

DATE: July 3, 201
TIME: 3:17pm

UNITED TEACHERS OF RICHMOND COUNTER-PROPOSAL TO WCCUSD
ARTICLE 23
SALARY

Section 1.

1. Effective February 1, 2016 the district will make a six percent (6%) salary increase to the following salary schedules: UTR8, UHD8, UCAM, Schedule 6, UHD6, CPS6.
2. Effective February 1, 2016 the School Nurse schedule shall be as modified in Appendix A (listed as UTRN).
3. Effective February 1, 2016 all Psychologists and Speech Therapists will be placed on the School Psychologist/Speech Therapist schedule created in Appendix B labeled UTR S&P.
4. Effective July 1, 2016 the district will make a three percent (3%) salary increase to all UTR salary schedules.
5. Effective January 1, 2017 the district will make a three percent (3%) salary increase to all UTR salary schedules. This 3% increase comes from the following areas: the removal of independent study and travel sabbaticals, the removal of bonus sick days, and additional professional development requirements.
6. Effective July 1, 2016, an annual stipend of Two Thousand Five Hundred Dollars (\$2500) Dollars will be provided for each language other than English (which is needed to serve the student population of the District) in which the speech therapist is fluent under guidelines issued by the American Speech, Language & Hearing Association.
7. Effective July 1, 2016 an annual stipend of Two Thousand Five Hundred Dollars (\$2500) will be provided for each language other than English (which is needed to serve the student population of the District) in which the school psychologist is fluent under provisions set forth by the National Association of School Psychologists.
8. Effective July 1, 2016 an annual stipend of Two Thousand Five Hundred Dollars (\$2500) will be provided to the School Psychologist which holds any of the following Clinical Counseling Licenses (LCSW, LPCC, MFT, BCBA, and Licensed Clinical Psychologist).
9. Effective July 1, 2016 an annual stipend of Two Thousand Dollars (\$2000) will be provided to any bargaining unit member who holds a doctorate degree from an accredited university.

10. Effective July 1, 2016, any bargaining unit member with National Board certification shall receive an annual stipend of Three Thousand Dollars (\$3000).
11. Effective July 1, 2016 the district will make a three percent (3%) salary increase to all UTR salary schedules.
12. Effective July 1, 2016, the School Nurses shall be placed on the same salary schedule as Speech and Language Pathologist and Psychologist. (Exhibit A1 – Proposed Schedule; Exhibit A2 – Current Schedule; A3 Calculations)
13. Effective July 1, 2017, the district will make the following adjustments to the UTR Salary Schedule 8, UCAM, UTR6, and CPS6:
 - a. Range A is eliminated. The new range will be BA 0-29 units.
 - b. Step 1 is eliminated and all members on the above salary schedules will advance one step. (I.e.: on July 1, 2017, all members on the above salary schedules will advance one step in their range as per contract. After this is complete, all members on the above schedules will advance another step.)
 - c. All members who will be on the new step 27 will receive a one-time \$1,500 off-schedule payout.
 - d. UTR Speech Language Pathologists, Psychologists, & Nurses will receive a one-time \$1,500 off-schedule payout.
14. The district has an interest in discussing the issue of placing CTE teachers on the salary schedule with UTR with the intent of resolution.
15. The District would like to discuss re-opener language with UTR for 2017-2018 negotiations to continue work started with this agreement. (See attached joint statement of intent.)
16. Beginning July 1, 2017, the following positions will be selected by the manager of the department and given a stipend of three-thousand (\$3,000) to perform duties in the role of:
 - a. Lead Counselor
 - b. Lead Psychologist
 - c. Lead Speech and Language Pathologist
 - d. Lead Nurse

Section 2.

Effective February 1, 2016 the hourly rate shall be \$32.00 per hour.

Effective July 1, 2016 the hourly rate shall be \$33.00 per hour.

A secondary teacher substitute teaching during their assigned preparation period shall be compensated \$45.00 for one period covered per day. When a school has a block period, which requires the certificated employee to cover the equivalent of two periods the amount shall be \$90.00 per block period covered.

An elementary teacher taking students from other classes when no substitute teacher is available shall be compensated at \$30.00 per day. A maximum of 10 extra students will be placed in any one class.

Section 3. Secondary School Counselors and elementary and secondary Project Assistants shall be paid according to Appendix C.

Section 4. Salary Schedule Policies.

1. Evaluation and verification of training and experience.
 - a. All credited semester hours must have been earned at institutions recognized by the Commission on Teacher Credentialing in the issuance of credentials.
 - b. The basis of the professional schedule is the Bachelor's Degree or its recognized equivalent. Only units earned after securing the degree, in upper division or graduate courses, at an institution recognized by the Commission on Teacher Credentialing will be recognized for initial placement on the salary schedule. Units recognized by the college as post baccalaureate are acceptable for salary credit. (This may be verified by a statement from the Registrar's Office or appropriate Department Head, or official transcript.) No lower division units earned after securing the Bachelor's degree will be acceptable for advancement on the schedule except by permission of the Personnel Committee.
 - c. Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant held a valid teaching credential or teaching license during such time of service. A maximum of fifteen (15) years may be so credited beginning with teachers hired for the 2016-17 school year.
 - d. For initial placement, the minimum credited school year shall be seventy-five (75) percent of the number of days school is maintained. Service in not more than two (2) school districts in one (1) school year may be counted to make up the requisite seventy-five (75) percent.
 - e. For a teacher currently employed in the West Contra Costa Schools, the minimum credited school year for all purposes, including attainment of salary increments based on a year of experience, shall be three-fourths of the teaching days of the preceding year.
 - f. All credited training and experience must be verified within thirty (30) days after the signing of the individual contract.
 - g. Teachers who resign or secure leave of absence to accept a scholarship grant for one year's study, or who accept exchange teacher's positions, or who accept an overseas teaching position with the Armed Services of the United States, and who are reemployed after not more than one (1) year of absence, shall be placed on the salary schedule on the same experience step that they would have attained had they remained in the continuous employment of the District.

Section 5 Professional Growth.

1. There shall be no limit on the number of units acquired for professional growth annually.

2. After an individual has earned six (6) equivalent units (workshops, in-service), an equal number of college or university credits must be earned before continuing work on additional equivalent credits.
3. Upon approval of the Personnel Committee, one (1) unit per year and a maximum of six (6) units of credit for work in lieu of college course work will be granted for salary advancement. Requests for in lieu credit must be submitted to the Personnel Committee prior to participation in any activity for credit, and must include data or material showing relationship to professional assignment.
4. Advancement on the salary schedule from one range to another will be permitted if the total number of units earned is within one-half unit of the total number of units required to make a change in range. Lack of evidence of the successful completion of the fractional unit when due will result in overpayment, and the employee either will be invoiced for the amount due, or an adjustment will be made to reflect proper salary placement. Notification to the Human Resources Office should be made prior to April 1, if this requirement cannot be met.
5. Advance credit for a fractional unit will be authorized one time only for each certificated employee.
6. Employees contemplating a change in salary placement must file Work-in-Progress forms with the Human Resources Office on or before May 1 in the school year preceding eligibility.
7. Transcripts verifying the successful completion of acceptable training must be filed with the Human Resources Office on or before November 1, 2016 for the 2016-17 school year, after November 1, 2016 all transcripts must be filed prior to June 30 for inclusion in the next year's salary schedule.

Section 6. Graduation Ceremonies. Teachers who work the Graduation Ceremonies are guaranteed five (5) hours at the hourly rate. Assignment and selection procedures shall be as mutually agreed upon by the Union and District.

Section 7. When the District makes an error resulting in underpayment of salary or payment for additional activities, the District shall, within not more than five (5) workdays following such determination, correct the error and provide supplemental payment.

Whenever it is determined that the District has made an overpayment error, arrangement for the repayment shall be mutually determined by the District and the employee.


The District and the Union shall meet to discuss methods to reduce or eliminate payroll errors.

Section 8. All salary agreements are applied to all schedules, rates, and stipends, unless specifically noted otherwise.


Section 9.

1. UTR bargaining unit members shall have the choice to receive annual compensation in either eleven (11) or twelve (12) payments. If the choice is twelve (12) payments, unit members will receive the July check at the end of June.
2. UTR bargaining unit members currently on 11 or 12-advance pay, stay on advance pay.

3. Any UTR bargaining unit member who works eleven (11) months per year (e.g. counselors, psychologists, project assistants) will continue to be paid as all eleven month employees are paid, and they may opt for 12 month pay as described in section 9.1.



Bargaining Chair, UTR
Date: July 25, 2017



Asst. Superintendent, Human Resources
Date: July 25, 2017

SCHEDULE UTR8
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
TEACHERS AND LIBRARIANS
2017-2018 Effective July 1, 2017 (Step 1 and Range A Removed)

STEP	RANGE A BA	RANGE B RANGE BA BA + 15 BA + 0 - 29 SEM. UNITS	Cred. Plus RANGE 1 BA + 30 or BA + 15 with MA	Cred. Plus RANGE 2 BA + 45 or BA + 30 with MA	Cred. Plus RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual	Annual
1	42,519.30	42,836.33	47,485.17	47,781.14	48,075.95
2 1	42,836.33	44,152.20	47,781.14	48,075.95	49,711.44
3 2	44,152.20	44,470.40	48,075.95	49,668.15	51,871.02
4 3	44,470.40	44,787.44	49,397.91	51,711.92	54,093.78
5 4	44,787.44	45,515.10	51,236.95	53,736.97	56,269.75
6 5		47,021.90	53,042.07	55,755.00	58,409.45
7 6		48,662.06	54,844.84	57,734.43	60,570.20
8 7		50,147.80	56,765.77	59,717.36	62,732.13
9 8		51,692.03	58,664.48	61,796.23	65,007.53
10 9		53,140.34	60,489.48	63,800.22	67,068.85
11 10			62,353.09	65,742.21	69,267.04
12 11			64,176.92	67,761.41	71,389.19
13 12			66,055.74	69,725.63	76,618.53
14 13			66,055.74	69,725.63	76,618.53
15 14			66,055.74	69,725.63	76,618.53
16 15			66,055.74	69,725.63	76,618.53
17 16			66,884.01	70,552.73	77,445.63
18 17			66,884.01	70,552.73	77,445.63
19 18			68,214.16	71,880.54	78,782.79
20 19			68,214.16	71,880.54	78,782.79
21 20			68,214.16	71,880.54	78,782.79
22 21			70,028.63	73,693.84	80,596.10
23 22			70,028.63	73,693.84	80,596.10
24 23			72,791.87	76,606.83	83,781.66
25 24			72,791.87	76,606.83	83,781.66
26 25			75,243.93	79,058.88	86,233.72
27 26			75,243.93	79,058.88	86,233.72
28 27			78,919.67	82,734.63	90,000.00

Employees on Ranges A and B: Range BA:

1. Will receive yearly step and column increases commensurate with their teaching and education experience; and
2. May move, commensurate with their education experience, to Ranges 1, 2, 3 when they have their Preliminary or Clear Teaching Credential.

All Employees:

1. Range placement is based on upper division and graduate units taken after a BA degree.
2. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid teaching credential or teaching license during the time of service. A maximum of fifteen (15) years shall be so credited (with the exception of Range A BA).
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. See Article 22 Section 1
5. Work Year: 186 Days
6. Doctorate: \$2,000
7. All other stipends see Article 23

SCHEDULE UCAM
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
CAMERON TEACHERS - 202 DAYS
2017-2018 Effective July 1, 2017 (Step 1 and Range A Removed)

STEP	RANGE A BA	RANGE B RANGE BA BA + 15 BA + 0 - 29 SEM. UNITS	Cred. Plus RANGE 1 BA + 30 or BA + 15 with MA	Cred. Plus RANGE 2 BA + 45 or BA + 30 with MA	Cred. Plus RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual	Annual
1	47,303.59	47,648.18	51,614.31	51,936.04	52,256.47
2 1	47,648.18	47,991.52	51,936.04	52,256.47	54,034.16
3 2	47,991.52	48,337.39	52,256.47	53,987.11	56,381.56
4 3	48,337.39	48,682.00	53,693.37	56,208.60	58,797.59
5 4	48,682.00	49,472.93	55,692.33	58,409.75	61,162.77
6 5		51,110.76	57,654.43	60,603.27	63,488.53
7 6		52,893.55	59,613.95	62,754.82	65,837.17
8 7		54,508.48	61,701.93	64,910.19	68,187.09
9 8		56,186.99	63,765.73	67,169.81	70,660.36
10 9		57,761.24	65,749.44	69,348.06	72,900.91
11 10			67,775.11	71,458.93	75,290.26
12 11			69,757.52	73,653.71	77,596.95
13 12			71,799.73	75,788.74	83,281.00
14 13			71,799.73	75,788.74	83,281.00
15 14			71,799.73	75,788.74	83,281.00
16 15			71,799.73	75,788.74	83,281.00
17 16			72,700.02	76,687.76	84,180.02
18 17			72,700.02	76,687.76	84,180.02
19 18			74,145.82	78,131.01	85,633.47
20 19			74,145.82	78,131.01	85,633.47
21 20			74,145.82	78,131.01	85,633.47
22 21			76,118.06	80,102.00	87,604.46
23 22			76,118.06	80,102.00	87,604.46
24 23			79,121.60	83,268.28	91,067.03
25 24			79,121.60	83,268.28	91,067.03
26 25			81,786.88	85,933.56	93,732.31
27 26			81,786.88	85,933.56	93,732.31
28 27			85,782.24	89,928.94	97,727.67

Employees on Ranges A and B: Range BA:

1. Will receive yearly step and column increases commensurate with their teaching and education experience; and
2. May move, commensurate with their education experience, to Ranges 1, 2, 3 when they have their Preliminary or Clear Teaching Credential.

All Employees:

1. Range placement is based on upper division and graduate units taken after a BA degree.
2. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid teaching credential or teaching license during the time of service. A maximum of fifteen (15) years shall be so credited (with the exception of Range A BA).
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Work Year: 202 Days
5. Doctorate: \$2,000
6. All other stipends see Article 23

SCHEDULE 6
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
COUNSELORS, PROGRAM ASSISTANTS, PROJECT ASSISTANTS AND PROGRAM SPECIALISTS
2017-2018 Effective July 1, 2017 (Step 1 and Range A Removed)

STEP	RANGE A BA	RANGE B RANGE BA BA + 15 BA + 0 - 29 SEM. UNITS	RANGE 1 BA + 30 or BA + 15 with MA	RANGE 2 BA + 45 or BA + 30 with MA	RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual	Annual
1	47,173.98	47,519.09	50,139.61	50,483.55	51,571.53
2 1	47,519.09	47,865.38	50,483.55	51,659.28	53,889.05
3 2	47,865.38	48,206.98	51,504.85	53,841.09	56,232.31
4 3	48,206.98	48,553.26	53,546.28	56,058.00	58,638.74
5 4	48,553.26	49,340.59	55,544.43	58,251.51	61,000.72
6 5		50,973.73	57,499.28	60,439.18	63,319.40
7 6		52,750.77	59,452.97	62,585.89	65,659.15
8 7		54,358.17	61,537.69	64,736.12	68,003.58
9 8		56,034.60	63,595.49	66,990.47	70,470.84
10 9		57,610.42	65,571.41	69,161.75	72,707.64
11 10			67,594.12	71,268.70	75,090.67
12 11			69,571.21	73,456.36	77,389.47
13 12			71,609.13	75,583.19	83,056.34
14 13			71,609.13	75,583.19	83,056.34
15 14			71,609.13	75,583.19	83,056.34
16 15			71,609.13	75,583.19	83,056.34
17 16			72,505.25	76,479.31	83,955.97
18 17			72,505.25	76,479.31	83,955.97
19 18			73,946.54	77,924.11	85,403.11
20 19			73,946.54	77,924.11	85,403.11
21 20			73,946.54	77,924.11	85,403.11
22 21			75,911.92	79,889.49	87,373.17
23 22			75,911.92	79,889.49	87,373.17
24 23			78,907.97	83,043.47	90,823.13
25 24			78,907.97	83,043.47	90,823.13
26 25			81,266.43	85,400.77	93,180.43
27 26			81,266.43	85,400.77	93,180.43
28 27			84,799.45	88,933.79	96,713.44

Initial Placement:

1. Current WCCUSD Employees: Current employees of the District shall receive year-for-year service credit for initial salary placement.
2. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid credential or teaching license during the time of service. A maximum of fifteen (15) years shall be so credited (with the exception of Range A BA).
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Work Year: 191 Days
5. Doctorate: \$2,000
6. All other stipends see Article 23

SCHEDULE CPS6
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
CAMERON PROGRAM SPECIALIST
2017-2018 Effective July 1, 2017 (Step 1 and Range A Removed)

STEP	RANGE A BA	RANGE B RANGE BA BA + 15 BA + 0 - 29 SEM. UNITS	RANGE 1 BA + 30 or BA + 15 with MA	RANGE 2 BA + 45 or BA + 30 with MA	RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual	Annual
1	49,919.55	50,284.75	53,057.80	53,421.75	54,573.05
2 1	50,284.75	50,651.19	53,421.75	54,665.90	57,025.45
3 2	50,651.19	51,012.67	54,502.48	56,974.69	59,505.10
4 3	51,012.67	51,379.11	56,662.72	59,320.63	62,051.57
5 4	51,379.11	52,212.27	58,777.18	61,641.82	64,551.03
6 5		53,940.46	60,845.79	63,956.80	67,004.66
7 6		55,820.92	62,913.20	66,228.46	69,480.57
8 7		57,521.87	65,119.24	68,503.83	71,961.47
9 8		59,295.89	67,296.82	70,889.38	74,572.33
10 9		60,963.41	69,387.75	73,187.03	76,939.29
11 10			71,528.18	75,416.60	79,461.03
12 11			73,620.33	77,731.59	81,893.63
13 12			75,776.85	79,982.21	87,890.30
14 13			75,776.85	79,982.21	87,890.30
15 14			75,776.85	79,982.21	87,890.30
16 15			75,776.85	79,982.21	87,890.30
17 16			76,725.12	80,930.48	88,842.30
18 17			76,725.12	80,930.48	88,842.30
19 18			78,250.29	82,459.38	90,373.66
20 19			78,250.29	82,459.38	90,373.66
21 20			78,250.29	82,459.38	90,373.66
22 21			80,330.07	84,539.14	92,458.39
23 22			80,330.07	84,539.14	92,458.39
24 23			83,500.50	87,876.68	96,109.14
25 24			83,500.50	87,876.68	96,109.14
26 25			85,996.22	90,371.18	98,603.64
27 26			85,996.22	90,371.18	98,603.64
28 27			89,734.86	94,109.83	102,342.27

Initial Placement:

1. Current WCCUSD Employees: Current employees of the District shall receive year-for-year service credit for initial salary placement.
2. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid credential or teaching license during the time of service. A maximum of fifteen (15) years shall be so credited (with the exception of Range A BA).
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Work Year: 202 Days
5. Doctorate: \$2,000
6. All other stipends see Article 23

Exhibit BS

SCHEDULE UTRNS&P
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
NURSES, SPEECH AND LANGUAGE PATHOLOGISTS, & PSYCHOLOGISTS
2016-2017 Effective January 1, 2017 (Increased 3%)

Step	RANGE A	RANGE B
	Annual	Annual
1	55,419.06	79,567.50
2	56,623.51	80,981.68
3	57,829.09	82,395.86
4	59,033.53	83,810.04
5	60,237.96	85,224.22
6		86,638.40
7		88,052.58
8		89,466.76
9		90,880.94
10		92,295.12
11		93,062.15
12		93,829.18
13		94,596.21
14		95,363.24
15		96,130.27
16		96,897.30
17		97,664.33
18		98,431.36
19		99,198.39
20		99,965.42
21		100,732.46
22		101,499.49
23		102,266.52
24		103,033.55
25		103,800.58

Placement on the Salary Schedule:

1. Initial placement for new hires is on Range A or B depending on holding a Waiver or License. Each year of verified service may be credited to a maximum of fifteen (15) years.
2. Upon receiving a license the unit member will move from Range A (waiver) to Range B (license) and will be placed on Step 1.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Speech Therapists whose assignment is that of a classroom teacher shall remain on Salary Schedule 6.
5. Work Year: 199 Days
6. Doctorate: \$2,000
7. All other stipends see Article 23

July 3rd, 2017
DATE: ~~JUNE 30, 2017~~
TIME: 3:17 PM

UNITED TEACHERS OF RICHMOND COUNTER-PROPOSAL TO WCCUSD
ARTICLE 22
SCHOOL CALENDAR

Section 1. Beginning July 1, 2016, all bargaining unit salary schedules shall be increased by two days. Effective July 1, 2016, the work year for permanent teachers shall be 186 days consisting of two (2) professional development days, two (2) workdays, and two (2) self-directed learning days. Two (2) hours of the self-directed learning time shall be used to perform on-line state mandates. Any additional hours of state mandates may be performed as part of the self-directed learning time or time-carded at the per diem rate. (The state mandates must be completed within the first six (6) weeks of school). Bargaining unit members shall complete the remaining self-directed learning days using district on-line staff development, by attending district workshops, or approved workshops held outside of the district (see Appendix K for options regarding self-directed time). Non-Permanent teachers shall do one staff development day prior to school beginning in lieu of one self-directed staff development day. The calendar shall include one Back-to-School Night and one Open House. The duration of these shall be no more than one and one-half (1-1/2) hours each.

- a. One workday shall be scheduled for elementary and secondary teachers on the day immediately preceding the first day of school.
- b. The second workday shall be scheduled in conjunction with the five mutually agreed upon minimum days for parent conferences for elementary teachers. For secondary teachers, the second workday shall be scheduled between the first and second semesters. Grade 6, 7, and 8 teachers in a K-8 school shall be considered secondary teachers for the purpose of this section.

Section 2. The following which shall be minimum days for students and teachers which shall mean the shortened teacher instructional day and fifteen (15) minutes before the teacher instructional day:

Elementary

- a. Halloween Day.
- b. The day of Back-to-School Night.
- c. The day before Thanksgiving break.
- d. The day before Christmas break.
- e. The day of Open House.

Secondary

- a. The day of Back-to-School Night.
- b. Halloween Day (middle school).
- c. The day before Thanksgiving break.
- d. The day before Christmas break.
- e. The day of Open House.

Section 3. The following shall be minimum days for students only and shall require teachers to work according to their regular schedule:

Elementary

- a. Parent conference days [five (5) days].
- b. The first and last days of school. Students shall be dismissed at twelve noon on the last day of school.

Secondary

- a. Two report card marking days at the end of the first and third quarters.
- b. The first and last days of school.

Students shall be dismissed at twelve noon on the last day of school.

Section 4. Principals may implement special activity day schedules according to the program needs of the school.

Section 5. The total work year for secondary school counselors and elementary and secondary project assistants shall be 191 days consisting of two (2) professional development days, two (2) work days, and two (2) self-directed learning days. Two (2) hours of the self-directed learning time shall be used to perform on-line state mandates. Any additional hours of state mandates may be performed as part of the self-directed learning time or time-carded at the per diem rate. (The state mandates must be completed within the first six (6) weeks of school). Bargaining unit members shall complete the remaining self-directed learning days using district on-line staff development, by attending district workshops, or approved workshops held outside of the district (see Appendix K for options regarding self-directed time).

1. In order to adhere to the work year calendar each secondary school counselor, elementary, and secondary project assistant shall submit a work year calendar specifying the days to be worked. The work year calendar shall be signed off by their supervisor.

Section 6. Preschool Work Year. Beginning July 1, 2016 the total work year for preschool teachers shall be 186 days consisting of two (2) professional development days, two (2) work days, and two (2) self-directed learning days. Two (2) hours of the self-directed learning time shall be used to perform on-line state mandates. Any additional hours of state mandates may be performed as part of the self-directed learning time or time-carded at the per diem rate. (The state mandates must be completed within the first six (6) weeks of school). Bargaining unit members shall complete the remaining self-directed learning days using district on-line staff development, by attending district workshops, or approved workshops held outside of the district (see Appendix K for options regarding self-directed time).

Section 7. The total work year for psychologists, school nurses and speech and language pathologists shall be 199 days consisting of two (2) professional development days, two (2) work days, and two (2) self-directed learning days. Two (2) hours of the self-directed learning time shall be used to perform on-line state mandates. Any additional hours of state mandates may be performed as part of the self-directed learning time or time-carded at the per diem rate. (The state mandates must be completed within the first six (6) weeks of school). Bargaining unit members shall complete the remaining self-directed learning days using district on-line staff development, by attending district workshops, or approved workshops held outside of the district (see Appendix K for options regarding self-directed time).

1. In order to adhere to the work year calendar each psychologist, school nurse, and speech and language pathologist shall submit a work year calendar specifying the days to be worked. The work year calendar shall be agreed to and signed off by their supervisor.

APPENDIX K

WCCUSD Self-Directed Learning Days:

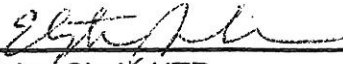
Collaboration and Professional Development

Documentation Requirements

Per Article 22, Section 1, of the United Teachers of Richmond Collective Bargaining Agreement, bargaining unit members will complete two (2) days of peer collaboration or professional development that furthers professional growth and develops instructional practices to better support student learning. Two (2) hours of this self-directed time will be used to perform online state mandates. Any additional hours of state mandates may be performed as part of the self-directed learning time or time-carded at the per diem rate. The state mandates must be completed within the first six (6) weeks of school. For the 2017-2018 school year, complete documentation will be due on ChalkSchools by 5 p.m. on Friday, June 8, 2018.

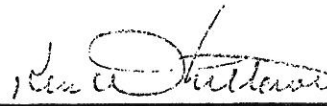
Peer collaboration and professional development options include:

<u>Category of Work</u>	<u>Examples of Options</u>	<u>Documentation Requirements</u>
<u>1. Self-directed peer collaboration</u>	<ul style="list-style-type: none">• <u>Collaborative lesson planning</u>• <u>Collaborative student intervention</u>• <u>Collaborative review of instructional practices and student outcomes</u>	<u>All of the items below should be uploaded to ChalkSchools for verification of completion:</u> <ol style="list-style-type: none">1. <u>An agenda</u>2. <u>Sign-in sheet</u>3. <u>Minutes</u>
<u>2. Self-directed online professional learning</u>	<ul style="list-style-type: none">• <u>TeachingChannel.org</u>• <u>Edutopia.org/videos</u>• <u>TeachersNetwork.org/videos</u>• <u>www.teachertube.com</u>	<u>When submitting documentation of 10 hours on ChalkSchools, respond to reflective prompt for each video watched.</u>
<u>3. District-directed professional learning</u>	<ul style="list-style-type: none">• <u>Keenan SafeSchools Training</u>• <u>Edivate PDs</u>• <u>WCCUSD PD via online PD calendar</u>• <u>New Teachers series</u>	<u>Documentation is done through the training itself. Please list it on your documentation in ChalkSchools.</u>
<u>4. Site-directed professional development or peer collaboration</u>	<ul style="list-style-type: none">• <u>Any other peer collaboration or professional development that furthers professional growth and develops instructional practices to better support student learning, as determined by the teacher's ILT or site administrator.</u>	<u>Signed agreement by teacher and principal or ILT. A work product must be uploaded to ChalkSchools.</u>
<u>5. Work to maintain a safe and supportive school environment for students and the school community</u>	<ul style="list-style-type: none">• <u>Any self-directed or collaborative work to ensure that the school environment is safe and supportive of students, the community, and all school employees</u>	<u>A description of work must be uploaded to ChalkSchools.</u>



Bargaining Chair, UTR

Date: July 25, 2017



Asst. Superintendent, Human Resources

Date: July 25, 2017

Side Letter of Agreement
Between
United Teachers of Richmond and West Contra Costa Unified School District

The West Contra Costa Unified School District (WCCUSD) and the United Teachers of Richmond (UTR) enter the following side letter of agreement related to future negotiations, particularly as they pertain to Article 23, Salary of the Collective Bargaining Agreement:

WHEREAS, UTR and WCCUSD have a mutual and vested interest in attracting and retaining high quality educators;

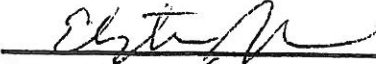
WHEREAS, UTR and WCCUSD have a mutual and vested interest in supporting the District's educators to achieve a reasonably attractive and sustainable professional quality of life; and

WHEREAS, the current long-term fiscal outlook of the State of CA has caused the School Services of California to recommend that school districts craft budgets and bargaining agreements that secure funding for core programs and services;

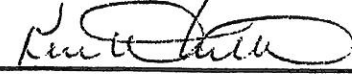
THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. The District and UTR intend to begin negotiations regarding subsequent reopeners by the end of September 2017 so that the bargaining process may meaningfully engage with the District's LCAP process;
2. While bargaining the 2017-2018 reopeners and the 2015-2018 successor agreement, both UTR and WCCUSD seek to continue dialogue during negotiations that intends to:
 - a. make WCCUSD a destination district for high quality educators,
 - b. value the role of a highly qualified, diverse workforce of classroom educators as a core component of WCCUSD's ability to provide a high quality essential workforce to educate education for all students, and
 - c. recognize that improving educators' salaries is key to achieving social justice for WCCUSD students and our community;
3. Both parties intend to ensure that an agreement regarding the upcoming reopener is reached prior to or by the end of December 2017. Furthermore, both parties intend to sunshine items intended for bargaining a successor agreement for the current agreement that will expire June 30, 2018 by or prior to January 15, 2018.

UNITED TEACHERS OF RICHMOND


Bargaining Chair, UTR
Date: July 25, 2017

WEST CONTRA COSTA UNIFIED
SCHOOL DISTRICT


Asst. Superintendent, Human Resources
Date: July 25, 2017