

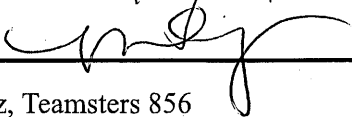
**Memorandum of Understanding**  
**West Contra Costa Unified School District**  
**&**

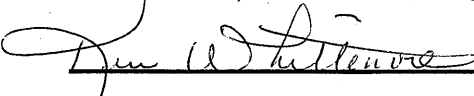
**Teamsters Local Union No. 856**

The West Contra Costa Unified School District Board of Education on March 6, 2019 took action to lay off 59.6 FTE of Graduate Tutors. The District understands that the effects of layoffs must be bargained with Teamsters and offers the following proposal:

- 1) The district employ 25 Graduate Tutors at .80 FTE from the central budget;
- 2) The 25, .80 FTE will be selected in seniority order, offering positions to the first 25 in seniority. If any person declines or passes the next most senior person will be offered a position;
- 3) Sites which elect to use site funding for the employment of graduate tutors will be allowed to keep the currently employed graduate tutor regardless of seniority and will employ them at no less than .80 FTE. These site funded positions will be in addition to the 25 centrally funded positions;
- 4) The seniority list will be used to re-employ any position at .80 which becomes vacant due to resignation from the district;
- 5) Any hours employed by the district above .80 FTE will be at the Graduate Tutor rate and will qualify the person for the further health benefits in accordance with the bargaining unit agreement;
- 6) Any positions that are currently vacant will be eliminated from the district budget;
- 7) Any Graduate Tutor not employed as a Graduate Tutor will be employed as a long tem site substitute teacher (at a rate of \$175.00 per day) at a selected school provided:
  - a. The person holds a 30-day teaching permit
  - b. The person is eligible for a 30 day teaching permit
  - c. Willing to take and pass the CBEST test to obtain a 30 day teaching permit
  - d. With the districts assistance (will provide a class at the district expense) take a CBEST test and pass the test and obtain a 30 day teaching credential;
- 8) Nothing in this agreement prevents a site from funding additional time beyond the .80 centrally funded FTE.
- 9) There will be a measurement in place at each site to assess the service provided;
- 10) There will be professional development provided prior to the school year and during three sessions throughout the school year.
- 11) Graduate Tutors will coordinate with relevant credentialed staff to address student needs
- 12) The continuance of the Graduate Tutor positions is contingent on funding.

Signed this date May 3, 2019

  
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Veronica Diaz, Teamsters 856

  
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Ken Whittemore, West Contra Costa Unified School District