

In the Matter of the Impasse Between)	PERB Case No. SF-IM-3464-E
)	
)	
W. CONTRA COSTA UNIFIED SCHOOL DIST.,)	FACTFINDING PANEL
Employer,)	PROPOSED SETTLEMENT
)	RECOMMENDATION
and)	
)	
TEAMSTERS LOCAL 856,)	
Union.)	
_____)	

Chairperson: David Handsher, Arbitrator

Employer Panel Member: Roy A. Combs, Attorney

Union Panel Member: Matt Finnegan, Legal Counselor and Director of Bargaining

Introductory Statement

West Contra Costa Unified School District (District or WCCUSD) and Teamsters Local 856, (Union) are parties to a collective bargaining agreement, effective July 1, 2022- June 30, 2025. The parties decided to re-open a number of articles, began negotiations on April 18, 2025 and continued negotiations and exchange of proposals until impasse was declared on August 28, 2025. On October 1, 2025, the mediator released the parties to factfinding. A factfinding hearing was held on November 17, 2025. The parties were well versed on the issues before the panel and presented their arguments cogently and persuasively. The panel had agreed to issue its report, if needed, by November 27, 2025.

After the hearing, the parties, in cooperation with their panel members, continued attempts to negotiate solutions that would lead to an agreement. These attempts at resolution

were shared with the Panel as they progressed. The attached is the tentative agreement that the parties were able to work out and that the Panel endorses as in the best interest of the parties. It is a compromise, a negotiated agreement in which both parties have ceded interests that in an ideal world would have been beneficial. However, as explained briefly below, it provides major increased benefits to the bargaining unit, while protecting the financial integrity of the District. It is a step toward a long term future-oriented bilateral approach to the issues it confronts: salary, benefits, equity in benefits and contracting out.

The parties came at the issue of finances from opposite directions. The District cites a present negative financial situation, it labels as worthy of concern regarding fiscal solvency. The Union sees the District spending unwisely, especially in the area of contracting out of bargaining unit work, which the Union believes could be done less expensively with increased efficiency in-house. The tentative agreement attached below provides a significant salary increase in year one, with opportunity to reopen salary in years two and three. It provides that the District will continue to cover 90% of increasing health insurance premiums and will provide for in-lieu payment to part-time employees for the first time. The tentative agreement addresses the issue of contracting out by providing for increased in-house opportunity to perform and review work that has been contracted out by the District in the past. It also provides for increased opportunity for bargaining unit participation and in-house promotion by establishment of a new multi-trade classification.

It is the recommendation of the Factfinding Panel that the parties endorse the proposed settlement that is attached below.

Dated: November 25, 2025

David Handsher
David S. Handsher, Chair Panel Member

(The panel members have signed the proposed settlement)