

TENTATIVE AGREEMENT BETWEEN THE WILLOWS UNIFIED SCHOOL DISTRICT AND THE WILLOWS UNIFIED TEACHERS ASSOCIATION

Willows Unified School District ("District") and Willows Unified Teachers Association ("WUTA") (collectively, "Parties") enter this Tentative Agreement regarding negotiable Articles within the Collective Bargaining Agreement ("Contract/Agreement") between the Parties. The terms of this Tentative Agreement have been reached based upon sunshine proposals brought from WUTA in November 2019 and the District in December 2019. The Parties agree to the following terms:

ARTICLE 7 – SAFETY

District agrees to maintain the inclusion of Articles 7.5 and 7.6 in Contract.

Parties have agreed to District working with site administrators on making adjustments if needed to administrators being on campus as needed. Parties agree to include referenced language in Safety Plan.

ARTICLE 9 – PROCEDURES FOR EVALUATION

The District reserves the ability to address this Article in future negotiations beginning in the 2024-25 school year.

ARTICLE 12 – LEAVE PROVISIONS – (TA)

Parties are in agreement with inclusion of Education Code language as a reference for family bereavement leave, which shall include the following:

Members of the immediate family, means the mother, father, grandmother, grandfather, or a grandchild of the employee or of the spouse of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother, or sister of the employee, or any relative living in the immediate household of the employee.

Current Contract language regarding 4 and 6 days will remain. District agrees to continue to include language re domestic partner as stated in the Contract.

Parties agree that the District will provide updated language in the Contract regarding Child Bonding Leave and updated language re FMLA and CFRA.

ARTICLE 15 – HOURS OF EMPLOYMENT

Parties agree to maintain Contract language as written for Article 15.1.1 (a).

Parties agree to NEW Article 15.2.2(b):

Out of deference to the importance of the continuity of their program and to ensure regular classroom teachers maintain their prep periods, Music, PE, ELD, and Opportunity teachers will not be required to cover as a substitute more than 2 days in any school month unless mutually agreed upon by the teacher and his/her administrator or designee.

Parties agree that Article 15.7, Work Year, shall be expanded to read:

The regular work year is one hundred eighty three (183) days.

- a. There are one hundred eighty (180) student instructional days.
- b. There is one (1) day that is the pre-service day, prior to the start of the school year. This will be a day for staff to work on their own or in collaboration with other staff at grade level or by department to get ready for the school year.
- c. There are two (2) days dedicated to teacher / staff collaboration and Professional Development.

The regular work year for High School Counselors is two hundred one (201) days.

- d. There are one hundred eighty (180) student instructional days.
- e. There are nineteen (19) days dedicated to extended counseling tasks beyond the 180 instructional days and other related work.
- f. There are two (2) days dedicated to faculty / staff collaboration and Professional Development.

ARTICLE 17 – CLASS SIZE

The Parties agree that a committee will be formed and meet in the 2021-22 school year re class size evaluation.

ARTICLE 18.2 – SUMMER SCHOOL

The Parties agree on the language change to be made in the Contract re Article 18.2:

In filling summer school vacancies, qualified current bargaining unit members will be offered a teaching position before outside candidates are considered.

ARTICLE 20 – PROFESSIONAL DUES OR FEES AND PAYROLL DEDUCTIONS

District and WUTA have reached agreement on this Article and will make any necessary changes in language to the Contract.

ARTICLE 21 EMPLOYEE SALARIES

The following salary increases will be added to the Contract under Article 21, Employee Salaries, with the following terms to be included:

1.5% off schedule payment for the 2020-21 school year

WUTA will receive a 7.146% pay increase for all cells and steps for the Certificated Salary Schedule, Appendix C1-C3, which may be distributed as a percentage incrementally (not to exceed 7.146% cumulatively) at WUTA's discretion for school years 2021-22, 2022-23, and 2023-24. WUTA has stated their preference that the 7.146% pay increase fall on the 2021-2022 school year, and that the 2022-2023 and 2023-2024 school years will receive a 0% pay increase.

Effective July 1, 2021, work duty days for those paid from Appendix C1 and C-3 will be expanded from 181 to 183, additional days shall include professional development and collaboration for teachers. This equates to an additional 1.18% pay increase.

This will amount to a total of three (3) non-student work duty days. 1 of these days will be limited to a pre-service day.

Effective July 1, 2021, work duty days for the High School Counselor positions (paid from Appendix C-2) will be expanded from 199 to 201, additional days shall include professional development and collaboration. This equates to an additional 1.005% pay increase. This will amount to a total of twenty one (21) non-student work duty days.

ARTICLE 22- HEALTH AND WELFARE BENEFITS

The Parties agree that a District-wide Health and Welfare Benefits committee will be formed to discuss the benefit plans for the District.

ARTICLE 28 – TERM

The Parties agree that the successor Contract Term shall take place from July 1, 2021 through June 30, 2024. There shall be no reopeners for negotiations from the Parties during the Term of the Contract.

Appendix A

The Parties agree to strike A.8.5 (Psychologist) and A.8.6 (Librarian) from the Contract. Salary schedules C-4 and C-5 shall be abolished.

The Parties agree that A.8.7, will be reworded to state: "High School Counselors will be placed on the appropriate cell of Schedule C-2." The remainder of Article A.8.7, will be deleted.

The Parties agree that A.8.8, will be reworded to state: "The District Nurse will be placed on the appropriate cell of Schedule C-3." The remainder of Article A.8.8, will be deleted.

Appendix C-1, C-2 and C-3

Appendix C-1, C-2, and C-3, shall be expanded by the equivalent of 2 work days. (See Attached Draft Proposed Salary Schedule Appendix C-1 WUTA Teachers 2021-2024; Draft Proposed Salary Schedule Appendix C-2 WUTA High School Counselor 2021-2024, Draft Proposed Salary Schedule Appendix C-3 WUTA District Nurse 2021-2024).

FOR THE DISTRICT

FOR WUTA

Date

Date

**WILLOWS UNIFIED SCHOOL DISTRICT
 CERTIFICATED TEACHERS SALARY SCHEDULE - DRAFT / PROPOSED 6/3/2021
2021-22, 2022-23, 2023-24**

days 183

STEP	CLASS II BA < 30 semester hours	CLASS III BA + 30 semester hours	CLASS IV BA + 45 OR MASTERS semester hours	CLASS V BA + 60 OR MASTERS +15 semester hours	STEP
1	65,908	67,230	68,574	69,945	1
2	66,568	68,238	69,945	71,695	2
3	67,233	69,262	71,344	73,487	3
4	67,233	70,300	72,771	75,324	4
5	67,233	71,355	74,227	77,206	5
6	67,233	72,425	75,711	79,137	6
7	67,233	73,512	77,226	81,115	7
8	67,233	74,614	78,770	83,143	8
9	67,233	75,734	80,345	85,222	9
10	67,233	76,870	81,953	87,352	10
11	67,233	76,870	83,592	89,536	11
12	67,233	76,870	85,263	91,774	12
13	67,233	76,870	86,968	94,069	13
14	67,233	76,870	88,708	96,420	14
15	67,233	76,870	90,482	98,831	15
16	67,233	76,870	90,482	101,302	16
17	67,233	76,870	90,482	103,835	17
18	67,233	76,870	90,482	106,430	18
19	67,233	76,870	90,482	109,090	19
20	67,233	76,870	90,482	111,818	20

Masters Degree = \$ 1000 additional Required Extra Credential = \$ 700 additional (See A.8.9 of WUTA Contract)

Doctorate Degree = \$1000 additional

Eligibility for step movement is set forth in Appendix A at A.8: eligibility for columnar movement is set forth in Appendix A at A.1, A.2, and A.4

Interns and non-credentialed teachers will be placed at 80% of Col II Step 1 until completion of their credential.

Note:	Description of Change to Schedule	Board Approved
1	2014-15: Squared Salary Schedule	6/11/2015
2	2015-16: Salary Schedule	6/11/2015
3	2016-17: Salary Schedule	6/11/2015
4	2017-18: Salary Schedule, Board Approved: 6-21-2018	6/21/2018
5	2021-22: Incr of 7.146% and 2 additional work days to each cell	

**WILLOWS UNIFIED SCHOOL DISTRICT
HIGH SCHOOL COUNSELOR SALARY SCHEDULE - DRAFT / PROPOSED 6-3-2021
2021-22, 2022-23, 2023-24**

DAYS / YR: 201				
STEP	CLASS I BA + 30 semester hours	CLASS II BA + 45 OR MASTERS semester hours	CLASS III BA + 60 OR MASTERS +15 semester hours	STEP
1	76,058	77,578	79,130	1
2	77,199	79,130	81,109	2
3	78,357	80,713	83,136	3
4	79,531	82,327	85,215	4
5	80,725	83,974	87,344	5
6	81,936	85,653	89,528	6
7	83,165	87,366	91,766	7
8	84,412	89,113	94,061	8
9	85,679	90,895	96,412	9
10	86,964	92,715	98,823	10
11	86,964	94,568	101,293	11
12	86,964	96,459	103,825	12
13	86,964	98,389	106,422	13
14	86,964	100,356	109,081	14
15	86,964	102,363	111,808	15
16	86,964	102,363	114,605	16
17	86,964	102,363	117,469	17
18	86,964	102,363	120,405	18
19	86,964	102,363	123,415	19
20	86,964	102,363	126,501	20

Masters Degree = \$ 1000 additional

Doctorate Degree = \$1000 additional

Eligibility for step movement is set forth in Appendix A at A.8: eligibility for columnar movement is set forth in Appendix A at A.1, A.2, and A.4.

Note:	Description of Change to Schedule	Board Approved
1	2020-21: High School Counselor Salary Schedule Implemented 7/1/2020	1/7/2021
2	2021-22: Incr of 7.146% and 2 additional work days to each cell	

**WILLOWS UNIFIED SCHOOL DISTRICT
DISTRICT NURSE SALARY SCHEDULE - DRAFT / PROPOSED 6/3/2021
2021-22, 2022-23, 2023-24**

DAYS / YR: 183					
STEP	CLASS I BA < 30 semester hours	CLASS II BA + 30 semester hours	CLASS III BA + 45 OR MASTERS semester hours	CLASS IV BA + 60 OR MASTERS +15 semester hours	STEP
1	67,885	69,247	70,631	72,044	1
2	68,565	70,286	72,044	73,845	2
3	69,250	71,340	73,485	75,691	3
4	69,250	72,409	74,955	77,584	4
5	69,250	73,495	76,454	79,523	5
6	69,250	74,597	77,982	81,512	6
7	69,250	75,717	79,542	83,548	7
8	69,250	76,853	81,133	85,638	8
9	69,250	78,006	82,755	87,779	9
10	69,250	79,176	84,412	89,972	10
11	69,250	79,176	86,100	92,222	11
12	69,250	79,176	87,821	94,528	12
13	69,250	79,176	89,577	96,891	13
14	69,250	79,176	91,370	99,313	14
15	69,250	79,176	93,196	101,795	15
16	69,250	79,176	93,196	104,341	16
17	69,250	79,176	93,196	106,950	17
18	69,250	79,176	93,196	109,623	18
19	69,250	79,176	93,196	112,363	19
20	69,250	79,176	93,196	115,172	20

Masters Degree = \$ 1000 additional

Doctorate Degree = \$1000 additional

Eligibility for step movement is set forth in Appendix A at A.8: eligibility for columnar movement is set forth in Appendix A at A.1, A.2, and A.4.

Note:	Description of Change to Schedule	Board Approved
1	2020-21: District Nurse Salary Schedule Implemented 7/1/2020	1/7/2021
2	2021-22: Incr of 7.146% and 2 additional work days to each cell	