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Woodside Elementary School District

May 14, 2024

**Agreement with the Woodside Teachers' Association for Negotiations
for July 1, 2024 to June 30, 2027
Multi-Year Contract – Overview**

The following provisions shall apply from July 1, 2024 to June 30, 2027 Collective Bargaining Agreement for the 2024-2025, 2025-2026 and 2026-2027 school years. This is a multi-year contract.

ARTICLE 2: TERM (NEW)

- On the 2024-2025 school year, the district and association may reopen up to two articles of their choosing for negotiations outside of salary and benefits which will be closed for the duration of the CBA.
- On the 2025-2026 school year, the district and association may reopen up to two articles of their choosing for negotiations outside of salary and benefits which will be closed for the duration of the CBA.
- On the 2026-2027 school year, the district and association may reopen up to two articles of their choosing for negotiations outside of salary and benefits which will be closed for the duration of the CBA

ARTICLE 13: COMPENSATION

- A. 2024-2025 Teachers' Salary
 - a. Salary Schedule Increase: The 2024-2025 Teachers' Salary Schedule shall reflect a three percent (3%) increase over the 2023-2024 Employees' Salary Schedule, effective July 1, 2024.
 - B. 2025-2026 Teachers' Salary
 - a. Salary Schedule Increase: The 2025-2026 Teachers' Salary Schedule shall reflect a three percent (3%) increase over the 2024-2025 Employees' Salary Schedule, effective July 1, 2025.
 - C. 2026-2027 Teachers' Salary
 - a. Salary Schedule Increase: The 2026-2027 Teachers' Salary Schedule shall reflect a three percent (3%) increase over the 2025-2026 Employees' Salary Schedule,
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effective July 1, 2026.

- D. *Contingency Language*: If the district receives higher revenue through property taxes during the 2025-2026 School year and/or the 2026-2027 school year above 5.5%, the Association and the district will meet to determine if the increase in revenue will allow for an increase in salary and benefits of unit members, and if so, the Association and the district will negotiate appropriate changes.

ARTICLE 14: HEALTH & WELFARE BENEFITS

A. 2024-2027 Benefits

For unit members who have accepted the District's health care coverage, the District will increase its contribution to health benefits by \$1,000 per member for the 2024-25 school year. For unit members who have declined the District's health care coverage, the district will increase its in-lieu benefits by \$500 per member for the 2024-25 school year. All increases noted in this provision will be distributed to unit members over a 10-month period.