1.13, now placed in Article 19 reads as follows:

- 19.1.3.1 Autism SDC: M, T, Th, and F 8:30 a.m. to 12:30 p.m. / W 8:30 a.m. to 11:45 a.m. Best practice staffing goal: 12 students per class.
- 19.1.3.2 Extensive Support Needs SDC: M, T, Th, and F 8:30 a.m. to 12:30 p.m. / W 8:30 a.m. to 11:45 a.m. Best practice staffing goal: 12 students per class. At the 14th student, a discussion shall take place between the teacher and Special Ed. Administrator/principal.
- 19.1.3.3 Mild-to-Moderate SDC: M, T, W, and Th a.m. session 8:00 a.m. to 11:00 a.m. and p.m. session 11:45 a.m. to 2:45 p.m. Best practice staffing goal: 10 students per session.

4) Memorandum of Understanding - Summer Preschool Assessment Team

- For the 2026-2027 school year, application, qualification, and selection processes for the Summer Preschool Assessment Team (PAT) will be utilized.

5) Memorandum of Understanding - Interest Based Student Support Services Caseload/Workload Configuration Form

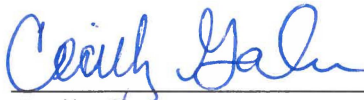
- For the 2026-2026 school year, certificated staff who work under Student Support Services will have their own Configuration Form (similar to that of certificated teachers) that support issues or concerns related to caseload and/or workload concerns.

FOR THE DISTRICT:


 Rich Montgomery
 Deputy Superintendent
 Westminster School District

8/26/26
 Date

FOR THE ASSOCIATION:


 Cecily Gates
 Baragaining Co-Chair
 Westminster Teachers Association

8/26/26
 Date


 Michael Kim
 Executive Director, Human Resources
 Westminster School District

8/26/26
 Date


 Erika Bradley
 Baragaining Co-Chair
 Westminster Teachers Association

8/26/26
 Date