

**Tentative Agreement between  
Willows Unified School District (“District”) &  
Willows Unified Teachers Association (“WUTA”)  
2017-18 – 2019-20 School Years**

---

The Parties have convened in joint negotiations and have reached the following Tentative Agreement as a step to reaching a final Agreement between the Parties effective from the 2017-2018 through the 2019-2020 school years. This Agreement is to be ratified by the Association and approved by the District Governing Board.

**Article 21 – Employee Salaries and Appendix C-1 Salary Schedule**

**2017-18**

All cells and steps for the Certificated Salary Schedule shall be increased by 7.0% effective July 1, 2017.

**2018-19**

1.0% off schedule payment to the Association, only. The Association has elected to divide the total dollar amount associated with the 1% lump sum one time allocation among its members in an equal dollar amount associated with their FTE.

**2019-20**

0% increase to salary schedule.

**Appendix A. A.6.2.2. – Extra Pay for Additional Assignments**

Teachers who cover a period for another Unit member shall receive the instructional rate of pay for the time they cover for another teacher, (based upon .00062% of Class III, Step One of the current certificated salary schedule).

**Appendix A. A.9.1.3 – Other Activities**

There shall be two FFA advisory stipend positions in the District:

1. FFA Advisor: Shall be remunerated up to two hundred forty (240) hours at the instructional rate that is .00055 of Class III, Step One of the current Certificated Salary Schedule.
2. FFA Assistant Advisor: Shall be remunerated up to two hundred sixteen (216) hours at .00050 of Class III, Step One of the current Certificated Salary Schedule.

**Appendix A. A.9.1.1 – Sports Activities**

Status Quo

**Article 12.17 – Catastrophic Leave Bank**

The District accepts the Unit’s March 14, 2018 Proposal, with the following exceptions and additions:

- 12.17.5.3 The maximum amount of pledged Catastrophic Leave that may be used by an individual under this section shall be fifty five (55) days in each school year, as long as those days do not cause the employee to be granted an additional five (5) month differential period.  
*(Employees who are currently on leave under this article will be held harmless through June 30, 2019).*
  
- 12.17.6.3 The Catastrophic Leave Bank Committee shall establish a forty-five (45) day minimum balance of undrawn carry over sick leave maintained in the Bank.

**Article 15 - Hours of Employment**

Since WUTA has withdrawn their proposal of adding two (2) additional teacher duty days (which would have brought the number of teacher duty days to 183 beginning July 1, 2018), the District will not provide a counter-offer to this proposal.

**Article 15.2 – Preparation Time**

**15.2.1 Departmentalized Assignments**

Status Quo

**\*\*Note:** The District is withdrawing previously proposed Article 15.2. The District agrees to hire additional teachers at the Willows High School campus, as a proposed resolution offered by WUTA, in order to meet the scheduling and course work needs of its students.

**Article 28 – Term of Agreement**

The successor agreement term shall be July 1, 2017 through June 30, 2020.

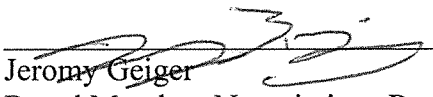
**Prior Agreed-To Articles and Sections**

All previously tentatively agreed-to Articles and Sections of the Agreement shall be incorporated into the final contract between the Parties:

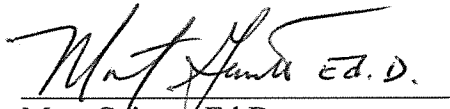
- Article 8 – Public Charges
- Article 9 – Procedures for Evaluation
- Article 10 – Peer Assistance and Review Program
- Article 15 – Hours
- Appendix A.3 – Initial Placement

The Parties signing hereto agree that this is a Tentative Agreement between the Parties; they have bargained in good faith to the terms as stated herein; and they will recommend this Tentative Agreement for ratification.

**Willows Unified School District**

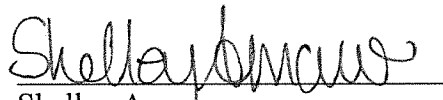
  
Jeromy Geiger  
Board Member, Negotiations Rep.

5/17/18  
Date

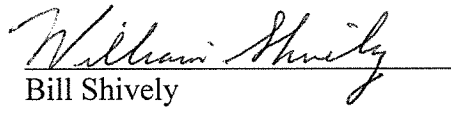
  
Mort Geivett, Ed.D.  
Superintendent

5/17/18  
Date

**Willows Unified Teachers Association**

  
Shelley Amaro  
Teacher, WUTA President

5-17-18  
Date

  
Bill Shively  
Teacher, Negotiations Member

5-17-18  
Date