

TENTATIVE AGREEMENT

Washington Unified School District And Washington Unified Faculty Association

This Tentative Agreement ("Agreement") is made and entered into by and between the Washington Unified School District ("WUSD") and the Washington Unified Faculty Association, ("WUFA") and concludes negotiations for the 2024-25 fiscal year.

The parties agree as follows:

8.1 Salary Schedule/Schedule Placements. The current certificated salary schedule is attached hereto as "Appendix A."

8.1.1 For the 2024-25 fiscal year the district shall increase the base salary at Class V Step 30 by 3.5%. While maintaining this 3.5% increase the percentage between Steps shall be changed from 3.25% to 3.20%. An additional column Class VI shall be added for those with Masters Degrees. Class VI shall be \$1,500 added to Class V for each corresponding Step. The current Masters Stipend of \$1,250 shall be eliminated prospectively and all payments through January 31, 2024 shall remain paid and earned by the bargaining unit members.

8.5 Faculty Member Substitution Pay. High school and middle school faculty members who, when requested by administration, volunteers to teach a class period during his/her preparation period for an absent faculty member, shall be compensated by the District at a rate of ~~\$70.00~~^{\$69.00}/hour. Elementary faculty members who, when requested by administration teach students for an absent faculty member shall be paid ~~\$65.00~~^{\$45.00} for half of a school day and ~~\$90.00~~^{\$65.00} for a full school day.

8.5.2 Conference and Workshop. Bargaining Unit Members who attend conferences and Workshops on a non-duty day shall be compensated at a rate of \$350.00 per day.

Term of Collective Bargaining Agreement. The term of the collective bargaining agreement, as stated in Article 15, shall be from July 1, 2021 to June 30, 2025.

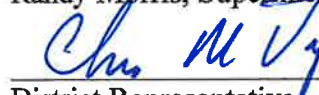
Updated Bargaining Agreement. This Agreement is a summary of the collective bargaining agreement ("CBA") changes negotiated between the District and WUFA. Following ratification and signature by all parties, the District shall post the updated CBA on the District's website.

Ratification Process. If both the Governing Board and the WUFA membership ratify this Agreement, it shall become final and effective.

**Washington Unified School District
Association**



Randy Morris, Superintendent

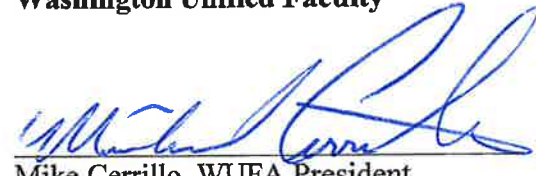


District Representative

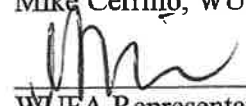


District Representative


Washington Unified Faculty



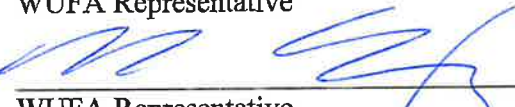
Mike Cerrillo, WUFA President



WUFA Representative



Belinda Contreras
WUFA Representative



WUFA Representative



WUFA Representative

Certificated Salary Schedule 2024-25

Appendix A

STEP	CLASS I BA+30 UNITS	CLASS II BA+45 UNITS	CLASS III BA+60 UNITS	CLASS IV BA+75 UNITS	CLASS V BA+90 UNITS	CLASS VI MA	Step Column Class VI	3.20% 3.75% \$ 1,500.00
1	57,097	59,238	61,460	63,764	66,155	67,655		
2	58,924	61,134	63,426	65,805	68,272	69,772		
3	60,810	63,090	65,456	67,911	70,457	71,957		
4	62,756	65,109	67,551	70,084	72,712	74,212		
5	64,764	67,192	69,712	72,326	75,039	76,539		
6	66,836	69,343	71,943	74,641	77,440	78,940		
7	68,975	71,562	74,245	77,029	79,918	81,418		
8	71,182	73,851	76,621	79,494	82,475	83,975		
9	73,460	76,215	79,073	82,038	85,114	86,614		
10	75,811	78,654	81,603	84,663	87,838	89,338		
11	78,237	81,171	84,214	87,372	90,649	92,149		
12	80,740	83,768	86,909	90,168	93,550	95,050		
13	81,144	86,449	89,690	93,054	96,543	98,043		
14	81,550	86,881	92,560	96,031	99,633	101,133		
15	81,957	87,315	93,023	99,104	102,821	104,321		
16	82,367	87,752	93,488	99,600	106,111	107,611		
17	82,779	88,191	93,956	100,098	106,642	108,142		
18	83,193	88,631	94,426	100,599	107,175	108,675		
19	83,609	89,075	94,898	101,102	107,711	109,211		
20	84,027	89,520	95,372	101,607	108,249	109,749		
21	84,447	89,968	95,849	102,115	108,791	110,291		
22	84,869	90,417	96,328	102,626	109,335	110,835		
23	85,294	90,870	96,810	103,139	109,881	111,381		
24	85,720	91,324	97,294	103,654	110,431	111,931		
25	86,149	91,781	97,780	104,173	110,983	112,483		
26	86,579	92,239	98,269	104,694	111,538	113,038		
27	87,012	92,701	98,761	105,217	112,095	113,595		
28	87,447	93,164	99,255	105,743	112,656	114,156		
29	87,885	93,630	99,751	106,272	113,219	114,719		
30	88,324	94,098	100,250	106,803	113,785	115,285		

* All teachers hired under a teacher contract without a full credential will be placed at column 0, step 1 at an annual salary of \$53,000. (i.e. teachers on internships, STSPs, PIPs, waivers, etc.) Upon completion of their credential, employees will receive step increases equal to the number of years under contract.

.5% increase per step

Doctorate
\$2,000 Annually

Board Approved:
January ??, 2024

Effective Date:
July 1, 2024