

PARTIAL AGREEMENT
between the
WILLOWS UNIFIED SCHOOL DISTRICT
and the
WILLOWS UNIFIED TEACHERS ASSOCIATION

The Willows Unified School District (“District”) and the Willows Unified Teachers Association (“WUTA” or “Association”) are currently bargaining for a successor contract.

The Parties have not yet resolved all matters being negotiated. The Parties recognize, however, that delay in agreement will result in lost opportunities. As a result, as a component of an ultimate agreement, the Parties agree as follows:

1. The annual compensation of each unit member shall be reduced by an amount equal to five (5) days of pay for 2010/2011.
 - (a) This reduction in compensation shall (if possible) be deducted equally from the employee’s remaining pay checks for the 2010/2011 school year.
 - (b) Unless prohibited by law, this reduction shall be effected in a manner that does not affect the unit member’s eligibility to receive a full year of service credit.
 - (c) The five (5) non-paid days shall be:
 - August 16, 2010
 - March 25, 2011
 - April 22, 2011
 - May 19, 2011
 - May 20, 2011

2. MAA Dollars received during 2010/2011 shall be distributed as follows:
 - (a) The first \$108,000 received in 2010/2011 that were the result of 2008/2009 time studies shall be retained by the District.
 - (b) Any dollars in excess of \$108,000 received in 2010/2011 (net of costs), that were attributable to 2008/2009 time studies, shall be split in accordance with the 2006 MOU.
 - (c) MAA dollars received as a result of 2009/2010 time studies (net of costs) shall be split as follows:
 - Fifty percent (50%) shall be retained by the District.


- Of the 50% WUTA share, the first \$108,000 shall be retained by the District and the remainder shall be distributed by the District in accordance with directions from WUTA.

Note: The District acknowledges that this agreement regarding MAA Dollars may create issues regarding access to classroom supplies and copies. Therefore, employees will not be charged for copies and other instructional materials required by the educational program while these modified MAA distribution provisions are in effect.


3. For 2010/2011 only, the number of personal need days (Section 12.2 of the Agreement) shall be increased from three (3) days to four (4) days.

This Agreement shall be effective upon ratification. The Parties will continue to bargain regarding all remaining open items which may include a multi-year agreement addressing more than the 2010/2011 school year. To commence this bargaining, the Parties have established negotiating dates on Monday, September 13, 2010 and Thursday, September 16, 2010.

Date: 7/23/10 Date: 7/23/10



For the Willows Unified School District



For the Willows Unified Teachers Association