

WCCUSD's Manufactured Fiscal Crisis

And their real recruitment and retention crisis

In the past 3 years: 561 educators have left



In the last 5 years:

16.5% increase in educators' pay

**32.8 % WCCUSD's increase in
overall revenue!**

CDE Average California Teacher
23-24: \$101,084

WCCUSD Average 23-24: \$91,374

Contra Costa County **Above Average** Costs

Out of Reach Report 2024

National Low Income Housing Coalition

11th most expensive county in CA

29.9% more expensive than average of all counties

Founded in 1974 by Cushing N. Dolbeare, the National Low Income Housing Coalition is dedicated to achieving racially and socially equitable public policy that ensures people with the lowest incomes have quality homes that are accessible and affordable in communities of their choice.

NLIHC provides up-to-date information, formulates policy, and educates the public on housing needs and the strategies for solutions. Permission to reprint portions of this report or the data therein is granted, provided appropriate credit is given to the National Low Income Housing Coalition. Additional copies of Out of Reach are available from NLIHC.

Self-Sufficiency Standard 2024

University of Washington's Center for Women's Welfare

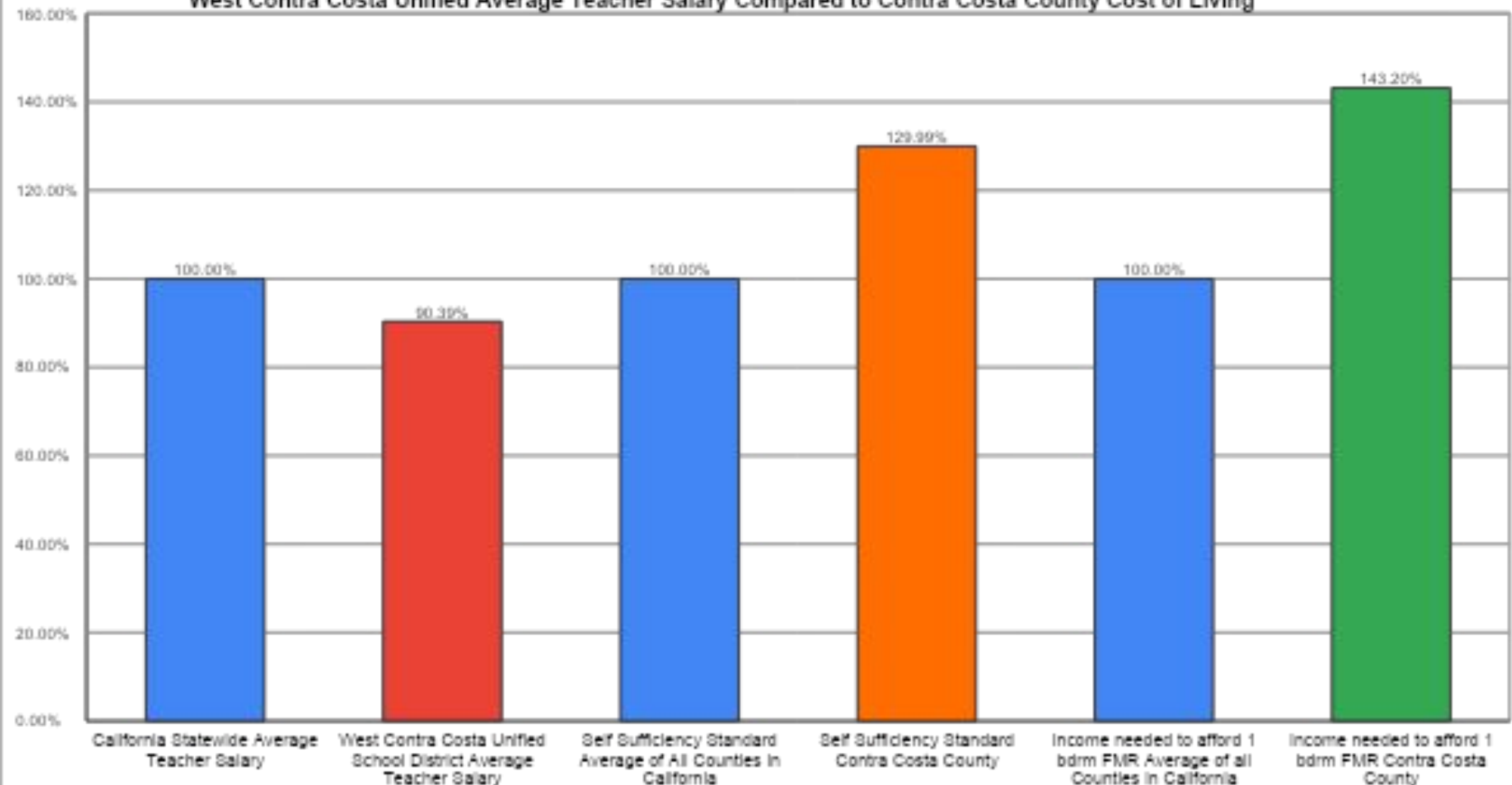
9th most expensive county in CA

43.2% more expensive than average of all counties

A project of the Center for Women's Welfare (CWW), the Self-Sufficiency Standard is a budget-based, living wage measure that defines the real cost of living for working families at a minimally adequate level. The Standard is an affordability measure and an alternative to the official poverty measure.

The Self-Sufficiency Standard determines the amount of income required for working families to meet basic needs at a minimally adequate level, taking into account family composition, ages of children, and geographic differences in costs.

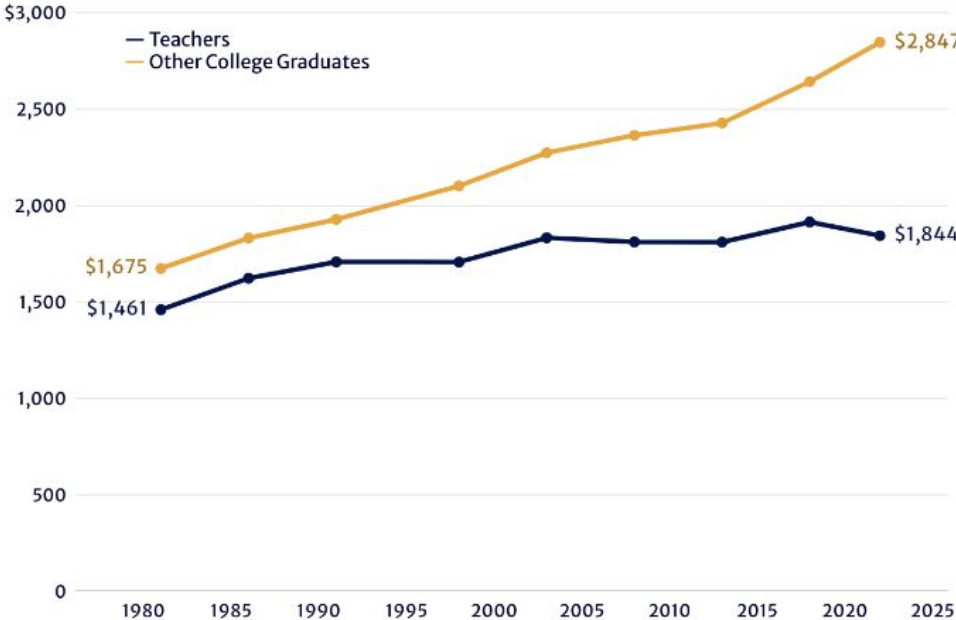
West Contra Costa Unified Average Teacher Salary Compared to Contra Costa County Cost of Living



It isn't enough for us to be average. Teacher Salaries need to be commensurate with the cost of living in Contra Costa County **and** non-teacher college graduates to recruit and retain educators in this district and this profession

Average Weekly Wages of Public School Teachers and Other College Graduates

California 1979–2024*



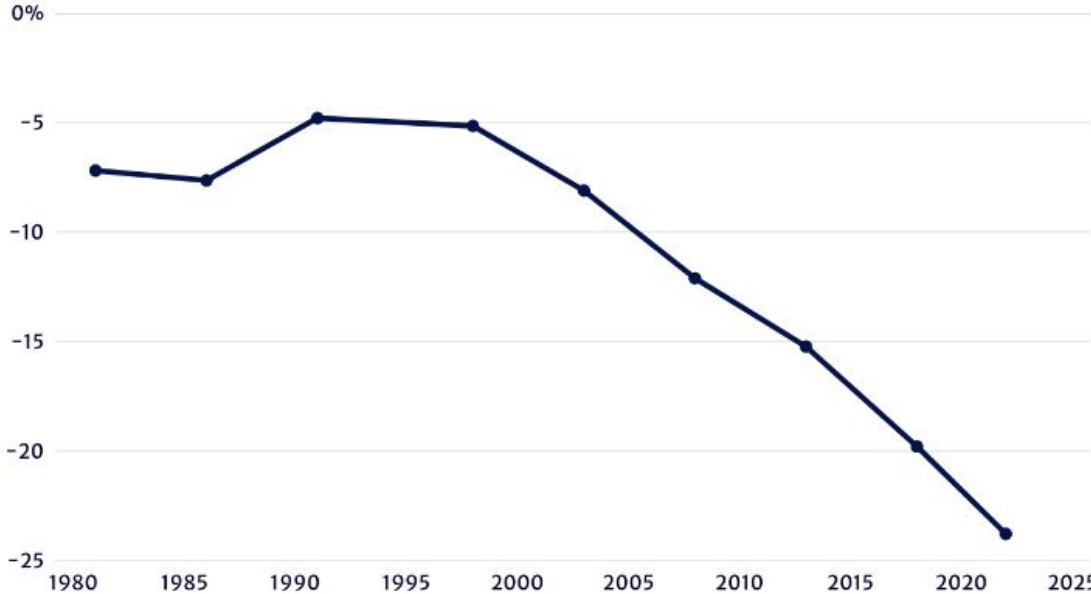
Note: Figure shows average weekly wages (2023\$) of public school teachers (elementary, middle, and secondary) and other (nonteaching) college graduates with at least a BA Degree in California. *Each data point represents the average of five years of pooled-CPS data required for ample sample size; the middle year is noted on the x-axis. The final data point represents 2021 through September 2024. Data for 1994 and 1995 are not available.

Source: Author's analysis of Current Population Survey Outgoing Rotation Group data accessed via the Economic Policy Institute Extracts, Version 1.0.57.



Teachers In California Are Falling Further and Further Behind

Public school teacher relative weekly wage gap, 1979–2024*

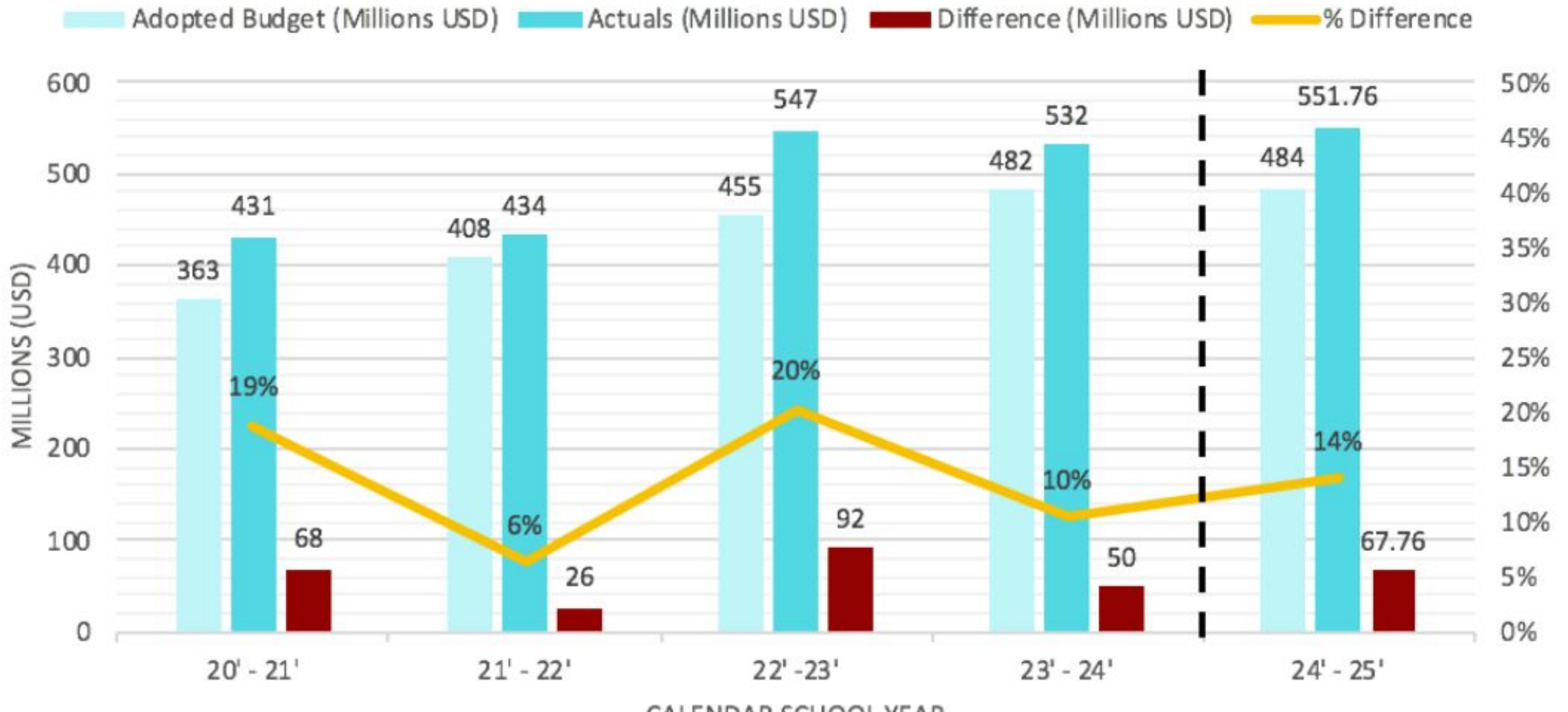


Note: Figure shows regression-adjusted weekly wage differentials for public school teachers (elementary, middle, and secondary) relative to other (nonteaching) college graduates with at least a BA Degree in California. *Each data point represents the average estimate based on five years of pooled-CPS data required for ample sample size; the middle year is noted on the x-axis. The final data point represents 2021 through September 2024. Data for 1994 and 1995 are not available.

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WCCUSD Revenues: Chronic Error or Educational Misfeasance?

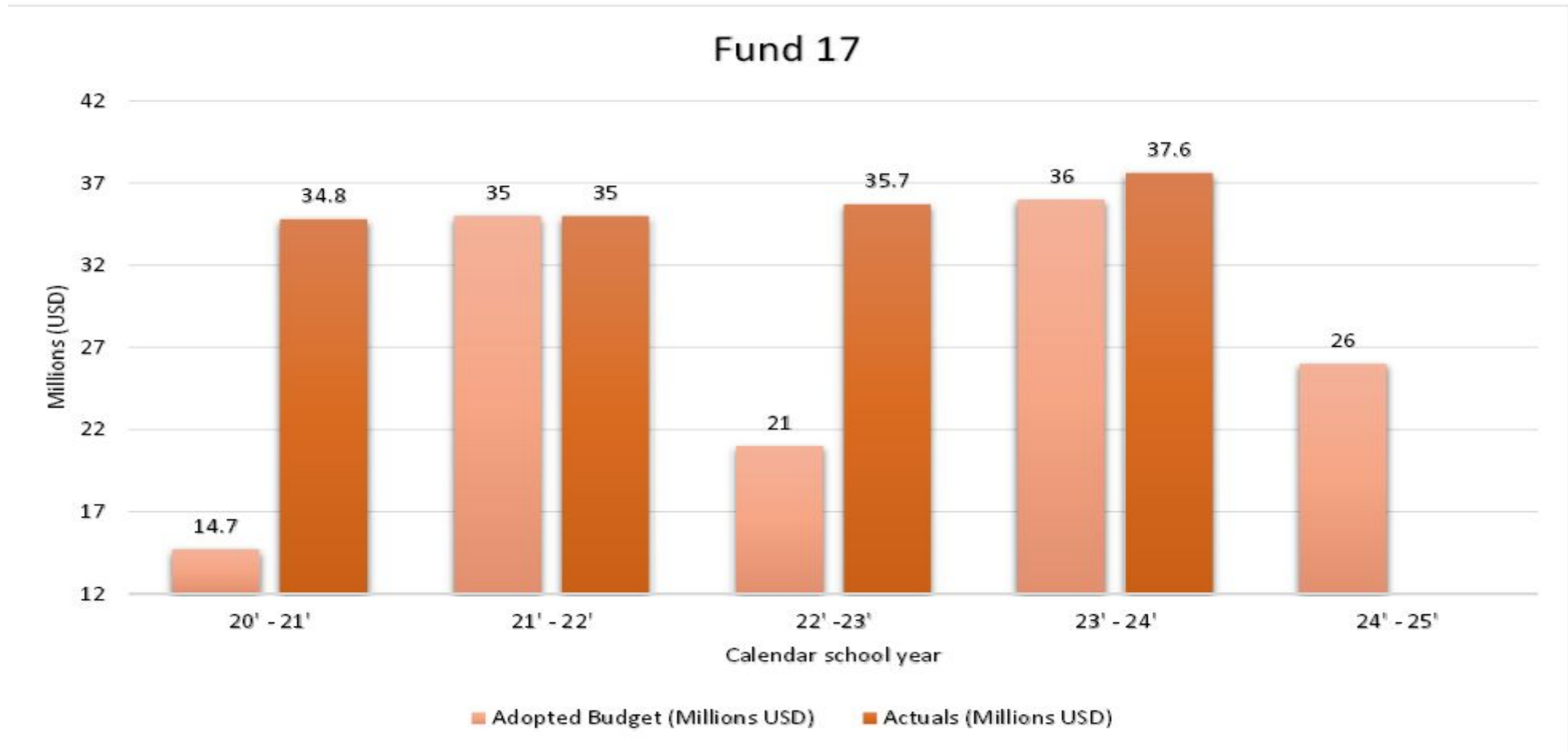


Ending Fund Balance

After we were told there was no money for raises or improvements to our meager healthcare benefits, WCCUSD ended 23-24 with 10% more revenue (an extra \$50 million) than it had projected:

Unrestricted \$61.8M (\$37.6 in Fund 17) -11.56% of total outgo

Restricted \$101M-19% of total outgo



No, Chicken Little, the Sky is not Falling.
Even Fund 17 Never Goes Down!

Currently: 1478 FTE, 129 vacancies

Estimate \$145,000 per member x 129 = 18,705,000

2025-26 STAFFING REDUCTION SUMMARY BY UNIT

UNIT	2025-26 FTE COUNT	2025-26 FTE Reduction Suggestions	% of Staff	Estimated Reductions
United Teachers of Richmond	1608.38	26	1.62%	\$3,822,000

2026-27 STAFFING REDUCTION SUMMARY BY UNIT

UNIT	2025-26 FTE COUNT	2026-27 FTE Reduction Suggestions	% of Staff	Estimated Reductions
United Teachers of Richmond	1582.38	19	1.20%	\$2,793,000

Total District FTE: 3,596

Filled FTE: 3,098

Vacant FTE: 498

We're not the only bargaining unit they are saving on

WCCUSD Fiscal Solvency Plan Ratified 2/5/25

WCCUSD 2025-27 FISCAL SOLVENCY REDUCTION LIST

2025-26 CENTRAL OFFICE STAFFING REDUCTIONS - The following recommendations represent budget reduction recommendations for Central Office Staffing

Description	Unit	Department	FTE	Estimated Reduction
REDUCE 1.0 FTE EXECUTIVE DIRECTOR BUSINESS SERVICES, GENERAL SERVICES	MANAGEMENT	BUSINESS SERVICES	1.00	\$240,000
REDUCE 1.0 FTE DIRECTOR OF RESEARCH AND REPORTING, EDUCATIONAL SERVICES	MANAGEMENT	EDUCATIONAL SERVICES	1.00	\$240,000
REDUCE 1.0 FTE COORDINATOR PAYROLL BENEFITS ACCOUNTING	SCHOOL SUPERVISORS ASSOCIATION	BUSINESS SERVICES	1.00	\$152,000
REDUCE 3.0 FTE SCHOOL SITE SAFETY SPECIALIST (S4) SUPERVISOR, ROVER	SCHOOL SUPERVISORS ASSOCIATION	K12 OPERATIONS	3.00	\$456,000
REDUCE 4.0 FTE SOCIAL WORK SPECIALIST, EDUCATIONAL SERVICES	SCHOOL SUPERVISORS ASSOCIATION	EDUCATIONAL SERVICES	4.00	\$608,000
REDUCE 1.0 FTE SENIOR NETWORK ENGINEER	SCHOOL SUPERVISORS ASSOCIATION	INFORMATION TECHNOLOGY	1.00	\$152,000
REDUCE 1.0 FTE DUPLICATION SPECIALIST, GENERAL SERVICES	TEAMSTERS LOCAL UNION NO. 856	BUSINESS SERVICES	1.00	\$95,000
REDUCE 1.0 FTE ADMINISTRATIVE TECH, SPECIAL EDUCATION	TEAMSTERS LOCAL UNION NO. 856	SPECIAL EDUCATION	1.00	\$95,000
REDUCE 2.0 FTE INST SUPPORT/COACH, EDUCATIONAL SERVICES	UNITED TEACHERS OF RICHMOND	EDUCATIONAL SERVICES	2.00	\$290,000
REDUCE 1.0 FTE COORDINATOR OF POSITIVE BEHAVIOR INTERVENTIONS AND SUPPORT	WCC ADMINISTRATORS ASSOCIATION	EDUCATIONAL SERVICES	1.00	\$205,000
REDUCE 1.0 FTE ADMIN ON SPECIAL ASSIGNMENT, EDUCATIONAL SERVICES	WCC ADMINISTRATORS ASSOCIATION	EDUCATIONAL SERVICES	1.00	\$205,000
				\$2,738,000

2025-26 PROGRAM STAFFING REDUCTIONS - The following recommendations represent budget reduction recommendations for Specialized Program Staffing

Description	Unit	Department	FTE	Estimated Reduction
REDUCE 1.0 FTE ASST PRINCIPAL-TRANSITION PROGRAM	WCC ADMINISTRATORS ASSOCIATION	SPECIAL EDUCATION	1.00	\$205,000
REDUCE 4.0 FTE Vista Virtual FTE, GRADES K-3 STAFFING REDUCTION	UNITED TEACHERS OF RICHMOND	INDEPENDENT STUDIES	4.00	\$580,000
REDUCE 6.0 FTE TEACHER REGULAR ED - CTE	UNITED TEACHERS OF RICHMOND	COLLEGE & CAREER	6.00	\$870,000
REDUCE 1.0 FTE INST SUPPORT/COACH - CTE	UNITED TEACHERS OF RICHMOND	COLLEGE & CAREER	1.00	\$145,000
REDUCE 0.25 FTE SELPA DIRECTOR, SPECIAL EDUCATION	MANAGEMENT	SPECIAL EDUCATION	0.25	\$60,000
REDUCE 1.0 FTE PROGRAM SPECIALIST, SPECIAL EDUCATION	UNITED TEACHERS OF RICHMOND	SPECIAL EDUCATION	1.00	\$145,000
ELIMINATE MOUs REQUIRING ADDITIONAL 7.0 FTEs at SECONDARY SCHOOLS	UNITED TEACHERS OF RICHMOND	HUMAN RESOURCES	7.00	\$1,015,000.00
REDUCE 5.0 CERTIFICATED POSITIONS TO ALIGN WITH CASELOAD STANDARDS	UNITED TEACHERS OF RICHMOND	SPECIAL EDUCATION	5.00	\$725,000
				\$3,745,000

2025-26 REDUCTIONS IN SERVICES - The following recommendations represent budget adjustments or general reductions that are not specific to an employee group:

Description	TYPE	Department	FTE	Estimated Reduction
ELIMINATE \$250 ARTS SUPPLY STIPENDS TO SITES	MATERIAL & SUPPLIES REDUCTION	EDUCATIONAL SERVICES	N/A	\$14,000
DECREASE HS THEATER BUDGETS, SUPPLEMENT WITH RENTAL FEES	MATERIAL & SUPPLIES REDUCTION	EDUCATIONAL SERVICES	N/A	\$20,000
BUDGET REDUCTION TO IB PROGRAMMING, REDUCE FEES AND PROGRAMMING STRUCTURE PROGRAM REDUCTION	PROGRAM REDUCTION	EDUCATIONAL SERVICES	N/A	\$100,000
REDUCE PRINT SHOP MACHINERY LEASE, PRINT SUPPLIES	SERVICE REDUCTION	BUSINESS SERVICES	N/A	\$100,000
ELIMINATE CONTRACTED STAFFING FOR SHORT TERM ASSIGNMENTS	SERVICE REDUCTION	SPECIAL EDUCATION	N/A	\$500,000
				\$734,000

2025-26 STAFFING REDUCTION SUMMARY BY UNIT

UNIT	2025-26 FTE COUNT	2025-26 FTE Reduction Suggestions	% of Staff	Estimated Reductions
United Teachers of Richmond	1608.38	26	1.62%	\$3,822,000
West Contra Costa Administrators Association	109.2	3	2.75%	\$621,000
Unrepresented Management	45.25	2.25	4.97%	\$545,625
School Supervisors Association	162	9	5.56%	\$1,386,000
Teamsters	1452.25	2	0.14%	\$192,000
Totals	3377.08	42.25	1.25%	\$6,566,625
Total Services Reductions				\$734,000
Reduction Total				\$7,300,625

2026-27 REDUCTIONS PLAN - The following recommendations represent budget reduction recommendations for 2026-27 Staffing Levels

2026-27 STAFFING REDUCTION SUMMARY BY UNIT

UNIT	2025-26 FTE COUNT	2026-27 FTE Reduction Suggestions	% of Staff	Estimated Reductions
United Teachers of Richmond	1582.38	19	1.20%	\$2,793,000
West Contra Costa Administrators Association	106.2	2	1.88%	\$414,000
Unrepresented Management	43	4	9.30%	\$970,000
School Supervisors Association	153	2	1.31%	\$308,000
Teamsters	1450.25	20	1.38%	\$1,920,000
Totals	3334.83	47	1.41%	\$6,405,000

WCCUSD did not invest the required 55% of its current cost of education in classroom compensation. It only spent 51.34%, which is \$11,391,200 less. This includes teachers and instructional aides salary and benefits.

In September 2024 WCCUSD claimed to have met the requirement despite not meeting it in the unaudited actuals.

Our District has **not** met this minimum for the past 4 school years, but our anti-student County Superintendent Lynn Mackey has given WCCUSD a waiver, year after year.

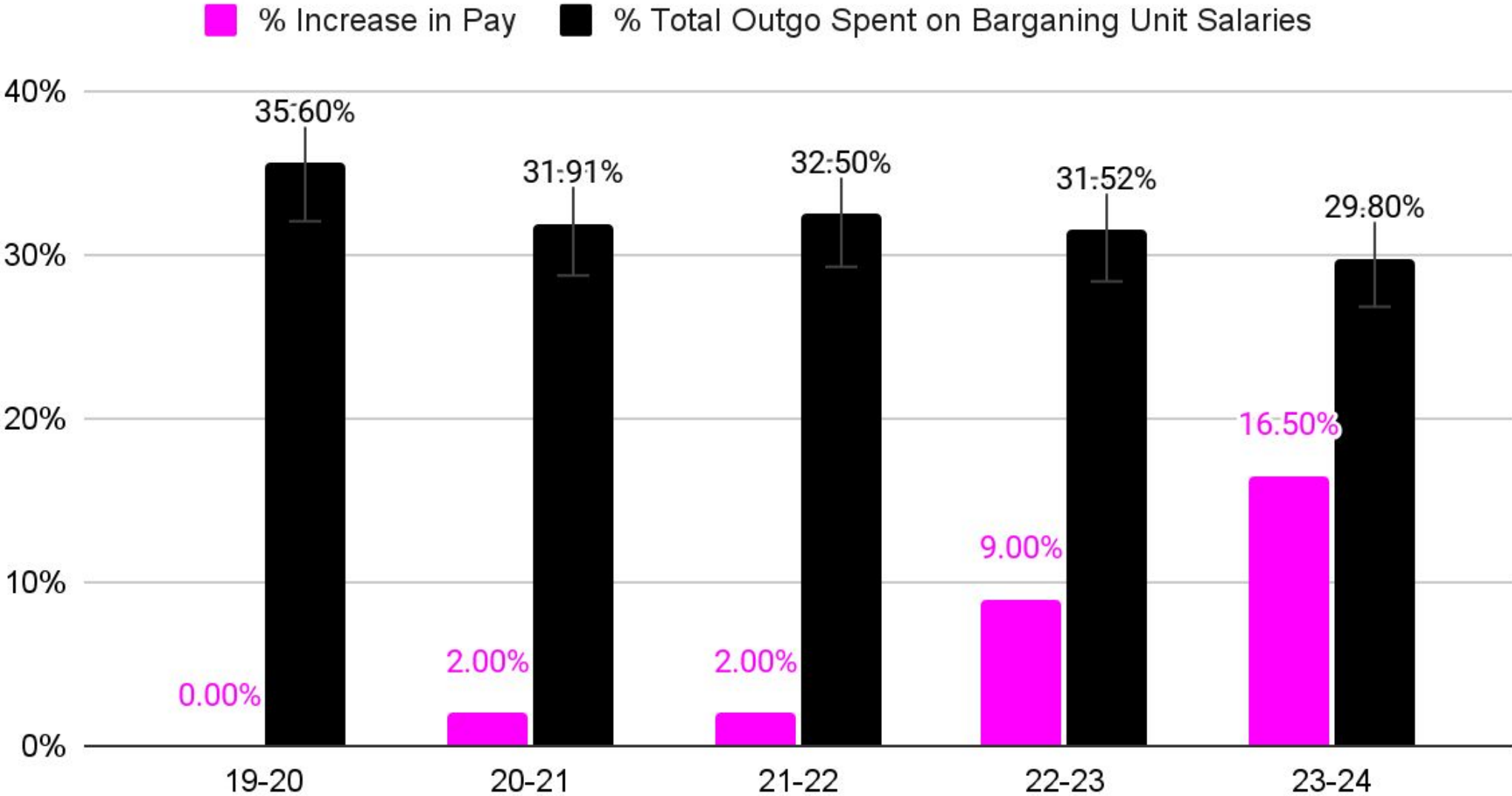
35.2% of total outgo = State average for districts our size (20k-30k ADA) spent on Certificated Bargaining unit salaries

for 23-24, **even after implementing our 7.5% raise**, WCCUSD spent a paltry **29.8%**

We know we can do better because in 19-20 WCCUSD spent **35.6%** on Bargaining unit salaries

for 23-24 WCCUSD spent 13% of outgo on Professional/Consulting services, compared to 9% in 19-20

Prioritize WCCUSD Educators!



Change in % of Total Outgo

— Consulting Services ● Bargaining Unit Salaries

