

WJUSD Counter Proposal to CSEA

9.19.25

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ARTICLE 25 CONTRACTING OUT

25.1 The District agrees that it will adhere to the provisions of Education Code 45103.1 regarding contracting out the work which has been customarily and routinely performed by bargaining unit members in the bargaining unit covered by this Agreement. Excluding emergency circumstances, the District agrees to notify CSEA at the beginning of the school year and/or during labor management meetings of any anticipated or current needs to contract out for the upcoming year in accordance with Education Code section 45103.1. The notification will include the type of work contemplated for contracting out. [Consensus reached 9/19/25]

25.2 Excluding emergency circumstances, the District shall may offer any work, that a supervisor determines bargaining unit members are capable of performing, to eligible employees first before considering contracting the work out. [DISTRICT OK, WITH REVISION]

~~25.1 During the life of this Agreement, the District agrees that it shall not contract out work which has been customarily and routinely performed by bargaining unit members.~~

~~25.2 The District shall notify CSEA during labor management meetings, or at least 10 days prior, of any anticipated or current needs to contract out in accordance with Education Code section 45103.1. The notification shall include the company name, the number of people being contracted, the positions contracted for, and the cost.~~

~~25.3 The parties agree to meet prior to the start of the school year to review current and anticipated contracts for the upcoming year.~~

TF
PK