

STATE MEDIATOR'S TENTATIVE AGREEMENT
WOODLAND JOINT UNIFIED SCHOOL DISTRICT
AND
WOODLAND EDUCATION ASSOCIATION
2025-2028 SUCCESSOR CONTRACT NEGOTIATIONS

January 14, 2026

The Parties execute this Tentative Agreement negotiated with the assistance of the State Mediator to conclude successor contract negotiations for the 2025-2026, 2026-2027, and 2027-2028 school years as set forth below. The Parties agree to actively support ratification and approval of this Tentative Agreement by the Association and Board of Trustees, respectively.

The Parties agree as follows:

(1) Article 9 Salaries and Article 10 Unit Member Benefits.

The District will provide unit members the following.

- 1) A 3.5% increase to the salary schedule, retroactive to July 1, 2025. The Yolo County Office of Education will process the retroactive payments as soon as feasible.
- 2) A one-time retention bonus of \$5,000 to all unit members actively employed anytime during the 2024-2025 school year that continue their employment with the District throughout the 2025-2026 school year. The bonus shall be paid in two payments, the first in March 2026 and the second in June 2026. Employees must be in active status when payments are issued. Payment is pro-rated based employee's FTE on July 1, 2025, consistent with past practice for such payments.
- 3) Increase hiring bonus for hard-to-fill positions from \$5,000 to \$10,000. (Per MOU executed on January 14, 2026 with term expiring on June 30, 2028.)
- 4) Increase the Special Education teacher stipend from \$4,000 to \$5,000, and provide English Learner Specialists working at dual immersion schools a stipend of \$3,000. (Per MOU executed on November 5, 2025.)
- 5) Increase the District's annual employer contribution for health benefits by \$1,000, retroactive to July 1, 2025. (E.g., current contribution of \$9,960 for employees would increase to \$10,960; contribution of \$12,000 for employee + family will increase to \$13,000.); and

Establish a District Health Plan Committee comprised of representatives from both represented bargaining units by separate MOU to pursue alternatives to reduce health benefit costs. The District Health Plan Committee would convene by March 2026 and formulate recommendations by June 2026.

(2) Article 1 Agreement. *Parties agree to revise Article 1, as attached.*

- (3) **Article 5 Negotiations Procedures.** *District withdraws Article 5 proposal, i.e., keep the status quo.*
- (4) **Article 9 Salaries.** *District withdraws new Article 9.B.5 proposal, i.e., keep the status quo.*
- (5) **Article 12 Leaves.** *Parties agree to revise Article 12 as TA'd on 9/18/25, see attached.*
- (6) **Article 13 Elementary and Secondary Class Size.** *WEA withdrew proposal on 6/13/25.*
- (7) **Article 16 Elementary Time Management/Time Release.** *Parties agree to revise Article 16 as stated below.*

A. Elementary Time Release

2. Release time for classroom teachers in grades 1 through 3 shall be structured without the use of a release time teacher or classified staff, and shall instead be provided either at the beginning or the conclusion of the student instructional day. To accomplish this, the time of student attendance at school which was in effect in grades TK through 3 during the 2005-06 school year shall be shortened by thirty (30) minutes, Monday, Tuesday, Thursday, and Friday. Student attendance time for Wednesdays shall remain unchanged. Release time for classroom teachers in grades 4 through 6 shall be provided during the student instructional day, either through the use of release time teachers or classified staff. [*Parties agree to remain status quo 6/13/25*]

- a. The District will endeavor to provide classroom teachers in grades TK-3 with uninterrupted access to their classroom during their preparation time until the end of their contracted workday. [*Consensus reached on 10/22/25*]

3. The District will endeavor to avoid pulling the release teachers for substitute duties to the extent possible.

- a. A release time teacher will be pulled not more than 3 (three) times a week to substitute. [*Consensus reached on 10/22/25*]

- (8) **Article 17 Work Day/Work Year.** *Parties agreed on 10/2/25 to status quo Article 17 and that C.11 is addressed by renewal of Other Payments MOU, and agree to revise Section D as stated below.*

D. Adjunct Duties

2. Activities for which a unit member receives compensation, either through pay or compensating time off, are not considered adjunct duties.

- a. For a one-year pilot program during the 2026-2027 school year, Unit members that attend overnight field trips will accrue 2 3 hours of adjunct duties for each day beyond 12 hours. The parties will meet in the spring of 2027 to determine the impact, if any, of this provision on the availability of teachers to perform adjunct

duties and thereafter negotiate any renewal. [Parties agree with revision and terms being set forth in an MOU during the pilot term]

7. For a one-year pilot program during the 2026-2027 school year, The the site administrator shall assign fewer no more than 5 40 7 hours of adjunct duty hours to special education teachers and specialized services staff, and to unit members participating in induction programs or internship programs. The parties will meet in the spring of 2027 to determine the impact, if any, of this provision on the availability of teachers to perform adjunct duties and thereafter negotiate any renewal. [Parties agree with revision and terms being set forth in an MOU during the pilot term]

[Consensus reached on 11/5/25]

(9) Article 18 Evaluation. Parties agree to revise evaluation forms as TA'd on 5/30/25, see attached.

(10)Article 26 Special Education. Parties agree to revise Article 26 as TA'd on 5/30/25, see below.

A. Subcontracting:

The District agrees that it will not engage in the long-term subcontracting of work performed by members of the bargaining unit as described in Article 2, Recognition. However, the Director of Special Education shall, in consultation with staff, the President of the WEA or designee, and the Assistant Superintendent, Human Resources or designee, along with notetakers from both parties, meet and mutually determine specific short-term subcontracting needs for special education services in the District. The Director of Special Education shall, after consultation, be responsible for subcontracting for specific services. [Consensus reached on 10/22/25]

- a. The district will strive to secure in-person service providers to the extent possible. In the event that a virtual service provider is required in order to meet student need, the district will ensure that the virtual service provider has the means to carry out the job duties hired to complete and no unit member's job duties are impacted by a virtual service provider. [Consensus reached 10/22/25]

(11)Article 27 Independent Learning Program. Parties agree to revise Article 27 as agreed on 10/22/25, see below.

C. Student Load/Assignment

1. The maximum instructional load shall be students per full time equivalent (FTE). All student assignments shall be made by the program administrator throughout the course of the year as needed due to the changes in student enrollment and availability of certificated instructional staff. Students assigned to each teacher will remain within the parameters of the formula below. Additional students may be served by teachers who

will be compensated, one (1) hour per student, per week at the current rate identified in Article 9.E. [Consensus reached on 10/22/25]

D. Full Time Equivalent Determination [Parties agreed to status quo 10/2/25.]

This Tentative Agreement is subject to ratification by the WEA unit and approval by the District's Board of Trustees.

FOR THE WOODLAND JOINT UNIFIED SCHOOL DISTRICT

By: Dr. Rebecca Toto Date: 1/14/2024

FOR THE WOODLAND EDUCATION ASSOCIATION

By: [Signature] Date: 1.14.24

By: [Signature] Date: 1/14/24

**Memorandum of Understanding
Between
Woodland Joint Unified School District (District)
and the
Woodland Education Association (Association)**

**Regarding
Extension of “Other Payments” for the ~~2024-2025~~2025-2026 School Year**

The Parties agree to extend the following “other payments” that expired at the end of the previous school year (~~2023-2024~~2024-2025).

Other Payments

Secondary – Substitute During Prep

For ~~2024-2025~~2025-2026 School Year: Should a unit member in secondary substitute during their prep period to cover a classroom, that unit member will be paid \$75 per hour for that period. Unit members may accumulate comp-time in lieu of being paid and can accumulate no more than 2 days of comp time at any given time and the comp time must be used within the school year with the exception of the last day of the school year. Unused comp time will be paid at the rate of \$75 per hour for a maximum of 2 days.

EL Specialists in Elementary

For ~~2024-2025~~2025-2026 School Year: Should an EL Specialist, in elementary (TK-6) be required or volunteer to substitute in a classroom when no substitute is available, the unit member will be paid \$220 for each full day they are assigned to substitute in an elementary classroom. Partial days will be paid at a prorated amount.

Elementary Preparation

For ~~2024-2025~~2025-2026 School Year: Should a unit member in elementary not receive their scheduled prep time due to the unavailability of a release teacher, that unit member will be paid \$75 per hour for the amount of time that prep was not provided.

Travel

For ~~2024-2025~~2025-2026 School Year: No unit member in the school nurse classification shall travel more than twice during any given day. Should a school nurse need to travel to a third location to support a student’s medical needs or to provide support due to staffing, the unit member will be compensated at a prorated per diem rate of .5 hour for the third location, subject to supervisor approval.

Combination Classroom Teachers

For ~~2024-2025~~2025-2026 School Year:

In consideration for the additional planning and preparation required for these positions throughout the school year, Combination Classroom Teachers shall be paid a flat \$1,500

stipend. The stipend shall be paid in accordance with District practice, equally divided in monthly payments.

Saturday Professional Development

For ~~2024-2025~~**2025-2026** School Year: Should the District offer professional development on a Saturday, unit members attending will be paid \$75 per hour to attend. Payment will be based on sign-in/sign out sheets.

~~**Stipend for Completion of Annual Mandatory Training**~~

~~For the 2024-2025 School Year: Employees who complete all annual mandatory training by the deadline established by the District will receive a \$300 stipend. Eligibility for the stipend will be confirmed based on verification of completion using the District's online training software. Those that are eligible to receive the stipend will be paid within two (2) months of completion of the training.~~

The terms and conditions of this agreement are not precedent setting.

Agreed:

Signed by:  9/25/2025
Rebecca Toto, WJUSD Date

Signed by:  9/28/2025
Vicki Fu, Co-Lead Negotiator WEA Date

Signed by:  9/28/2025
Marjory Watkins, Co-Lead Negotiator Date

Memorandum of Understanding
Between
Woodland Joint Unified School District (District)
and the
Woodland Education Association (WEA)
Hiring Bonus
2026-2027 and 2027-2028 School Years

The District and WEA recognize that due to current labor market conditions it is difficult for the District to recruit and hire employees in certain positions within the bargaining unit. Therefore, the District and Association agree as follows:

1. Current hard-to-fill positions are identified as follows:
 - Speech Therapists
 - School Psychologists
 - Nurses
 - Special Education Teachers (RSP, SDC)
 - Physical Science Teachers (Physics, Chemistry, and Earth/Geo Sciences)
 - Math Teachers (excluding teachers with Introductory Math credentials)
 - Program Specialists
 - **Music Teacher**
 - **Dual Immersion Teachers (with appropriate preliminary or clear bilingual credential with BCLAD)**
 - **Teachers with appropriate preliminary or clear Career Technical Education (CTE) credentials hired into positions designated as CTE**
2. The District shall pay a hiring bonus of **\$10,000** to each full-time bargaining unit member (identified in item #1 above). **The term and effective dates of this MOU shall be for the 2026-2027 and 2027-2028 school years.**
3. The hiring bonus will be prorated based on FTE at the time of hiring not to exceed 1.0 FTE and percentage of year(s) served. The hiring bonus shall be made in payments by mutual agreement between the employee and the District.
4. Certificated staff receiving hiring bonuses and who are re-elected shall not be eligible to transfer out of the job classification without District approval for four years.
5. To be eligible for the hiring bonus, the employee must have a preliminary credential or better. Those hired as interns shall receive the bonus upon issuance of their preliminary credential.
6. Depending on possible future changes in the labor market conditions, either the District or the Association may ask to "re-open" the MOU and renegotiate eligible classifications.

Signatures:

For the Woodland Joint Unified School District



Dr. Rebecca Toto

Associate Superintendent of Human Resources

1/14/2020

Date

For the Woodland Education Association:



Marjory Watkins

Co-Lead Negotiator (WEA)

1.14.20

Date



Vicki Fu

Co-Lead Negotiator (WEA)

1/14/20

Date

**Memorandum of Understanding
Between
Woodland Joint Unified School District (District)
and the
Woodland Education Association (Association)**

**Regarding
Dual Immersion and Special Education Teacher Stipends
For the 2025-2026 School Year**

The Parties agree the following for the 2025-2026 school year:

Dual Immersion Teachers

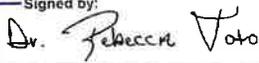
In consideration for the additional planning, preparation, assessment, and transition planning required for this position throughout the school year, as well as all other related work occurring outside the regular workday during the school year, Dual Immersion Teachers **including English Learner Specialists working at dual immersion schools** shall be paid a flat \$3,000 stipend. The stipend shall be paid in accordance with District practice, equally divided in monthly payments.

Special Education Teachers

In consideration for the additional planning, preparation, assessment, and transition planning required for this position throughout the school year, as well as all other related work occurring outside the regular workday during the school year, Special Education Teachers shall be paid a flat \$5,000 stipend. The stipend shall be paid in accordance with District practice, equally divided in monthly payments.

The terms and conditions of this agreement are not precedent setting.

Agreed:

Signed by:

919C9A85002E4FF...

Dr. Rebecca Toto
Associate Superintendent of Human Resources

11/5/2025
Date

Signed by:

CF073F30B75C403...

Marjory Watkins
Co-Lead Negotiator (WEA)

11/5/2025
Date

Signed by:

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Vicki Fu
Co-Lead Negotiator (WEA)

11/5/2025
Date

New Language

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WJUSD

Article 1: Agreement

- A. The articles and provisions contained herein constitute a bilateral and binding agreement ("Agreement") by and between the Governing Board of the Woodland Joint Unified School District ("District") and the Woodland Education Association/WEA/CTA/NEA ("Association"), the recognized exclusive employee organization.
- B. This Agreement is entered into pursuant to Chapter 10.7, Sections 3540-3549 of the Government Code ("Act").
- C. This Agreement shall remain in full force and effect from the time of its ratification by both parties to June 30, 202~~8~~5, or until a new agreement has been reached by both parties.
 - 1. Salary and Benefits and reopeners are closed for the 202~~5~~2-202~~6~~3 and ~~2023-2024~~ school year.
 - 2 ~~For the 202~~5~~2-202~~6~~3 school year, the new agreement shall remain closed~~
 - 3~~2~~ For the 202~~6~~3-202~~7~~4 school year, each party may reopen salary and benefits, and 2 articles of the party's choosing, ~~excluding salary and benefits~~. The parties agree to suspend negotiation timelines in Article 5 for ~~2023-2024~~2026-2027 school year negotiations with the understanding that each party will sunshine their reopeners in ~~January 2023- March 2026~~ with the goal of commencing negotiations in ~~February 2023~~ April 2026.
 - 4 For the 202~~7~~4-202~~8~~5 school year, ~~wherein~~ each party may reopen salary and benefits, on Salary, Benefits and 2 articles of each party's choosing. ~~This shall replace the language in Article 5.D.~~
- D. In witness whereof, the Parties hereto have caused the articles of the Agreement to be signed by their respective Presidents, attested to by their respective spokesperson and their signatures placed hereon, on the date noted.

[Parties will sign after ratification by unit and approval of Board]

TA'd 9.18.25

DISTRICT PROPOSAL/COUNTER PROPOSAL TO WEA 6.13.25

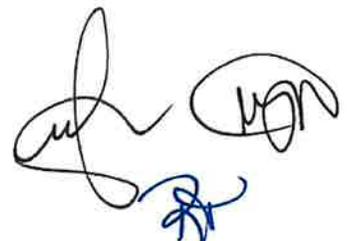
Article 12: Leaves

A. Sick Leave

1. Unit members shall accrue ten (10) days of paid sick leave each year.
 - a) ~~Upon prior notification to the immediate supervisor, up to ten (10) days of authorized sick leave per year may be used for personal necessity. District approved forms must be used. This leave shall not accumulate from year to year. [Revised from the MOU] [District not agreeable with proposal, see below]~~
2. Part-time unit members shall be entitled to sick leave with pay in that proportion of days employed.
3. In each case, unused days of sick leave shall be accumulated without limit. Unit members new to the District shall be entitled to transfer their accumulated sick leave to the District upon confirmation of employment. This transfer is only applicable to sick leave accumulated in California public school and/or community college districts.
4. Leaves of absence under this section will be automatic, although the District reserves the right to request verification from the proper medical authority.
5. The District shall maintain proper records for each individual and shall inform unit members of the status of their accumulated benefits on pay statements as available.

B. Leave for Personal Necessity

1. Upon prior notification to the immediate supervisor, up to ~~seven (7)~~ **ten (10)** days of authorized sick leave per year may be used for personal necessity. District approved forms must be used. This leave shall not accumulate from year to year.
2. A unit member may use up to ~~four (4)~~ **five (5)** of the ~~seven (7)~~ **ten (10)** days, per school year, of personal necessity leave as "no-tell" days without verification with 24 hours prior notification. **No more than three (3) no-tell days may be used consecutively without prior site administrator approval.**



3. Circumstances for taking the ~~three (3)~~ **five (5)** remaining personal necessity days are as follows (In examples a, b, and c, prior notification to the immediate supervisor is not required.):
- a) Death or serious illness of a member of their immediate family. "Immediate family" for purposes as used in this article shall be limited to the mother, father, grandmother, grandfather, or grandchild of the unit member or of the spouse or registered domestic partner of the unit member, and the spouse, registered domestic partner, son, stepson, son-in-law, daughter, stepdaughter, daughter-in-law, brother, brother-in-law or sister, sister-in-law of the unit member, or any relative living in the immediate household of the unit member.
 - b) Accident, involving their person or property, or the person or property of a member of their immediate family.
 - c) Verifiable emergencies, which were beyond the control of the individual.
 - d) Appearances in court as a litigant or as a witness under an official order.
 - e) Funeral attendance.
 - f) Observances of religious holidays or civil obligations which cannot be conducted before or after the workday.
 - g) Matters pertaining to personal welfare.
 - h) Compelling personal reasons that cannot be conducted after the work day such as attendance at a child's graduation, appointments with professionals (attorneys, accountants, etc.) and attendance at immediate family weddings.
4. In cases of the ~~three (3)~~ **five (5) non-no-tell** days of personal necessity leave use, the unit member shall, upon return, submit a signed statement on a District- approved form which sets forth the nature of the personal necessity involved and may include any subsequent proof as requested by the District except as specified in paragraph B.2 of this Article.
- a) Site administrators may limit the number of unit members at their site who may use this leave on any one day.



5. Personal necessity shall not include the use of such leave for any of the following:
 - a) Attendance at, or participation in, functions or activities which are primarily for the unit member's pleasure, amusement, or personal convenience.
 - b) The extension of holidays, vacation periods, or weekends for personal convenience.
 - c) Seeking or engaging in remunerative employment.
 - d) Participating in Association activities and/or in activities related to concerted activities and work stoppages.
6. A unit member shall be eligible for the benefits of this provision if they have sufficient accumulated unused sick leave credit.
7. Notwithstanding the above, personal necessity leave may also be granted for compelling reasons of a personal nature, with the approval of the Superintendent or designee.

C. Extended Health Leave/ Differential Pay

1. When a person employed in a position requiring certification is absent from their duties on account of illness or accident for a period of five (5) school months or less, whether or not the absence arises out of or in the course of the employment of the employee, the amount deducted from the salary due them for any month in which the absence occurs shall not exceed the sum which is actually paid a substitute employee employed to fill their position during their absence or, if no substitute employee was employed the amount which would have been paid to the substitute had they been employed. The school district shall make every reasonable effort to secure the services of a substitute employee. E.C. 44977. All District-paid insurance benefits shall be continued.
2. Immediately upon return to active service, the unit member shall complete the District absence form and submit it to the immediate supervisor. The unit member shall provide, upon District request, additional verification of the use of these leave provisions.
3. A unit member who has experienced a disability absence requiring surgery, hospitalization, or extended medical treatment shall be required to submit,

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prior to return to active duty, a medical statement indicating the unit member's ability to return to their position classification without restrictions or detriment to the unit member's physical and emotional well-being. This shall not preclude a return to part-time service upon mutual agreement with the supervising administrator.

4. In all cases of returning to service, the unit member shall give the District at least two (2) working days prior notice in writing of the intended date of return.

D. Industrial Accident and Illness Leave

1. A unit member who is absent from duty because of an illness or injury defined as an industrial accident or industrial illness under provisions of the Worker's Compensation Insurance Law shall be granted up to sixty (60) days paid industrial accident and illness leave for each such accident or illness. This paid leave applies while the unit member is receiving temporary disability benefits from Worker's Compensation. The provisions of the paid industrial accident and illness leave are as follows:
 - a) In the event an industrial accident or illness occurs at a time when the full sixty (60) days will overlap into the next fiscal year, the unit member shall be entitled to only that amount remaining at the end of the fiscal year in which the injury or illness occurred for the same illness or injury. The allowable limit of industrial accident or illness leave shall be determined by the unit member's doctor(s) and shall end when the doctor(s) release(s) the unit member to return to work.
 - b) Allowable leave shall not be accumulated from year to year.
 - c) Industrial accident or illness leave will commence on the first (1st) day of absence.
 - d) Payment for wages lost on any day shall not, when added to an award granted the unit member under the Worker's Compensation laws of this state, exceed the normal wage for the day.
 - e) Industrial accident leave will be reduced by one (1) day for each day of authorized absence regardless of a compensation award made under workers' compensation.
2. When entitlement to industrial accident or illness leave has been exhausted, entitlement to other sick leave will then be used, but if any unit member is

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receiving Worker's Compensation the unit member shall be entitled to use only so much of the unit member's accumulated or available sick leave, accumulated comp-time, vacation or other available leave which, when added to the Worker's Compensation award, provide for a full day's wage or salary.

3. The Governing Board may, by rule or regulation, provide for such additional leave of absence, paid or unpaid, as it deems appropriate. After such leave, the unit member may return to the unit member's position without suffering any loss of status or benefits.
4. Periods of leaves of absence, paid or unpaid, shall not be considered to be a break in service of the unit member.
5. During all paid leaves of absence, whether industrial accident leave as provided in this section, sick leave, vacation, compensated time off, or other available leave provided by law or the action of the Governing Board, the unit member shall endorse to the District wage loss benefit checks received under the Worker's Compensation laws of the state. The District, in turn, shall issue the unit member appropriate warrants for payment of wages of salary and shall deduct normal retirement and other authorized contributions.
6. When all available leaves of absence, paid or unpaid, have been exhausted and if the unit member is not medically able to resume the duties of their position, the unit member shall, if not placed in another position, be placed on a re-employment list for a period of thirty-nine (39) months. When available, during the thirty-nine (39) month period, the unit member shall be employed in a vacant position in the class of the unit member's previous assignment over all other available candidates except for a re-employment list established because of lack of work or lack of funds, in which case the unit member shall be listed in accordance with appropriate seniority regulations.
7. Any unit member receiving benefits as a result of this section shall, during the period of injury or illness, remain within the State of California unless the Governing Board authorizes travel outside the state.
8. A unit member who has been placed on a re-employment list as provided herein, who has been medically released for return to duty and who fails to accept any appropriate assignment, shall be dismissed.

E. Emergency Leaves of Absence



A unit member using this leave of absence provision shall notify the immediate supervisor as soon as possible of the expected duration of the absence. Immediately upon return to active service, the unit member shall complete the District-approved absence form and submit it to the immediate supervisor. Under the provisions of this section, a unit member's sick leave shall not be reduced.

1. A unit member shall be entitled to a leave of absence, with full pay, not to exceed a maximum of five (5) school days for the purpose of bereavement leave, in the event of the death of any member of their "immediate family" **as described in Section B.**
2. A unit member shall be granted an emergency leave with full pay not to exceed three (3) school days in any one year in the case of sudden or unexpected illness or injury of a member of the "immediate family," **as described in Section B,** when the presence of the unit member is necessary. At the request of the unit member, the Board may grant additional days.

F. Maternity/Paternity **Parental** Leave ***[Consensus 6/13]***

1. ~~Maternity/paternity~~**Parental** leave shall apply to a unit member who is a natural or adopting parent. ***[Consensus 6/13]***
2. A unit member, **upon request, may be granted, by the Governing Board, maternity/paternity parental** leave with full pay not to exceed a maximum of three (3) school days. ***[Consensus 6/13]***
3. **Unit members are otherwise entitled to use sick leave for reasons caused or contributed to by pregnancy, miscarriage, childbirth, and recovery therefrom on the same terms and conditions governing leaves of absence from other illness or medical disability. Such leave shall not be used for childcare, child rearing, or preparation for childbearing, but shall be limited to those disabilities as set forth above. The length of such disability leave, including the date on which the leave shall commence and the date on which the duties are to be resumed, shall be determined by the unit member and the unit member's physician. [Consensus 6/13]**
4. **Unit members are entitled to leave without pay for disabilities because of pregnancy, miscarriage, childbirth, or recovery therefrom when accumulated and extended sick leave has been exhausted if entitled to such leave under the law. The date on which the employee shall resume duties shall be determined by the unit member on leave and the unit member's physician. [Consensus 6/13]**



5. Child Bonding Leave. Unit members may choose to take up to 12 school weeks for child bonding occasioned by the birth of the unit member's child, or placement of a child with the unit member in connection with the unit members' adoption or foster care of the child as provided by the California Family Rights Act (CFRA). Pursuant to Education Code Section 44977.5, unit members may choose to utilize any accumulated sick leave during the child bonding leave granted under this section. After sick leave had been exhausted, the unit member may use differential leave for the balance of the 12 school week bonding leave. For the birthing parent, the 12 week child bonding leave shall commence at the conclusion of any pregnancy disability leave. For non-birthing parents, the 12 week child bonding leave shall commence on the first day of such leave and run concurrently with Family Care Leave described in section 10.6 H below. [Consensus 6/13]
6. Pursuant to Education Code section 44977.5, if an employee exhausts his/her their accumulated sick leave prior to expiration of the 12 week child bonding leave, s/hetthey shall be entitled to extended sick leave differential pay for the balance of the 12 week period. [Consensus 6/13]
7. Pursuant to the CFRA, child bonding leave must be completed within one year of the birth, adoption, or foster care placement of a child. [Consensus 6/13]
8. Beyond the period of disability certified by the attending physician and upon request, maternity/paternity leave of absence may be granted by the Governing Board without compensation or benefits.
9. For this purpose, unit members should be aware that they may also be eligible for (a) emergency leave and/or (b) sick leave and/or (c) extended healthsick leave. [Consensus 6/13]

G. Reproductive Loss Leave

Upon a reproductive loss event, all unit members who have been employed by the District for at least 30 days will be granted a total of five (5) days of unpaid reproductive loss leave in accordance with Government Code Section 12945.6. Unit members may choose to utilize any accumulated sick leave. The definitions for Reproductive Loss Leave will be construed consistent with Government Code Section 12945.6. [Consensus 6/13]

H. Family Care Leave Act



It is the intent of this section to make available to employees leave under the Federal Family Leave Act (FMLA) and the California Family Rights Act (CFRA) (Government Code Section 12945.2). This section shall be applied and interpreted in accordance with the state and federal law and regulations. This section shall not be interpreted to provide greater rights or benefits than those rights and benefits provided for in the FMLA and CFRA.

Leave granted under this section is unpaid. Benefit compensation shall be determined in compliance with the state and federal guidelines.

Eligibility for this leave shall follow the guidelines required by this code. The use of FMLA and all other granted leaves must be concurrent.

The total time for paid and/or unpaid FMLA leave for other than the employees' own serious health condition shall not exceed twelve (12) weeks per year.

1. **The District shall grant eligible unit members family and medical care leave to the extent required by federal and state law. [Consensus 6/13]**
2. **To be eligible for family and medical care leave, bargaining employees unit members must have completed a minimum of one (1) year of service with the District and have worked a minimum of one thousand two hundred fifty (1,250) hours for the District during the twelve (12) month period of time immediately preceding the bargaining employee unit member's request for leave. [District OK with unit member revision, not agreeable with 11 month/768 hours counter]**
3. **Eligible employees unit members may request up to twelve (12) weeks of family and medical care leave during any fiscal year. Family and medical care leave may be taken hourly, daily, or in weekly increments; however, there may be restrictions for other types of leaves, and not all leaves are eligible for compensation. The District shall coordinate family leave with unit member's employee's personal necessity leave balance, vacation sick leave, and any other state income protection benefits, such as Paid Family Leave (PFL). The employee unit member has the responsibility to provide the District with information regarding any claim for state benefits within four (4) weeks of filing in order to allow for appropriate coordination of any other leave benefits. [Consensus 6/13]**
4. **Unit members Employees may elect to use accrued vacation sick leave during family and medical care leave, although when accrued vacation sick leave is exhausted, the remainder of the leave is unpaid.**



[Consensus 6/13]

5. To the extent that family and medical care leave is for the employee unit member's own serious health condition and such leave coincides with sick leave and/or extended sick leave, family and medical leave shall run concurrently with sick leave and/or extended sick leave and the employee unit member shall be compensated only as provided Section A. [Consensus 6/13]

Per Education Code Section 45196.1, employees unit members are eligible to use accrued sick leave, vacation leave, and substitute differential for a period of up to twelve (12) consecutive work weeks, which includes all weeks of the instructional calendar but not the summer break for unit members employees who work less than two hundred sixty (260) days, for the birth, adoption, or the placement of a child with an employee in connection with the adoption or foster care of a child. This parental leave shall run concurrent with all other eligible leaves and shall not exceed twelve (12) consecutive work weeks. The District shall coordinate parental leave with any other state income protection benefits, such as Paid Family Leave (PFL) and/or State Disability Insurance (SDI), for a maximum of twelve (12) consecutive work weeks. The unit member employee has the responsibility to provide the District with information regarding a claim for state benefits within four (4) weeks of filing in order to allow for appropriate coordination. Failure to provide this information may result in a delay of processing payroll. Any additional time beyond twelve (12) consecutive work weeks requested off for parental leave shall be subject to District approval and will be unpaid. [Consensus 6/13]

6. Unused family and medical care leave may not be carried over from one twelve month (12) period to the next twelve (12) month period. The twelve (12) month period is defined as a rolling backward year. [Consensus 6/13]
7. Family and medical care leave, upon approval, may be taken in intermittent increments similar to any other type of leave. Its use is limited to any of the following purposes:
- A. For the birth of a child and to care for the newborn child;
 - B. For the placement with the employee of a child for adoption or foster care;
 - C. To care for the employee-unit member's spouse, child, parent, grandparent, sibling, registered domestic partner (as defined by



California Law) or designated persons (as defined in No. 8 below) with a serious health condition. This leave may be approved per Federal and State guidelines as unpaid time off, but employees unit members their sick leave balance may request to use personal necessity balance and accrued vacation. If a unit member classified employee applies for a state benefit, such as PFL, the District will coordinate the employee-unit member's sick leave personal necessity balance, accrued vacation time, and any state income protection benefit prior to the employee going into unpaid leave status with the District. [Consensus 6/13]

- a) "Spouse" means a husband or wife as recognized under California law.
 - b) "Child" means a biological, adopted or a foster son or daughter, a step-son or a step-daughter, child in-law, or a legal ward. "Child" also means a person for whom the bargaining employee stands/stood in loco parentis.
 - c) "Parent" means a biological, foster, or adoptive parent, a stepparent, or a legal guardian, parent-in-law, someone who stood in loco parentis to the employee when the employee was a child.
 - d) Registered domestic partner as defined by the California Family Law Code Sections 297-297.5.
 - e) "Sibling" including siblings related by blood, adoption, or common legal parent and in-law. [Consensus 6/13]
8. Unit members Employees are permitted to care for up to one designated persons per 12-month period (rolling forward). CFRA defines "designated person" as "any individual related by blood or whose association with the unit member employee is the equivalent of a family relationship". California paid sick leave statutes define "designated person" as "a person identified by the unit member employee at the time the unit member employee requests paid sick days." [Consensus 6/13]
9. "Serious health condition" means an illness, injury, impairment, or physical or mental condition, as defined by federal regulations that involves either inpatient (overnight) care in a hospital, hospice, or



residential medical facility or a serious health condition involving continuing treatment by a health care provider. Consensus 6/13]

10. If the leave is for the purpose of caring for the employee-unit member's spouse, child, parent, grandparent, sibling, registered domestic partner or designated persons, the District may request that the medical certification include a statement that the serious health condition warrants the participation of a family member to provide care during a period of the treatment or supervision of the individual requiring care. [Consensus 6/13]
11. If the District requires medical verification as a condition to granting a family care leave based on the serious health condition of the employee-unit member's spouse, child, parent, grandparent, sibling, registered domestic partner or designated persons, the District will accept the treating physician's verification that a serious health condition as defined in federal regulations exists. This does not preclude the District from investigating fraudulent documentation and/or taking appropriate action in cases of fraudulent documentation. [Consensus 6/13]
12. Where the reason for the leave is foreseeable, the unit member employee shall provide the District with reasonable advance notice of the need for a family and medical care leave, the anticipated date the need for the leave will commence, and the estimated duration of the leave. If the need for a leave becomes known more than thirty (30) days prior to the date a leave is to begin, the unit member employee must provide at least thirty (30) days' written advance notice. [Consensus 6/13]
13. The District will continue to provide and will pay its usual contribution to health insurance for employee unit members on family and medical care leave for up to twelve (12) weeks from last day worked. If there is any continuation of leave beyond twelve (12) weeks, health insurance coverage shall be continued for the employee submitting a check or money order to the District prior to the first day of each month or post-dated monthly checks for the duration of the leave. The employee unit member shall be responsible for the full cost of such health insurance following three (3) months of such leave. [Consensus 6/13]
14. Absent business necessity, the employee unit member will return to his/her their former position upon return from family care leave with



full rights and benefits restored, except that seniority will not accrue for time in unpaid status. [Consensus 6/13]

[The Association Parties recognizes that Article 12 Leaves continues with no changes: Education and Professional Leaves of Absence, Leaves of Absence for Personal Business- Short Term, Leaves of Absence for Personal Business- Long Term, and Catastrophic Leaves Bank]

A handwritten signature in blue ink, consisting of several loops and a final flourish that resembles the letters 'PT'.



PROFESSIONAL EDUCATOR SUMMARY
Woodland Joint Unified School District

*To be completed by teacher and submitted to evaluator
prior to the Summary Evaluation conference*

EVALUATEE: _____

SCHOOL: _____

Describe activities in which you participated, in any of the areas described in the
"Developing as a Professional Educator" standard, during this school year.

DRAFT

RT

A handwritten signature in blue ink, appearing to be "M. K. [unclear]".



SUMMARY EVALUATION REPORT

Woodland Joint Unified School District

EVALUATEE: _____ EVALUATOR: _____
 SITE: _____ GRADE LEVEL/SUBJECT: _____

Rating Definitions: (Please refer to the Philosophy of Evaluation and the Evaluation Rubric of the Performance Manual when completing this form.)

- "4" = Practice in the Innovation (Innovating) Stage: Consistently exceeds the professional standards of competence
- "3" = Practice in the Integration (Integrating) Stage: Meets and occasionally exceeds professional standards of competence
- "2" = Practice in the Application (Applying) Stage: Meets the professional standards of competence
- "1" = Practice in the Emerging and Exploring Stages: Unsatisfactory – Does not meet the professional standards of competence

Rating	EVALUATION: Based on the California Standards for the Teaching Profession
	Standard One: Engaging and Supporting All Students in Learning

Focus Area:
 Comments and/or Commendation:

DRAFT

Rating	EVALUATION: Based on the California Standards for the Teaching Profession
	Standard Two: Creating and Maintaining Effective Environments for Student Learning

Focus Area:
 Comments and/or Commendation:

Rating	EVALUATION: Based on the California Standards for the Teaching Profession
	Standard Three: Understanding and Organizing Subject Matter for Student Learning

Focus Area:
 Comments and/or Commendation:

Rating	EVALUATION: Based on the California Standards for the Teaching Profession
	Standard Four: Planning Instruction and Designing Learning Experiences for All Students

Focus Area:

Comments and/or Commendation:

Rating	EVALUATION: Based on the California Standards for the Teaching Profession
	Standard Five: Assessing Students for Learning

Focus Area:

Comments and/or Commendation:

DRAFT

Rating	EVALUATION: Based on the California Standards for the Teaching Profession
	Standard Six: Developing as a Professional Educator

Focus Area:

Comments and/or Commendation:

Recommend for non re-election

Recommend for re-employment (Temporary employees)

<i>Evaluator Signature</i>	<i>Date</i>	<i>Evaluatee Signature*</i>	<i>Date</i>
To Be Evaluated Next Year <input type="checkbox"/>		Observation Dates: _____	

* Signature Does Not Indicate Agreement

A Written Response May Be Attached Within 15 days of the discussion.

An unsatisfactory evaluation is a “1” rating on two or more standards (1-5).

1st Unsatisfactory Evaluation

2nd Unsatisfactory Evaluation**

**Refer to Peer Assistance & Review (PAR)

Improvement Plan Required and Attached

Improvement Plan Required and Attached