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Washington USD Negotiations Update

The negotiations process with the Washington Teachers Association (WTA) has been underway since October 27, 2015 with the added assistance of a state mediator on May 20, 2016. During six (6) separate negotiation sessions, both WUSD and WTA made movements; however, we still have been unable to reach an agreement. On Thursday, June 24, 2016, the state mediator declared that he was unable to facilitate a settlement and has released us to fact finding as the next step in the process to resolve the impasse.

Fact Finding is a formalized structure of the negotiations process through the Public Employment Relations Board (PERB) that includes a neutral Fact Finder. Our Fact Finding date is set for August 30th, and we remain hopeful about this next step as a high percentage of Districts who enter this stage of negotiations have positive results.

The WUSD has approached contract negotiations in good faith and with the utmost sense of urgency for a speedy resolution. From the outset, we have presented our best possible offers choosing not to engage in the all too traditional form of back and forth negotiating, prolonging the process and leaving both sides in a state of uneasiness. The WUSD proposal underscores the support of district-wide programs to foster higher student achievement, provides a competitive compensation package for our employees, and improves and maintains the working conditions for our entire WUSD Team. While we have continually attempted to restructure our proposal in order to better match the requests of WTA, we have yet to reach settlement.

As part of the Fact Finding process, both the WUSD and WTA will go back to their last offers on the table prior to May 20, 2016.

We are deeply committed to our employees who deserve comparable compensation for their tireless efforts in the classroom and on our school campuses. It is also our fiduciary responsibility to ensure that we are able to sustain and maintain district-wide programs for our students while providing the financial stability needed to support ongoing costs of salary increases, benefits and pensions for all our employees.

The WUSD has and will continue to remain transparent throughout this process in order to remain a valuable resource of information for our community providing the explanation and clarity necessary to better understand our progress with contract negotiations.

We encourage you to seek further information about contract negotiations by visiting our helpful FAQ on the [WUSD Negotiations Updates](#) webpage and by reviewing our previous community updates:

- [Negotiations Update #1](#)
- [Negotiations Update #2](#)
- [Negotiations Update #3](#)

If you have any additional questions or concerns, please feel free to call our Human Resources Department at (916) 375-7600, ext. 1046. In the meantime, we look forward to the new school year on August 17, 2016.