

Stony Creek Joint Unified School District

3430 County Road 309
Elk Creek, California 95939
(530) 968-5361 FAX (530) 968-5102

April 22, 2025

Re: 4-Day Week

The Governing Board of Stony Creek Joint Unified School District is disappointed to share that our district will not be moving forward with a 4-day school week for the 2025-2026 school year. While we believe this to be in the best interest of our students and our families, the California School Employees Association (CSEA) refused to agree to it.

For transparency, the following information is a timeline to show the progress of the District's 4-day week initiative.

Timeline

- February 27, 2024
 - o 4-Day Week was agendaized on the February Agenda of the regular board meeting and discussed by the board.
- March 2024
 - o Superintendent Emily Pendell initiates exploratory discussions with staff, parents, and community members around a 4-day school week. Sample 4-day and 5-day district calendars are placed in the staff rooms for feedback.
- April 30, 2024
 - o District receives letter of support from parent, community member, and Grindstone Parent Advisory Committee (GPAC) member Mrs. Burrows.
 - o District receives a letter of support from Mr. Jeff Flynn, Chapter President of Stony Creek Federation of Teachers (SCFT).
- May 1, 2024
 - o District receives letter of support from parents and community members, Mr. and Mrs. Reagan.
- May 3, 2024
 - o District receives letter of support from parent, community member, and GPAC member Mrs. Felipe.

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- June 7, 2024
 - Superintendent Emily Pendell provides answers to employee questions around employee hours, job duties, pay, and other related concerns to Elena Bessette, CSEA Representative via phone. Pendell and Bessette drafted a support letter together over the phone and Bessette stated she would have CSEA Chapter President Georgia Criner sign.

- June 26, 2024
 - Superintendent Emily Pendell emails CSEA President Criner and Representative Bessette to request a meeting to “hear ideas, concerns, and inputs on the bill” because she wanted to “accurately represent what all the stakeholders want.” Bessette and Criner decline to meet.

- July 2, 2024
 - Representatives from CSEA (including Chapter President Criner) and the District met at the Legislative Office building in Sacramento in Senator Laird’s office to discuss any concerns that CSEA had with the Bill. During this meeting it was decided that CSEA and the District would meet again to discuss the 4-day instructional week legislation and that during that meeting CSEA and the District would execute a Memorandum of Understanding indicating that CSEA supports the legislation.

- July 2, 2024
 - Superintendent Emily Pendell emails 2025-26 draft 4-day instructional week calendar, employee hours samples, and bell schedule to CSEA (including Chapter President Georgia Criner, Representative Elena Bessette, and Field Representative Dominic Gualco). Superintendent Pendell states in this email: “...should we be bringing our other four CSEA members (Ronda, Kayleen, Rosie, Bailey) into this email thread and invite them to the table next week? Being such a small district, we have the benefit of being able to work personally with all of our chapter members.”

- July 8, 2024
 - CSEA sends District a request for information for the following items: 1) A copy of information/documentation of data for parent support for a 4-day instructional week. 2) A copy of information/documentation of data for community support for a 4-day instructional week. 3) A copy of information/documentation of data for certificated support for a 4-day instructional week. 4) The student attendance rate

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on Mondays. 5) The student attendance rate on Fridays. 6) A copy of the contract between the District and Capitol Advisors Group. 7) A copy of all invoices to the District from Capitol Advisors Group since July 1, 2023. 8) The total billable hours and estimated cost of those hours not yet invoiced to the District by Capitol Advisors Group.

- July 9, 2024
 - o All information requested was sent to CSEA including Chapter President Criner and Representative Bessette by Superintendent Pendell.
- July 10, 2024
 - o MOU between CSEA and the District, agreeing to negotiate all matters related to 4-day instructional week for 2025-26 that are within the scope of representation within 10 days of the law's enactment. CSEA did not bring additional chapter members to this meeting.
- August 20, 2024
 - o District receives a letter of support from Mrs. Criner, Chapter President of CSEA Local 215.
- September 3, 2024
 - o CSEA serves Superintendent Pendell with a Cease and Desist regarding Pressure to Sign Support Letter for SB1440, Lack of Communication, Misrepresentation of Support and Retaliation all in relation to the 4-day week initiative.
- December 19, 2024
 - o Superintendent Pendell emails Representative Bessette requesting to negotiate a 4-day instructional week. Bessette offers 3 dates in late January and February.
 - o District negotiates a 4-day contract with the Stony Creek Federation of Teachers (SCFT).

- January 2, 2025

Representative Bessette emails stating those dates are no longer available and offers February 3, 24, and March 4 and 11.

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- January 22, 2025

Attorney Doug Freifeld emails Representative Bessette requesting to negotiate a 4-day instructional week, offering three dates in February.

- January 24, 2025

- Representative Bessette responds that March 25 is available.
- Attorney Freifeld responds, offering six earlier dates (March 3, 5, 6, 12, 13, 14).
- Representative Bessette responds saying March 25 is the earliest CSEA can meet because CSEA Chapter President Criner cannot participate any earlier than March 25 and her presence is necessary as she is “lead negotiator”.

- March 13, 2025

- As requested by CSEA, Attorney Freifeld emails the District’s written proposal on 4-day instructional week for 2025-26 to Representative Bessette, Field Representative Gualco, and Chapter President Criner.
- Proposal addresses maintenance of pay and benefits, bargaining unit member flexibility to remain on 5-day work week, and specifics about the Mondays.

- March 25, 2025

- Parties meet at District Office for 4-day instructional week negotiations.
- Chapter President Georgia Criner not present.
- Bargaining unit team members Kayleen Swearinger and Ronda Wycoff are given copies of March 13 proposal which they say they had not seen before.
- Kayleen Swearinger and Ronda Wycoff also given copies of draft calendars, hours, and bell schedules, which they say they had not seen before, the same information sent to CSEA on July 3, 2024.
- Many questions about pay, benefits, duties, etc., are asked and discussed
- Among other points, District stressed that a 4-day instructional week could help with declining enrollment and chronic student absenteeism – which would help address declining funding.
- At the end of the negotiation session Field Representative Gualco and Representative Bessette request an updated proposal, addressing several specific additional areas.

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- March 26, 2025
 - Attorney Freifeld sent Field Representative Gualco and Representative Bessette updated proposal (attached), addressing in detail each additional item CSEA requested be included
 - Included are draft calendar and draft bell schedule

- March 27, 2025
 - Alternative bell schedule with longer lunch for elementary is sent to Field Representation Gualco and Representative Bessette, to address concern raised by CSEA team on March 25

- April 14, 2025
 - Parties met at District Office for 4-day instructional week negotiations.
 - CSEA announced that all bargaining unit members in attendance at a meeting which lasted for “over an hour” gave a “resounding no” to a 4-day instructional week.
 - CSEA gave five reasons for rejection:
 - Length of the school day for the students
 - People who hold more than one position
 - Prior family commitments
 - Use of the words “intend” and “willing” in the District’s proposal
 - Too “rushed”
 - CSEA gave no counter proposals.
 - CSEA gave no indications of any terms of employment or impacts of 4-day week that they are looking for differently than what was set forth in the District’s proposal.
 - District again stressed that 4-day instructional week could help with declining enrollment and chronic student absenteeism – which would help address declining funding.
 - CSEA stated they will not agree to do a 4-day week for 2025-2026.
 - In response to a question, CSEA stated it has no issue with a statement that CSEA refused to agree to a 4-day instructional week.
 - CSEA stated it also does not agree to a 4-day instructional week for 2026-27, either, but is willing to discuss it.

To CSEA Chapter 215
From Stony Creek Joint Unified School District
March 26, 2025
Four Day Instructional Week 2025-26

The District intends to operate its schools on a 4-day instructional week for its students starting next school year, consistent with the statutory authorization set forth in Education Code 37712, which was added to state law pursuant to SB 1440.

The District intends that instruction shall be provided students Tuesdays through Fridays. Mondays are intended to be dedicated to ELOP (Expanded Learning Opportunities Program) enrichment for families who would like that for their students.

A. Wages and Hours.

1. The District intends and commits to no reduction in bargaining unit employees' wages when working a 4-day week.
2. The 4-day week is intended to be on a 4/10 schedule, for no more than 10 hours per day for four days per week. Bargaining unit members whose concurrence is ascertained by CSEA to work a 4/10 would not have overtime pay triggered by the 10 hour days, pursuant to Education Code 45132 [also see CBA Art.V.2.B].
3. Going to a 4-day instructional week will not affect CSEA unit members' overall hours (a 30 hour employee will still get 30 hours, a 40 hour employee will still get 40 hours).
4. The District is open to discussing with CSEA the option of bargaining unit members, or any of them, remaining on a 5-day week, working eight hours per day for each of those five days.
5. For drivers, the District is open to discussing with CSEA possible adjustments to the differential increase in pay set forth in CBA Article V, Section 5. That section currently provides for a 2 ½% differential increase for unit members working a split shift if there is at least a 5-hour non-working period in the middle of the split shift.

B. Benefits.

1. Bargaining unit members' benefits would not be affected by District schools operating on a 4-day school week.
2. Paid holidays: The District intends that no employee working four days per week would lose the advantage of paid holidays which may fall on their non-work day. The District is open to discussing with CSEA crediting affected employees with paid time off, or pay in lieu of the holiday.

C. Mondays.

1. For Monday ELOP, any CSEA unit members who are working a 5/8 schedule (instead of 4/10) will work with those students on Mondays.
2. For classified services required to be provided on Mondays (such as kitchen or driving), the work is intended to be performed by the unit members in such classifications who are working 5/8 schedules. If no such employees are working a 5/8, then the District intends the work would be first offered to the bargaining unit before arranging for substitutes or contract workers.

3. The District's intent for employees who work on Mondays is that they will receive their full regular pay and benefits for the day regardless of the number of students in attendance.
4. The District is open to discussing with CSEA the procedure for offering needed work internally, including possibly offering overtime to employees in needed classifications who are not regularly scheduled for that day.
5. If there is limited need for services to students in attendance on any particular Monday, it is the District's intent that unit members would engage in other productive work within their job classification.

Such work could include, as appropriate for the employee's classification:

- a. Ensuring availability of meals for students for pick up on the Monday, maintaining the kitchen, and related activities;
- b. Arranging for and readying for the upcoming week;
- c. Performing regular duties in maintaining the facilities, grounds, and equipment.

D. Education Code § 37712 Requirements

1. Flex days

- a. The parties recognize that Education Code section 37712 requires that at least five additional days of instruction be calendared ("flex days") in the event the District is prevented from operating on a regular day due to school closings for fire, smoke, etc.
- b. If one or more flex days are required to be utilized for instruction during 2025-26, the District will meet and confer with CSEA in advance regarding the impact on unit members' working conditions.

2. Joint Assessment of 4-Day Week

- a. The parties recognize that Education Code section 37712 requires annual submissions of information regarding calendars, instructional minutes, and attendance to the California Department of Education (CDE) in order to operate a four-day school week.
- b. The District is open to discussing with CSEA the manner and means, including by joint committee convening toward the end of the academic year, to ensure joint assessment, open communication with, and input by CSEA for the required submissions to the CDE.

The District is confident that schedules and other impacts can be worked out with CSEA that meets the needs of our staff and their families.

Please see attachments:

4-day proposed bell schedule

4-day proposed 2025-2026 calendar