

WCCUSD 2025 Negotiations Factfinding Panel's Proposed Settlement Recommendation Summary								
Article	Topic	Notes						
Exhibit A	Salary increase	<p><b>3%:</b></p> <ul style="list-style-type: none"> <li>- 2% increase, retro to July 1, 2025</li> <li>- 1% increase effective January 1, 2026</li> </ul> <p>Wage reopeners 2026-2027 and 2027-2028</p>						
15	Health and Welfare Benefits	<p>37.5 total hours = 90%                      20-24.99 total hours = 55%,                      25-29.99 total hours = 67%,                      30-37.4 total hours = 80%</p> <p>With updated Kaiser rates for each year of the agreement</p>						
15	Cash in lieu increase	From \$300 to \$400 per month for 7.5 hour/day employees						
15	Part time cash in lieu	<table border="0"> <tr> <td>\$200.00</td> <td>30-37.49 hours</td> </tr> <tr> <td>\$150.00</td> <td>25-29.99 hours</td> </tr> <tr> <td>\$100.00</td> <td>20-24.99 hours</td> </tr> </table>	\$200.00	30-37.49 hours	\$150.00	25-29.99 hours	\$100.00	20-24.99 hours
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22	Contracting out	<p>District to provide affected members written notice of projects under \$60,000</p> <p>If members cannot perform work or do not respond after 10 working days, District to assign work to GSMO Technician (new classification)</p> <p>If GSMO Tech cannot complete work District shall post for external bids</p> <p>Union Designee may review contractor work before or at time of completion (one hour of observation per project)</p>
<p><b>WCCUSD 2025 Negotiations Tentative Agreements</b></p>		
<b>Article</b>	<b>Topic</b>	<b>Notes</b>
16	Seniority in hiring	If skills and qualifications equal, seniority shall prevail
33	Class sizes for paraprofessionals	<p>RSP – 1 para MMSN – 1 para ESN – 2 paras FI – 1 para per 3 students</p> <p>Option for additional staffing at Union's request, subject to grievance procedure</p>
17	Safe Serv	No ServSafe required for:

		<ul style="list-style-type: none"> <li>- FSW 1</li> <li>- FS Pot Washer</li> <li>- FS Driver / Warehouse Worker</li> <li>- FS Aide / Clerk</li> <li>- FS Worker / Cashier</li> </ul> <p>The above subject to 5% differential if holding a ServSafe certificate at time of ratification, through certificate's expiration</p> <p>Following required to have ServSafe:</p> <ul style="list-style-type: none"> <li>- FSW 2. Range 56</li> <li>- FS Operations Assistant, range 68</li> </ul>
Exhibit A	12 month calendar for paraprofessionals	12 month para classification for LIFT program
10.4	Heat Illness Prevention Plan	Affirm OSHA standards, annual plan to Union (including cool down areas) by each January 31
15	SDI for subs	Option to opt in to SDI for subs
10	Custodial summer work	Qualified employees may accept custodial work over the summer. To receive either regular classification pay, or custodial rate, whichever is higher
17	Vacancy stipend	Expand eligibility to all classifications

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Exhibit A	Stager classification (Food Services)	Effective 2026-2027 school year
14	PPE	Affirm OSHA standards
14	Maintenance outside of school hours	Employees in GSMO may modify work hours to complete as much work as possible at times when students are not around
16	Step up pay and rotation	Employees “stepping up” will receive higher rate of pay beginning on the first day. Opportunities for step up work shall be rotated.
10	Custodial summer hours	Custodians at non-ESY sites to work 7AM – 3PM during the summer
21	Discipline timeline	District to conclude investigations within 180 days of District’s knowledge