

2. The District shall schedule two (2) days of professional development in 2015/2016. Attendance at these days is voluntary. Each unit member who attends a full day of professional development shall receive an additional 0.55% based on attendance.

C. 2016/2017 School Year

The Salary Schedule that is referenced in A.2. above shall remain in effect during the 2016/2017 school year.

CONTRACT TEXT

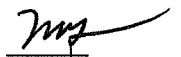

The District proposes that the following contract articles be maintained without change:

- | | | |
|--|--|--|
| 1. Agreement | 13. Educational Improvement | 23. Grievance Procedures |
| 2. Recognition | 14. Military | 24. Miscellaneous Provisions |
| 3. Association Rights | 16. (Intentionally Left Blank) | 25. Severability |
| 4. Management Rights | 17. Class Size | 26. Statutory Changes |
| 5. Personal Freedom and the Freedom to Teach | 18. Summer School | 27. Negotiations |
| 6. Personnel Files | 19. Mileage Allowance | A. Salary Placement and Schedules |
| 7. Teacher Safety | 20. Professional Dues or Fees and Payroll Deductions | B. Certificated Teacher Evaluation Forms |
| 9. Procedure for Evaluations | 21. Employee Salaries | C. Salary Schedule |
| 12. Leave Provisions | 22. Health and Welfare Benefits | |

The Parties have reached agreement to modify or clarify the following articles:

Article No.	Title	
8	Public Charges	See <u>Attachment #3</u> .
10	Peer Assistance and Review Program	Article 10 is suspended for the term of the successor Agreement. The District and the Association agree that the District is responsible for all District-approved professional development support to any

INITIALS:

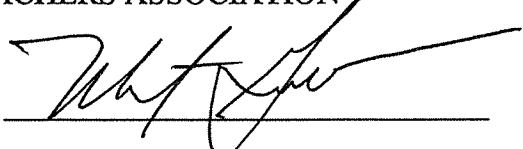
District: 
 WUTA: 

		certificated employee who receives a less-than-satisfactory summary evaluation or is placed on a performance improvement program while Article 10 is suspended.
11	Transfer	See <u>Attachment #4.</u>
15	Hours of Employment	See <u>Attachment #5.</u>
28	Term of Agreement	See <u>Attachment #6.</u>
Appendix C	Salary Schedule	See <u>Attachment #2.</u>


NON-CONTRACT MATTERS



- A. The District has adopted, or will adopt, updated job descriptions for:
 - 1. Registered Nurse (see Attachment #7)
 - 2. Counselor (see Attachment #8)
- B. New evaluation forms for Nurse and Counselor shall be added to the collective bargaining agreement (see Attachments #9 and #10).
- C. The District will periodically promulgate position descriptions that describe the range of duties required of Counselors at WHS, WIS and Murdock.
- D. Instructional Coaches: Paid on Time Card
- E. Side Letter regarding Sub Coverage (see Attachment #11)
- F. Side Letter regarding Impact and Effects of Block Schedule at WHS (see Attachment #12).

FOR THE WILLOWS UNIFIED
TEACHERS ASSOCIATION

By: 

FOR THE WILLOWS UNIFIED
SCHOOL DISTRICT

By: 

INITIALS:
District: 
WUTA: 

Date: 6/2/15

Date: 4/2/15

INITIALS:

District: MM

WUTA: sw

Attachment #1 to Tentative Agreement

**CALENDAR
2015/2016 SCHOOL YEAR**

INITIALS:

District: MY

WUTA: su

Attachment #2 to Tentative Agreement

**SALARY SCHEDULE
2014/2015**

INITIALS:

District: MA

WUTA: JW

**ARTICLE 8
PUBLIC CHARGES**

{To be inserted}

INITIALS:

District: MS

WUTA: SW

ARTICLE 11
TRANSFER

11.1 Definitions

11.1.1 A **transfer** is a change in assignment:

a. from one school to another; ~~or. For unit members at Murdock, Willows Intermediate, and Willows High School, a transfer shall be defined as~~

b. from any one of the following grade levels: K-5, 6-8, 9-12 to another. ~~Any change in assignment~~

~~between Special Education and the regular classroom will be considered a transfer.~~

11.1.2 A **voluntary transfer** is one which is initiated upon application of the unit member.

11.1.3 An **involuntary transfer** is one which is initiated by the Administration or Board.

11.1.4 A **vacancy** is any certified job opening in a bargaining unit position that the District intends to fill within the District.

11.1.5 A **Reduction in Force** (RIF) is a layoff or reduction of unit members for the ensuing year, not based on disciplinary action.

11.2 General Provisions

11.2.1 No unit member shall be pressured by the Board, whether directly or indirectly, to apply for a voluntary transfer.

11.2.2 If an application is denied, upon request, a unit member shall be provided with a written statement of the specific reasons for the denial.

11.2.3 Transfers, whether voluntary or involuntary, shall be evaluated based on the educational related needs of the District and its students.

INITIALS:

District: MS

WUTA: SW

11.2.4 No reprisals shall be taken against any unit member who has submitted a transfer request.

11.2.5 A vacancy in a position that is not a regular teaching position shall only be filled by a member of the bargaining unit upon his/her request.

11.2.6 When two (2) or more applications are received for transfer to the same position, the Superintendent will give consideration to the unit member with greatest seniority within the District.

11.23 Vacancies

~~11.2.1 Certificated vacancies shall be publicized utilizing the District's email system to all unit members, posted to the District's website, and sent to the Association. Copies will be placed on school bulletin boards.~~

Note: See 11.3.2.

~~11.2.2 Notices of vacancies shall not be circulated outside of the District until it has been determined, after advertisement in the District for five (5) days, that no applicant is forthcoming from the District.~~

Note: See 11.3.3.

~~11.2.3 Notice of any vacancy that has not been posted prior to the last week of school shall be posted on the District's website and sent to each unit member through the District's email system. If a unit member provides his/her home email address prior to the last week of school, it will be linked to the District's email system. Additionally, a separate mailing to an individual unit member's home address will be made if such a request is given to the district office prior to the last week of school.~~

Note: See 11.3.4.

~~11.2.4 In District applicants will be interviewed and informed of the decision regarding the vacancy prior to any screening of outside applicants.~~

Note: See 11.3.3.

~~11.2.5 All vacancies for positions other than regular teaching positions shall be filled by members of the bargaining unit only upon voluntary requests.~~

Note: See 11.3.3(b).

INITIALS:

District: MB

WUTA: ew

~~11.2.6 If a request by a bargaining unit member to fill a vacancy is denied, such denial shall not be punitive or disciplinary and shall be only on the basis of legitimate educational related needs. The unit member shall be provided with the specific reasons for the denial in writing, if requested.~~

Note: See 11.2.2; 11.2.3.

~~11.2.7 Vacancies which open within the District after September 30, will be filled by a temporary employee. The vacancy will be advertised when it occurs, to be filled on a temporary basis, but open to current District employees for the following school year, under the provisions of this Article.~~

Note: See 11.3.4.

~~The District will notify in-District applicants of the decision regarding filling the vacancy within ten (10) days, five (5) of which must be student school days, of the closing date.~~

Note: See 11.3.3.a.

11.3.1 Site Reassignments: Prior to posting a vacancy for the coming year (and before September 30), voluntary internal school site reassignments can be initiated by the principal.

11.3.2 Posting of a Vacancy: A vacancy shall be posted for five (5) calendar days as follows:

a. via the District's email system to each unit member;

b. posted to the District's website;

c. placed on school bulletin boards; and

d. sent to the Association.

11.3.3 Processing of Applications: In-District applicants will be interviewed, and informed of the District's decision regarding the vacancy, prior to any screening of outside applicants. The District will notify each in-District applicant of its decision regarding filling the vacancy within ten (10) working days after the closing date for filing an application.

11.3.4 Vacancies During the School Year: Vacancies that occur after September 30 will be filled as follows:

INITIALS:

District: MM

WUTA: du

a. If the vacancy is for a self-contained elementary classroom:

(1) The vacancy will be advertised externally, when it occurs, and filled on a temporary basis.

(2) Provided the vacancy continues to exist, and the District intends to fill it, the position will subsequently be posted internally for the following school year.

b. If the vacancy is for a departmentalized assignment:

(1) The Principal will meet with appropriately credentialed teachers (part-time and full-time) to assess whether the need can be met through the voluntary reassignment of such persons.

(2) If not filled via (b)(1) above, the Principal shall follow the procedures set forth in a(1) and a(2).

11.3.5 Vacancies During Summer Break: Notice of a vacancy that was not posted prior to the last week of school shall be posted on the District's website and sent to each unit member through the District's email system. In addition:

a. If a unit member has provided his/her home email address prior to the last week of school, it will be linked to the District's email system;

b. a separate mailing will be made to a unit member's home address if he/she filed a written request for mailing to the District office prior to the last week of school.

c. Thereafter, the provisions of 11.3.3 shall be followed.

11.3 Voluntary Transfers

~~11.3.1 A unit member may request, in writing, at any time, a voluntary transfer to take effect during the school year or at the beginning of the next school year. Receipt of the transfer application shall be acknowledged in writing by the District Office within five (5) working days of the receipt.~~

Note: Applications for a voluntary transfer are filed in response to postings.

~~11.3.2 In order for a voluntary transfer request to be considered, it must be submitted no later than ten (10) days (five (5) of which must be student school days) after the posting of the vacancy notice.~~

INITIALS:

District: MS

WUTA: SW

Note: See "old 11.3.1" above.

~~11.3.3 No unit member shall be overtly or indirectly pressured by the Board to seek a voluntary transfer.~~

Note: See 11.2.1.

~~11.3.4 In District applicants will be interviewed and informed of the decision regarding the transfer prior to any screening of outside applicants.~~

Note: See 11.3.3.

~~11.3.5 A voluntary transfer request will be honored barring a denial by the Administration based upon the transferee's ability in filling the vacancy. If a voluntary transfer request is denied, the unit member shall be provided with the specific reasons for the denial, if requested. No reprisal shall be taken against any unit member for submitting a transfer request.~~

Note: See 11.2.2; 11.2.3; 11.2.4.

~~11.3.6 When two (2) or more applications for transfer to the same position are received, the Superintendent must give consideration to the unit member with greatest seniority within the District except where in direct conflict with Affirmative Action guidelines.~~

Note: See 11.2.5.

~~11.3.7 Transfers shall not be denied for punitive or disciplinary reasons. They shall be denied on the basis of legitimate, educational-related needs of the District.~~

~~11.3.8 Transfer applications will be kept active for a period of two (2) years, unless withdrawn. Such applications may be withdrawn at any time.~~

Note: *The concept in 11.3.8 is not included since vacancies are posted and interested unit members may apply for the posted vacancy.*

11.4 Involuntary Transfers

11.4.1 ~~Transfers shall not be punitive or disciplinary in nature. They shall be based exclusively on the legitimate, educational-related needs of the District.~~

11.4.2 *Except in cases where extraordinary circumstances exist, B*efore a unit member is involuntarily transferred, the District shall grant a voluntary request if the volunteer for the vacancy is appropriately qualified.

INITIALS:

District: MS

WUTA: JW

~~11.4.3~~ No unit member shall be involuntarily transferred if there is another unit member with less District-wide seniority who is credentialed to fill the vacancy except where in direct conflict with Affirmative Action guidelines. No unit member will be involuntarily transferred if said unit member has been involuntarily transferred within a period of two (2) prior school years.

11.4.4~~3~~ Unit members to be involuntarily transferred shall have the right to indicate preferences from a list of vacancies. The Board shall honor such requests on the same basis as paragraph 11.4.3 above ***when reasonably possible unless to do so would defeat the purpose of the involuntary transfer.***

11.4.5~~4~~ A unit member who is to be involuntarily transferred shall be given the reasons for the impending transfer in writing, if requested. ~~If a grievance is filed, the transfer will not take effect until the completion of the grievance procedure.~~ ***If a grievance is filed, and the Association seeks arbitration, the AAA Rules for Expedited Arbitration shall be used and the transfer will not take effect until completion of the arbitration.***

11.4.6~~5~~ An involuntary transfer shall not result in the loss of compensation, seniority or any fringe benefit to a unit member.

11.4.6 Absent extraordinary circumstances, no unit member will be involuntarily transferred if he/she has been involuntarily transferred within a period of two (2) prior school years.

~~11.5~~ Re assignments

~~11.5.1~~ Except in cases where extraordinary circumstances exist as determined by the Board, such as the possible need for late changes due to unforeseen demographic trends, all unit members shall be given written notice of any tentative assignment changes for the forthcoming year no later than May 20th. All unit members shall be informed of their new assignment by June 1, preceding the school year in which such assignment shall be effective.

~~11.5.2~~ Normally, unit members shall be given their subject matter assignments on or by June 1, except where class enrollment shifts necessitate late change.

~~11.5.3~~ Except when necessary to avoid lay offs, unit members shall not be re-assigned outside the scope of their teaching certificate, and whenever possible, their major or minor fields of study without the consent of the teacher involved.

11.5 Assignments

INITIALS:

District: ms

WUTA: SW

In normal circumstances, a unit member shall be given the following notices:

11.5.1 By May 20th, a meeting to discuss a transfer (see 11.1.1 above) that is being considered for the coming year; and

11.5.2 By June 1st, all unit members receive written notice of their final subject matter or grade assignment for the coming year.

11.6 Reductions In Force (RIFs)

11.6.1 All sections of appropriate State and Federal laws shall apply.

11.6.2 The Board, when possible, shall let natural attrition take the place of RIFs.

11.6.3 The Board agrees to give reasonable leave time to any employees affected by RIFs and seeking new employment.

11.6.4 The Board agrees to notify the unit members of possible RIFs as early before March 15 as possible.

11.6.5 The District agrees to help type resumes and inquiries for new positions for unit members receiving RIF notices.

INITIALS:

District: MA

WUTA: JW

ARTICLE 15
HOURS OF EMPLOYMENT

15.1 Regular Hours

Regular hours of employment for unit members for the regular school year shall be as follows:

15.1.1 Unit members shall be on campus and be responsible for instructional and other assigned duties for up to eight (8) hours per day including a duty-free lunch period of thirty (30) consecutive minutes exclusive of passing periods.

- (a) The hours of duty shall begin fifteen (15) minutes prior to the convening of the first regularly scheduled class or preparation period at the site and continue for not less than thirty (30) minutes after his/her last assigned class or preparation period.
- (b) The non-instructional portion of this period excluding the duty-free lunch will be limited to: faculty meetings, departmental meetings, grade level meetings, in-service meetings, curriculum meetings, and parent/teacher/student conferences.
- (c) Unit members may be excused during the work day with the approval of the site administrator or under rulings of other Articles appearing in this Agreement.

15.1.2 (a) In addition to paragraph 15.1.1 above, unit members may be responsible for additional activities beyond the regular work day, and ~~Such additional activities are~~ limited to:

- Back to School Night,
- Open House,

For the 2015/2016 and 2016/2017 school years, Open House shall be replaced with the concept of a Community Night scheduled in the Spring (this could be an Open House, it could be a Project Night, etc.). The activity shall be designed by the unit members at each site in a collaborative method with the Administration. The activity may look different at each school site, based on the collaborative solution that is agreed upon.

INITIALS:

District: MS

WUTA: SW

- parent/student orientations,
- parent/student conferences,
- Public Schools Week activities, ~~and~~
- field trips which are or have been a part of the instructional program for the unit member's assignment, and
- Meetings required by law (e.g. IEP and 504).

(b) In addition, unit members assigned to the high school level shall *also* be responsible for up to ten (10) hours per year for supervision of ASB activities.

- Unit members may, with the approval of the Principal, make arrangements with another unit member to cover any of their supervisory duties for ASB activities.
- Written notice of the proposed change in assignment containing the signatures of the assigned unit member and ~~volunteer~~ substitute unit member shall be given to the Principal in writing at least two (2) days prior to the scheduled activity.
- By his or her signature, the ~~volunteer~~ substitute unit member has accepted full responsibility for the performance of the assignment.

~~15.1.3 The regular work year shall be in accordance with the calendar as negotiated.~~

15.2 Preparation Time

15.1.4.1 Departmentalized Assignments

Unit members teaching in a departmentalized setting (e.g. at Willows Intermediate School (WIS) and Willows High School (WHS)) shall have at least one (1) preparation period equal in length to that of the corresponding instructional period during that school day.

15.2.2 Self-Contained Classrooms

~~15.1.5~~ Unit members teaching in a self-contained classroom shall have the following preparation time:

INITIALS:

District: MA

WUTA: SW

JW ~~K~~ -5 *one hundred twenty* *MS*

a. grades 1-4⁵ shall have not less than ~~sixty (60)~~ minutes of preparation time per week generated by the Physical Education pullout program.

~~15.1.6 In addition, unit members teaching in~~

~~*b.* grades 1-3 shall have not less than thirty (30) minutes of preparation time per week generated by the music pull out program.~~

~~15.1.7 *c.* In addition, unit members teaching in grade 4 shall have not less than sixty (60) minutes of preparation time per week generated by the music pull out program.~~

15.23 Minimum Days

15.23.1 Minimum days will be scheduled in accordance with the calendar as negotiated and be defined as 1:00 P.M. ~~s~~Student dismissal on a minimum day shall be at a time established by the District.

15.23.2 When minimum days precede vacation periods of Christmas and summer recess, unit members shall not be required to be present later than fifteen (15) minutes after the end of the instructional session of that day.

15.34 Zero Periods

When necessary, zero periods (periods outside the regular instructional day) may be scheduled. An assignment to a zero period shall be by mutual agreement between the unit member involved, the site administrator, and the Superintendent. Compensation for these extra hours of employment shall be at the "instructional rate" (see A.6.2.2) for each hour or fraction thereof actually taught in the zero period.

15.45 Voluntary Scheduling

Nothing in this agreement shall prevent a unit member from voluntarily scheduling instruction time before or after the regular instructional day when such instruction would, in the judgment of the unit member, be for the benefit of the instructional program. Such instructional hours shall not be considered extra hours of employment and shall not be compensated. The above statements shall also apply to unit members who wish to volunteer their services outside of the regular unit member work day.

15.56 Instructional Day

The beginning and ending time of the instructional day shall be adopted by the Board prior to the opening of each school year. Any change in these instructional schedules shall be done after meeting and consulting with the Association.

INITIALS:
District: *MS*
WUTA: *JL*

15.67 Staff Development Days *Work Year*

~~15.6.1 The District shall provide access to seven (7) hours of in-service, which is included in the~~ The *work year is* one hundred eighty-one (181) days ~~work year.~~

a. There are one hundred eighty (180) student instructional days.

b. There is one (1) day that is the pre-service day.

~~15.6.2 The equivalent of two (2) work days, fourteen (14) hours, shall be available to unit members for further staff development. Unit members shall be remunerated at seventy-six percent (76%) of their per diem rate for each seven (7) hours of voluntary in-service completed. The in-service completed will be at the direction of the District and/or an individual teacher plan conforming to (Education Code Section 44579.1 et seq.) and approved by the site principal and/or District Superintendent.~~

~~15.6.3 The provisions of paragraph 15.6.2 shall cease to apply should the legislature repeal funding in whole or in part.~~

INITIALS:

District: my

WUTA: JW

ARTICLE 28
TERM OF AGREEMENT

~~28.1 Term~~

~~This Agreement between the parties shall remain in full force and effect from July 1, 2011 through June 30, 2013.~~

~~28.2 Reopeners for 2011/2012~~

~~There shall be no reopeners for 2011/2012 except as noted below:~~

~~28.2.1 Any article or topic of bargaining upon mutual agreement.~~

~~28.2.2 Because AB 114, signed in 2011, establishes the potential for mid-year cuts to K-12 education, should the "trigger" set forth in this legislation (projected revenues are 2 billion dollars or more short of projections for the 2011/2012 school year) **be applied by the State**, there shall be three (3) additional non-paid/non-work days implemented in 2011/2012 (March 22, 2012, April 5, 2012, and May 16, 2012). Additionally, the parties shall meet to negotiate whether additional days are needed to mitigate the impact of the mid-year cuts.~~

~~28.3 Reopeners for 2012/2013~~

~~There shall be no reopeners for 2012/2013 except as set forth below:~~

~~28.3.1 Any article or topic of bargaining upon mutual agreement.~~

~~28.3.2 Provided the District's unique funded BRL for 2012/2013 is at least equal to the BRL amount that was used to create the first adopted Budget for 2011/2012 (as adopted June 2011), negotiations shall be complete for 2012/2013).~~

~~28.3.3 If the District's unique funded BRL for 2012/2013 is less than the BRL amount that was used to create the first adopted Budget for 2011/2012, the parties shall immediately commence bargaining regarding additional measures to address the cuts that have been imposed.~~

~~Notes: 1. Unique funded BRL for 2012/2013 shall be measured either as certified by the County Office of Education after passage of the State's budget for 2012/2013 or at the time that any subsequent adjustment is imposed by the State.~~

INITIALS:

District: MS

WUTA: du

~~2. Should the State impose a funding cut on the District, other than via the BRL, the parties shall promptly meet to convert that cut to an equivalent reduction to the BRL so that the intent of the parties, as set forth above, is complied with.~~

28.1 Term

This Agreement between the parties shall remain in full force and effect from date of ratification through and including June 30, 2017.

28.2 Reopeners for 2015/2016 shall be:

• Any article or topic of bargaining upon mutual consent.

28.3 Reopeners for 2016/2017 shall be:

• One article or topic of bargaining by either party – neither shall have a significant economic impact.

• Any article or topic of bargaining upon mutual consent.

INITIALS:

District: MS

WUTA: SW

**REGISTERED NURSE
CLASSIFICATION DESCRIPTION**

JOB TITLE: District Nurse

BASIC FUNCTION:

The scope of practice of the District Nurse is dynamic. Student health services are evolving as school systems develop coordinated school health programs to address the diverse and complex health problems of today's students. The role of the Credentialed School Nurse is defined in Education Code Section 49426. It reads, in part: "School nurses strengthen and facilitate the educational process by improving and protecting the health status of children and by identification and assistance in the removal or modification of health-related barriers to learning in individual children. The major focus of school health services is the prevention of illness and disability, and the early detection and correction of health problems.

This is a licensed, skilled and technical position.

Under minimal supervision from the Superintendent, addresses the health care needs of students as they relate to education; performs required State testing and reporting; and advances the well-being, academic success, and life-long achievement of students. The District Nurse facilitates positive student responses to normal development; promotes health and safety; intervenes with actual and potential health problems; provides case management services; and actively collaborates with others to build student and family capacity for adaptation, self-management, self-advocacy, and learning.

The District Nurse uses the nursing process, clinical expertise, and professional judgment to design and implement health services programs that ensure that all students will receive the optimum benefit from their educational experience. This is accomplished by working collaboratively with students, families, teachers, and other members of the multidisciplinary team, while utilizing resources within the community to meet the physical, mental, emotional and social health needs of students.

DUTIES and RESPONSIBILITIES:

- Assumes responsibility for appropriate assessments, planning, intervention, and evaluation, management, and referral activities for students in the school district.
- Responsible for direct and indirect care given to students in compliance with school district policies, professional standards of practice, physician's orders, and the Individual Health Plan.

INITIALS:

District: MA

WUTA: W

- Performs federal and state mandated tasks including, but not limited to, emergency care; child abuse reporting; communicable disease control, prevention, and follow up; audiometric and vision screening.
- Provides for the promotion and maintenance of health as well as the prevention of illness and injuries. This facilitates the removal of health-related barriers to learning and promotes an optimal level of wellness for students and staff.
- Assesses and evaluates student health and developmental status.
- Maintains, evaluates and interprets cumulative health data to accommodate individual needs of students.
- Maintains, protects, and manages confidential electronic and written student health records.
- Provides consultation in the formation of health policies, goals, and objectives for the school district.
- Develops and implements a student health plan; interprets the health status of students to parents and school personnel; and initiates referrals to parents, school personnel, or community health resources for intervention, remediation, and follow through as legally appropriate.
- Provides ongoing health counseling with students, parents, school personnel; and utilizes existing health resources to provide appropriate care of students.
- Provides school nursing case management services for students.
- Develops procedures and provides for emergency nursing management for injuries/illnesses.
- Evaluates the appropriate level of care for students with specialized health care needs and trains, monitors, and supervises licensed and unlicensed staff.
- Plans and implements school health management protocols.
- Promotes and protects the optimal health status of school-age children; provides health assessments; and obtains students' health histories
- Administers TB tests, reads results, and reports results to the District Office.
- Functions in accordance with the Code of Ethics for Registered Nurses and the school district's policies and procedures.
- Assists in the coordination of school and community health activities and serves as a liaison health professional between the home, school, and community.
- Communicates with students, families, caregivers, and health care providers as legally appropriate.
- Screens and evaluates findings of deficit in vision, hearing, and other health related issues.
- Acts as a resource person in promoting health careers.
- Serves as a health consultant and provides in-service programs to staff on a variety of health topics.
- Assists in developing curriculum and delivery of comprehensive health education to students.
- Interprets assessments and medical information to school staff working with the students.
- Promotes and assists in the control of communicable diseases.
- Provides health education and counseling to assist students and families in making decisions on health and lifestyles that affect health.

INITIALS:

District: MY

WUTA: SW

- Assists counseling personnel with students concerning issues related to pregnancy, sexually transmitted diseases, and substance abuse in order to facilitate responsible decision making practices.
- Serves as a resource person to the school staff members in health instruction.
- Where applicable, participates in the IEP or 504 plan development.
- Administers routine and emergency medications, and trains and supervises school staff and volunteers in assisting students with same.

KNOWLEDGE, ABILITIES AND SKILLS:

- Principles and practices underlying professional nursing.
- Principles and practices underlying the special field of school health.
- Current trends in nursing and of literature in the fields of school health.
- Organization and administration of other cooperating agencies.
- State and local laws relating to health and social issues.
- Exercise professional judgment in making decisions.
- Communicate appropriately and effectively with students, parents, administrators, other school personnel, etc.
- Demonstrate a genuine interest in the student population and its health needs.
- Show initiative.
- Use a computer and various software applications.

QUALIFICATIONS, LICENSE, OR CERTIFICATE REQUIREMENTS:

- Qualified to practice as a Registered Nurse in the State of California.
- School Health Services Credential (Obtained within the first 5 years of employment)
- Certified in cardiopulmonary resuscitation (CPR) or BLS (or obtain in the first 6 months).
- Knowledge of basic to advanced first aid principles.
- Possess a valid California Class C driver's license.

ENVIRONMENT:

- Office environment: subject to constant interruptions.
- Requires student contact at school sites.
- Exposure to an array of childhood ailments, diseases, and bodily fluids.

PHYSICAL REQUIREMENTS: (DEMANDS)

- Dexterity of hands and fingers to operate medical equipment, a computer, and other office equipment.
- Sitting or standing for extended periods of time and walking to various locations at the assigned school sites.
- Kneeling and bending, and reaching horizontally and overhead to retrieve and maintain files and to store supplies and records.
- Lifting and carrying objects weighing up to 30 pounds.
- Hearing and speaking to exchange information in person and on the phone.
- May be required to assist students experiencing physical difficulties.

INITIALS:

District: *MS*

WUTA: *SW*

Board Approved: February 5, 2015

INITIALS:

District: MA

WUTA: SW

**COUNSELOR
CLASSIFICATION DESCRIPTION**

JOB TITLE: Counselor

BASIC FUNCTION:

The Counselor will assist students to understand and develop their full potential and meet the demands of school expectations through a variety of counseling services, including acting as a liaison between students, parents, staff, and community agencies. Assists students with career development and provides information regarding post-secondary options. Assists in the establishment and maintenance of good community-school public relations. Provides counseling sessions to individuals and groups in crisis situations, such as prevention and behavior intervention.

ESSENTIAL FUNCTIONS:

- Works with staff to develop a school climate program to include student recognition, encouragement, and positive behaviors.
- Provides support to teachers regarding classroom management and student behavior, communications, and interpersonal skills.
- Monitors the academic progress of students and makes appropriate interventions to improve student achievement and attendance. Provides support for academic success of students.
- Attends staff meetings, parent teacher conferences, Student Study Teams, 504, SST, Individualized Education Plan meetings as required.
- Analyzes and interprets a variety of data in order to assist in the development of an appropriate educational program and placement for students.
- Evaluates and interprets results of the California High School Exit Exam, academic achievement tests, interest surveys, and vocational aptitude tests.
- Reviews and maintains pertinent pupil data (cumulative records, progress reports, report cards, California High School Exit Exam, and achievement tests).
- Consults with representatives of public and private agencies in providing information regarding students and prescreens pupils for possible referral to other supportive services or agencies within the community.
- Consults with school and community professionals to coordinate counseling services and makes appropriate referrals.
- Provides intervention counseling to students individually or in small groups regarding specific issues such as divorce, grief, bullying, suicide prevention, anger control, substance abuse, diversity, and friendship.
- Interprets the school programs to parents to help them better understand their student's abilities and needs relating to career choice, requirements for advanced education, and potential career opportunities.

INITIALS:

District: MS

WUTA: SW

- Maintains high campus visibility through staff and student contacts.
- Monitors Individual Behavior plans.
- Provides direct instruction to students regarding successful completion of high school graduation requirements and other appropriate information to support each student's academic achievement.
- Facilitates student/teacher/counselor/parent conferences regarding student's educational progress and future educational and vocational goals.

DUTIES and RESPONSIBILITIES

The Counselor may be assigned to an Elementary, Middle School or High School site and may/or may not perform all of these duties depending upon assignment.

- Counsels students experiencing crisis.
- Counsels students regarding alternative education programs and provides necessary student information.
- Assists in identifying special needs students (GATE, English Learners, Special Education, etc.) and in making referrals to special programs as necessary.
- Assists students in planning realistic educational goals and understanding their aptitude and ability.
- Counsels students to help them overcome potentially disabling educational, personal, behavioral and social problems.
- Consults with parents regarding educational, social, and vocational needs of their students.
- Provides information regarding graduation requirements, academic distinction, college entrance requirements, financial aid, occupational skills requirements, and helps students develop an appropriate program of studies.
- Participates in orientation programs for incoming 9th grade students, transfers students, and monitors graduation requirements for all students.
- Works in coordination with Principal and staff to schedule students into grade level classes for the school year. (August and June)
- Distributes relevant guidance information to students and staff.
- Assists with Senior portfolio evaluations
- Consults and confers with parents, staff members, and students to facilitate student articulation between schools and grade levels.
- Participates in the District's school crisis intervention team.
- Assists students in the understanding and acceptance of cultural diversity.
- May present in classroom, workshop, or other training environment to demonstrate decision making, problem solving, conflict resolution, social, and coping skills.

KNOWLEDGE, ABILITIES and SKILLS:

- Knowledge of intellectual, emotional, social, and physical development of children and adolescents.

INITIALS:

District: MY

WUTA: SU

- Knowledge of and ability to apply interpersonal communication techniques.
- Knowledge of current trends in educational and crisis counseling.
- Knowledge of organization and administration of other cooperating agencies.
- Knowledge of state and local laws relating to confidential information.
- Ability to understand and accept individual differences in children and parents.
- Ability to effectively communicate and maintain cooperative relationships with those contacted in the course of work.
- Ability to use a computer and various software applications.
- Exercises professional judgment in making decisions.
- Communicates appropriately and effectively with students, parents, administrators, other school personnel, etc.
- Demonstrates a genuine interest in the student population and their educational needs.
- Shows initiative.

QUALIFICATIONS, LICENSE, OR CERTIFICATE REQUIREMENTS:

- Pupil Personnel Services Credential
- Experience working with elementary, junior high school or high school age students.

ENVIRONMENT:

- Office environment: subject to constant interruptions.
- Requires student contact at school sites.
- Possible exposure to an array of childhood ailments, diseases, and bodily fluids.

PHYSICAL REQUIREMENTS: (DEMANDS)

- Dexterity of hands and fingers to operate a computer, a phone, and other office equipment.
- Sitting or standing for extended periods of time and walking to various locations at the assigned school sites.
- Kneeling and bending, and reaching horizontally and overhead to retrieve and maintain files and to store supplies and records.
- Lifting and carrying objects weighing up to 30 pounds.
- Sufficient hearing to hear and understand speech at normal classroom levels, outdoors, and on the telephone.
- Ability to speak in a voice that can be clearly heard and understood at normal classroom levels, outdoors, and on the telephone.
- Sufficient vision to read small print.
- May be required to assist students experiencing physical difficulties.

Board Approved:

INITIALS:

District: *MM*

WUTA: *JW*

**NURSE
EVALUATION FORMS
School Nurse FINAL Evaluation Form**

Employee Name _____	Date _____
Evaluator's Name _____	
Evaluation Period _____	
Status of Nurse - Check One:	
<input type="radio"/> Emergency Permit/Waiver	<input type="radio"/> Probationary 1
<input type="radio"/> Probationary 2	<input type="radio"/> Permanent
<input type="radio"/> Temporary	<input type="radio"/> Permanent

Please check the standards covered by this assessment and prior assessment reports:
MS = MEETS/EXCEEDS STANDARDS; PE = PROGRESS EVIDENT; NE = PROGRESS NOT EVIDENT

1. QUALITY OF CARE: The school nurse systematically evaluates the quality and effectiveness of school nursing practice.	MS	PE	NE	N/A
a. Recommends school policies and procedures and philosophy related to health services program				
b. Participates in developing, implementing and evaluating the school health programs that eliminate or minimize student health concerns that may interfere with learning				
c. Interprets and implements policies and procedures concerning communicable diseases				
d. Develops and maintains standards for a system of first aid and school safety including identifying and reporting environmental health and safety hazards (current and potential) for students and staff to promote healthy classroom and school environments				
e. Administers first aid in accordance with acceptable school nursing practices				
COMMENTS:				
2. PROFESSIONAL PRACTICE: The school nurse performs according to professional practice standards and relevant statutes, regulations and policies.	MS	PE	NE	N/A
a. Nursing practice reflects knowledge of current professional practice standards, education and health care laws, regulations and related policies and/or procedures of Willows Unified sites				
b. Is punctual for schedules meetings				
c. Is readily available, easily contacted and responsive.				
d. Maintains daily and weekly schedules and communicates changes in a timely manner to support adequate daily staffing assignments and needs				
e. Prioritizes, triages, assumes and completes shared responsibilities, as needed, to meet the needs of the District team and students served				
f. Is adaptable and follows District team practices				
g. Maintains a high standard of ethics, honesty and integrity in all professional matters				
COMMENTS:				
3. PROFESSIONAL DEVELOPMENT: The school nurse acquires and maintains current knowledge and competency in school nursing practice.	MS	PE	NE	N/A

INITIALS:

District: MS

WUTA: SW

a. Maintains current RN licensure and school nurse credential, (including Continuing Education requirements) public health certificate, certification as a school audiometrist, authorized vision screener and scoliosis examiner				
b. Assumes responsibility for continuing education/professional development				
c. Reflects knowledge of current professional practice, laws and regulations				
d. Maintains CPR certification				
e. Participates in professional organizations in a membership and/or leadership capacity				
COMMENTS:				

4. COLLEGIALITY, COLLABORATION AND COMMUNICATION: The school nurse interacts, collaborates and communicates with students, family, staff, community and other providers in delivering student care and sharing relevant resources.	MS	PE	NE	N/A
a. Promotes and maintains positive, professional working relationships with all staff and colleagues to achieve health services goals.				
b. Makes referrals, including provisions for continuity of care.				
c. Communicates effectively, verbally and in writing, with students, families, school staff, community and other providers regarding student care and role of nurses in the provision of health services.				
d. Shares knowledge and skills with nursing and interdisciplinary colleagues.				
e. Serves on community committees or boards as assigned.				

COMMENTS:

5. PROGRAM MANAGEMENT: The school nurse manages school health services and promotes and maintains the health and well-being of students, families and school personnel by maintaining accurate and complete student health data, accessing and evaluating the health and developmental status of school children, implementing an individual plan for the care of students with health care needs.	MS	PE	NE	N/A
a. Assures student compliance with state legal requirements regarding immunization by maintaining records, referrals and exclusions as necessary				
b. State reporting done in a timely manner				
c. Conducts state mandated screenings in district schools including: Vision; Hearing; Color Vision; and Scoliosis				
d. Maintains (student's) compliance with CHDP physical mandates				
e. Collects data and reviews and maintains pertinent individual student medical records and health information on the California Health Cumulative Record and pupil emergency record, emergency card, CSIR-California State Immunization Records, and reports of physical examinations				
f. Identifies student health and development needs through health assessments, procedures, programs and parental input for the purpose of developing the student's Health Plan				
g. Assists in identification of students with disabilities, interprets health factors pertinent to the students disability and develops, implements and evaluates the health component of the IEP/504/SST when necessary				
h. Refers students with suspected health problems to the appropriate source of health care and follows up as appropriate				
i. Consults with District administration to establish, review and review health procedures for a comprehensive program				
j. Assists in the selection, training supervision and evaluation of paraprofessionals				

INITIALS:

District: MS
WUTA: SW

k. Provides updated health information for individual education plan (IEP) triennials and as requested or necessary for annual, transition and 30 day IEP's, in a timely manner				
l. Serves as an active participant at the IEP team meetings when requested to attend				
m. Recommends necessary health-related modifications or accommodations for students with health issues to the supervising program administrator/coordinator and the classroom teacher				
n. Serves as a school liaison to community and medical community				
o. Provides direct and indirect supervision or direction of health aides and paraprofessionals in meeting the health needs of students				
COMMENTS:				
6. HEALTH EDUCATION: The school nurse assists students, family, the school staff and community to achieve optimal levels of wellness through appropriately designed and delivered health education.	MS	PE	NE	N/A
a. Provides health counseling and/or education to students, parents and teachers as needed				
b. Provides consultation to teachers and assists in planning, implementing and evaluating health education				
c. Provides instruction for procedures, supervision and management of students' specialized health care procedures and medication administration				
d. Provides professional development and consultation to staff on health-related issues (blood borne pathogens, universal precautions, communicable disease, CPR, latex allergy, medication training, confidentiality, food allergies, public health issues, and other health education programs and instruction				
COMMENTS:				

_____ Evaluator's Signature	_____ Date	_____ Employee's Signature	_____ Date
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Narrative comments and specific examples:

INITIALS:

District: *MSJ*

WUTA: *JW*

EVALUATION OF NURSING PERFORMANCE SUMMARY EVALUATION

Nurse's Name _____

Date _____

INSTRUCTIONS

- 1. Commendations and recommendations must include those relative to the standards.
- 2. Comments that indicate a need for improvement should be specific in nature and recommend methods of improvement.

OVERALL EVALUATION OF SCHOOL NURSE:

- Meets Standards
- Progress Evident
- Progress Not Evident

SIGNATURES:

Evaluator _____

Date _____

This report has been discussed with me in conference with the evaluator. An opportunity has been extended to me to attach comments regarding this evaluation. A signature of this evaluation does not necessarily signify agreement with the evaluation.

Nurse _____

Date _____

INITIALS:

District: MS

WUTA: LU

**COUNSELOR
EVALUATION FORMS**

Certificated Counselor FINAL Evaluation Form

Employee Name _____	Date _____
Site(s) _____	
Evaluation Period _____	
Status of Counselor - Check	
One:	<input type="radio"/> Emergency Permit/Waiver <input type="radio"/> Probationary 1 <input type="radio"/> Probationary 2 <input type="radio"/> Temporary <input type="radio"/> Permanent

Please check the standards covered by this assessment and prior assessment reports:

MS = MEETS/EXCEEDS STANDARDS; PE = PROGRESS EVIDENT; NE = PROGRESS NOT EVIDENT

1. STANDARD ONE: Plans, Organizes, and Delivers the School Counseling Program	MS	PE	NE	N/A
h. Participates with colleagues to plan, organize and deliver the school counseling program				
i. Keeps files and information confidential				
j. Establishes positive working relationships				
k. Adheres to legal codes and ethical guidelines for professional school counselors				
COMMENTS:				
2. STANDARD TWO: Implements the Individual Planning Component by Guiding Individuals and Groups of Students and their Parents or Guardians through the Development of Educational Plans	MS	PE	NE	N/A
a. Monitors and guides student progress related to individually appropriate education plans				
b. In collaboration with parents or guardians, helps students establish goals, develop and use planning skills				
c. Assists students with post high school decision making; and personal and social development				
d. Demonstrates accurate and appropriate interpretation of assessment data and the presentation of relevant, unbiased information				
e. Promotes academic success of every student and a positive school climate				
f. Promotes equity and access for every student				
g. Collaborates with teachers, parents, and the community to promote academic success of students				
h. May recommend changes to procedures that limit or inhibit academic success				
COMMENTS:				
3. STANDARD THREE: Provides Responsive Services through the Effective Use of Individual and Small Group Counseling, Consultation and Referral Skills	MS	PE	NE	N/A
a. Properly registers and places new and continuing students				
b. Develops and implements individual and group counseling services to meet student needs				
c. Develops rapport and demonstrates a professional, collaborative, and team-oriented approach. Communicates in an appropriate and effective manner.				

INITIALS:

District: MS

WUTA: SW

d. Consults effectively with parents or guardians, teachers, and administrators				
e. Demonstrates knowledge of referral resources. Assesses student needs. Consults and collaborates as needed with school personnel and outside agencies.				
f. Demonstrates knowledge of crisis response services and the role of the school counselor as part of the crisis response team				
g. Participates in conflict resolution conferences				
h. Consults effectively with parents and guardians, teachers, administrators, and other individuals.				
COMMENTS:				
4. STANDARD FOUR: Provides System Support through Effective School Counseling Program Management and Support for Other Educational Members	MS	PE	NE	N/A
a. Participates in system support activities for counseling and other educational programs				
b. Provides a comprehensive and balanced school counseling program in collaboration with school staff				
COMMENTS:				
5. STANDARD FIVE: May Implement a School Guidance Curriculum	MS	PE	NE	N/A
a. When appropriate, delivers school guidance lessons independently and effectively				
b. Uses a variety of effective instructional strategies in delivering the school guidance curriculum				
c. Communicates effectively to deliver the school guidance curriculum				
COMMENTS:				
6. STANDARD SIX: The Professional School Counselor Monitors the Academic Progress of Students on a Regular Basis as They Progress in School	MS	PE	NE	N/A
a. The professional school counselor should be responsible for monitoring every student's academic progress				
b. Monitors graduation requirements and the educational process of students				
c. Develops appropriate interventions for students as needed				
d. Works with the school principal to clarify how state assessments are administered				
e. Knows how to collect and process data				
COMMENTS:				

Evaluator's Signature

Date

Employee's Signature

Date

Narrative comments and specific examples:

EVALUATION OF COUNSELING PERFORMANCE

INITIALS:

District: *MA*

WUTA: *WU*

**SIDE LETTER OF AGREEMENT
between the
WILLOWS UNIFIED SCHOOL DISTRICT
and the
WILLOWS UNIFIED TEACHERS ASSOCIATION**

(Substitute Coverage)

The Willows Unified School District ("District") and the Willows Unified Teachers Association ("WUTA") or ("Association") have entered into this Side Letter to address the circumstances where the District directs a unit member to cover a class (during his/her preparation period) for another unit member.

The Parties have agreed to the following:

A. When a unit member employed in a departmentalized setting covers a class for another unit member during his/her preparation time, at the request/direction of the District, he/she will be compensated in one of the following ways:

1. **Time Off:**

That number of Regular Class Periods equal to a day equals one (1) day off (e.g. in a schedule where students attend 6 periods and a teacher teaches 5, 5 periods = 1 day).

OR

2. **Pay:**

That number of Regular Class Periods equal to a day equals one (1) day of Substitute Pay.

3. **Option:** The option to receive either pay or time off is at the unit member's discretion.

- a. Days off must be taken by May 15th.
- b. Claims for pay at the substitute daily rate must be submitted by June 10th for current fiscal year.
- c. Time earned after May 15th will be carried over to the following year.

INITIALS:

District: MS

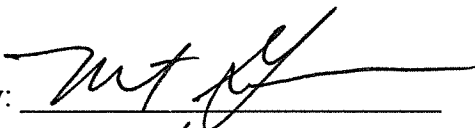
WUTA: WU

B. When a unit member employed in a self-contained classroom setting covers instructional time for another teacher during his/her preparation time, at the request/direction of the District, he/she will be compensated in one of the following ways:

Note: The parties shall meet during the 2015/2016 school year in a collaborative manner to discuss ways that the concept set forth in A. above can be made applicable to a self-contained classroom setting.

This Side Letter shall be effective upon ratification and shall continue through June 30, 2017. It shall be null and void and of no further effect if its provisions have not been incorporated into the collective bargaining agreement prior to June 30, 2017.

FOR THE WILLOWS UNIFIED SCHOOL
DISTRICT

By: 

Date: 6/2/15

FOR THE WILLOWS UNIFIED
TEACHERS ASSOCIATION

By: Jeresa P Woods

Date: 6/2/15

INITIALS:

District: MS

WUTA: SW

SIDE LETTER OF AGREEMENT
between the
WILLOWS UNIFIED SCHOOL DISTRICT
and the
WILLOWS UNIFIED TEACHERS ASSOCIATION

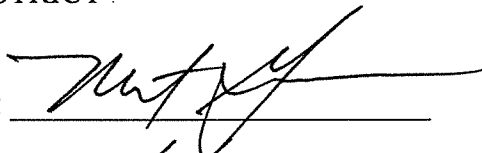
(Impact and Effects of Block Schedule at Willows High School)

The Willows Unified School District ("District") and the Willows Unified Teachers Association ("WUTA") or ("Association") have entered into this Side Letter to address the impact and effects of the block schedule at Willows High School.


1. Unit members at Willows High School shall not be evaluated pursuant to Article 9 in the 2015/2016 school year. This shall not apply to unit members who are probationary, temporary, are on a Professional Improvement Plan or who have been rated unsatisfactory for the 2014/2015 school year.
2. On at least one (1) of the two (2) professional development days in the 2015/2016 school year, the District will provide training for unit members concerning the use of AERIES.
3. The District will meet with representative of WUTA in August and September of 2015 to discuss and resolve any issues that arise any unit member whose assignment is split between WHS and WIS.

This Side Letter shall be effective upon ratification and shall continue through June 30, 2017. It shall be null and void thereafter.

FOR THE WILLOWS UNIFIED SCHOOL DISTRICT

By: 
Date: 6/2/15

FOR THE WILLOWS UNIFIED TEACHERS ASSOCIATION

By: 
Date: 6/2/15

INITIALS:

District: _____

WUTA: JW

MAJ Retro to 7-1-14 and in effect thru 6-30-17

STEP	CL II AB<30 NEW COL	CL III AB+30 NEW COL 1	CL IV AB+45 OR MA NEW COL 2	CL V AB+60 OR MA + 15 NEW COL 3	% STEP INCR	% COL INCR	FTE	Total	% STEP INCR	% COL INCR	FTE	Total	% STEP INCR	% COL INCR	FTE	Total	GRAND TOTAL	STEP
1	56,860	58,000	59,160	60,343	N/A	102.00%	1.00	58,000	N/A	102.00%	1.00	59,160	N/A	102.00%	2.00	120,686	120,686	1
2	57,429	58,870	59,753	60,649	101.50%	102.00%	1.00	58,870	102.00%	102.00%	2.00	120,686	102.50%	102.50%	2.00	120,686	0	2
3	58,003	59,753	61,550	63,398	101.50%	102.00%	1.00	59,753	102.00%	102.00%	1.00	61,550	102.50%	102.50%	1.00	64,983	64,983	3
4	58,003	60,649	62,781	64,983	101.50%	102.00%	1.00	0	102.00%	102.00%	1.00	62,781	102.50%	102.50%	1.00	66,607	66,607	4
5	58,003	61,559	64,037	66,607	101.50%	102.00%	1.00	0	102.00%	102.00%	1.00	65,317	102.50%	102.50%	2.00	136,545	136,545	5
6	58,003	62,482	65,317	68,273	101.50%	102.00%	1.00	0	102.00%	102.00%	1.00	66,624	102.50%	102.50%	2.00	136,545	0	6
7	58,003	63,420	66,624	69,979	101.50%	102.00%	1.00	63,420	102.00%	102.00%	1.00	66,624	102.50%	102.50%	2.00	136,545	0	7
8	58,003	64,371	67,956	71,729	101.50%	102.00%	1.00	0	102.00%	102.00%	1.00	67,956	102.50%	102.50%	2.00	136,545	0	8
9	58,003	65,337	69,315	73,522	101.50%	102.00%	1.00	0	102.00%	102.00%	1.00	69,315	102.50%	102.50%	2.00	136,545	73,522	9
10	58,003	66,317	70,702	75,360	101.50%	102.00%	1.00	0	102.00%	102.00%	1.00	70,702	102.50%	102.50%	2.00	136,545	0	10
11	58,003	66,317	72,116	77,244	101.50%	102.00%	0.67	0	102.00%	102.00%	0.67	72,116	102.50%	102.50%	4.00	316,701	0	11
12	58,003	66,317	73,558	79,175	102.00%	102.00%	1.00	0	102.00%	102.00%	1.00	73,558	102.50%	102.50%	2.00	162,309	0	12
13	58,003	66,317	75,029	81,155	102.00%	102.00%	1.00	0	102.00%	102.00%	1.00	75,029	102.50%	102.50%	2.00	162,309	0	13
14	58,003	66,317	76,530	83,183	102.00%	102.00%	1.00	0	102.00%	102.00%	1.00	76,530	102.50%	102.50%	2.00	162,309	0	14
15	58,003	66,317	78,060	85,263	102.00%	102.00%	1.00	0	102.00%	102.00%	1.00	78,060	102.50%	102.50%	3.00	262,184	0	15
16	58,003	66,317	78,060	87,395	102.00%	102.00%	1.00	0	102.00%	102.00%	1.83	142,850	102.50%	102.50%	4.00	358,318	0	16
17	58,003	66,317	78,060	89,580	102.00%	102.00%	1.00	66,317	102.00%	102.00%	1.00	66,317	102.50%	102.50%	4.00	358,318	0	17
18	58,003	66,317	78,060	91,819	102.00%	102.00%	1.00	0	102.00%	102.00%	1.00	78,060	102.50%	102.50%	1.80	169,406	0	18
19	58,003	66,317	78,060	94,114	102.00%	102.00%	1.00	0	102.00%	102.00%	1.00	78,060	102.50%	102.50%	21.60	2,083,695	0	19
20	58,003	66,317	78,060	96,467	102.00%	102.00%	1.00	66,317	102.00%	102.00%	6.00	372,677	102.50%	102.50%	44.40	3,898,140	0	20
TOTALS		96,865	372,677	823,055			11.83	823,055			11.83	823,055			44.40	3,898,140	63.90	
FTE		1.67	6.00	11.83			11.83	6.00			11.83	6.00			44.40	63.90		
TOTAL SAL		96,865	372,677	823,055			372,677	823,055			372,677	823,055			3,898,140	63.90		

Cost of Salaries Based Upon 13/14 Sal Sch: 4,720,783 With Statutory Costs @ 19.92% 5,661,163
 Cost of This Sal Sch 5,190,736 With Statutory Costs @ 19.92% 6,224,731
 INCREASE OVER EXISTING SAL SCH 469,953
 14/15 Cost 9.95%

MARTA MD