

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 2025-26 fiscal year.

The parties agree as follows:

8.1 Salary Schedule/Schedule Placements. The current certificated salary schedule is attached hereto as “Appendix A.” An additional salary schedule for Teacher On Special Assignment 199 contract days is attached as “Appendix B.” An updated Stipend Payments Schedule is attached as “Appendix C.”

8.1.1 For the 2025 fiscal year the district shall increase the base salary at Class V Step 30 by 2%. While maintaining this 2% increase the percentage between Steps shall be changed from 3.20% to 3.18%.

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/hour. Elementary faculty members who agree, when requested by administration teach students for an absent faculty member shall be paid \$~~65~~75.00 for half of a school day and \$~~90~~100.00 for a full school day. ~~Elementary Faculty members who agree, when requested by administration, to teach and entire class for a full day will be compensated at the current substitute rate. In the event that an insufficient number of faculty members volunteer, the administration may assign an elementary faculty member to provide coverage.~~

6.1.3 Individual Education Plan (IEP) meetings will be attended by faculty members of whom the IEP student receives instruction. All efforts will be made to schedule these meetings during the work day.

6.1.3.1 Teachers who attend ~~more than six (six) hours of~~ IEP meetings outside of their work day shall be compensated at the non-instructional duty rate. ~~Payment shall commence after the sixth (6th) hour and will be paid the sixth and a half (6.5) hour and all hours after for such meetings (in 30-minute increments).~~ These hours shall be recorded on a timesheet, signed by the school principal and turned into payroll by the first week of each month. It

is the responsibility of the faculty member to keep track of his/her hours and have them approved by his/her supervisor.

Term of Collective Bargaining Agreement. The term of the collective bargaining agreement, as stated in Article 15, shall be from July 1, ~~2024~~2025 to June 30, ~~2025~~2029.

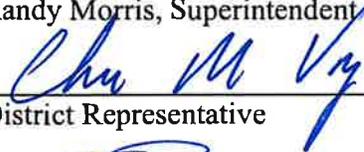
Updated Bargaining Agreement. This Agreement is a summary of the collective bargaining agreement (“CBA”) changes negotiated between the District and WUFA. Following ratification and signature by all parties, the District shall post the updated CBA on the District’s website.

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



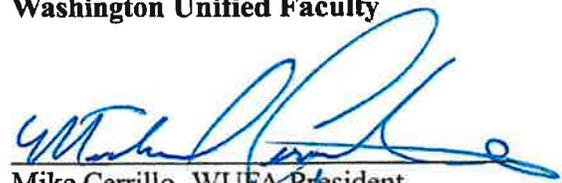
District Representative



District Representative

January 22, 2026

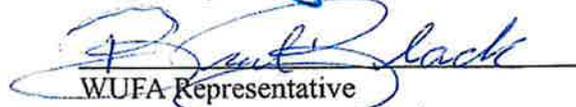
Washington Unified Faculty



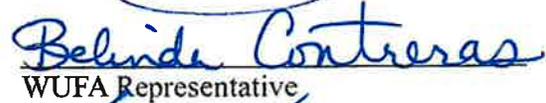
Mike Cerrillo, WUFA President



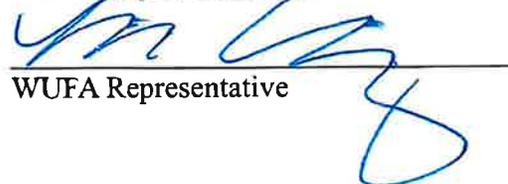
WUFA Representative



WUFA Representative



WUFA Representative



WUFA Representative

**Certificated Salary Schedule 2025-26
184 Day Contract**

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	3.18%
							Column	3.75%
1	58,409	60,599	62,872	65,230	67,676	69,176	Class VI	\$ 1,500.00
2	60,266	62,526	64,871	67,304	69,828	71,328		
3	62,183	64,515	66,934	69,444	72,048	73,548		
4	64,160	66,566	69,063	71,652	74,339	75,839		
5	66,201	68,683	71,259	73,931	76,703	78,203		
6	68,306	70,867	73,525	76,282	79,143	80,643		
7	70,478	73,121	75,863	78,708	81,659	83,159		
8	72,719	75,446	78,275	81,211	84,256	85,756		
9	75,032	77,845	80,764	83,793	86,935	88,435		
10	77,418	80,321	83,333	86,458	89,700	91,200		
11	79,879	82,875	85,983	89,207	92,552	94,052		
12	82,420	85,510	88,717	92,044	95,496	96,996		
13	82,832	88,230	91,538	94,971	98,532	100,032		
14	83,246	88,671	94,449	97,991	101,666	103,166		0.50% Increase per step
15	83,662	89,114	94,921	101,107	104,899	106,399		
16	84,080	89,560	95,396	101,613	108,234	109,734		
17	84,501	90,007	95,873	102,121	108,776	110,276		
18	84,923	90,457	96,352	102,631	109,319	110,819		
19	85,348	90,910	96,834	103,144	109,866	111,366		
20	85,775	91,364	97,318	103,660	110,415	111,915		
21	86,204	91,821	97,805	104,178	110,967	112,467		
22	86,635	92,280	98,294	104,699	111,522	113,022		
23	87,068	92,742	98,785	105,223	112,080	113,580		
24	87,503	93,205	99,279	105,749	112,640	114,140		
25	87,941	93,671	99,776	106,278	113,203	114,703		Doctorate \$2,000 Annually
26	88,380	94,140	100,275	106,809	113,769	115,269		
27	88,822	94,610	100,776	107,343	114,338	115,838		Board Approved: February 11, 2026
28	89,266	95,083	101,280	107,880	114,910	116,410		
29	89,713	95,559	101,786	108,419	115,485	116,985		Effective Date: July 1, 2025
30	90,161	96,037	102,295	108,961	116,062	117,562		

Certificated Salary Schedule 2025-26
199 Day Contract - Teacher On Special Assignment

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	\$	3.18% 3.75% 1,500.00
1	63,171	65,540	67,998	70,548	73,193	74,693			
2	65,180	67,624	70,160	72,791	75,521	77,021			
3	67,253	69,775	72,391	75,106	77,922	79,422			
4	69,391	71,993	74,693	77,494	80,400	81,900			
5	71,598	74,283	77,068	79,958	82,957	84,457			
6	73,875	76,645	79,519	82,501	85,595	87,095			
7	76,224	79,082	82,048	85,125	88,317	89,817			
8	78,648	81,597	84,657	87,832	91,125	92,625			
9	81,149	84,192	87,349	90,625	94,023	95,523			
10	83,729	86,869	90,127	93,506	97,013	98,513			
11	86,392	89,632	92,993	96,480	100,098	101,598			
12	89,139	92,482	95,950	99,548	103,281	104,781			
13	89,585	95,423	99,001	102,714	106,565	108,065			
14	90,033	95,900	102,149	105,980	109,954	111,454			
15	90,483	96,379	102,660	109,350	113,451	114,951			
16	90,935	96,861	103,173	109,897	117,059	118,559			
17	91,390	97,346	103,689	110,446	117,644	119,144			
18	91,847	97,832	104,208	110,999	118,232	119,732			
19	92,306	98,322	104,729	111,554	118,823	120,323			
20	92,768	98,813	105,252	112,111	119,417	120,917			
21	93,232	99,307	105,779	112,672	120,014	121,514			
22	93,698	99,804	106,308	113,235	120,614	122,114			
23	94,166	100,303	106,839	113,801	121,218	122,718			
24	94,637	100,804	107,373	114,370	121,824	123,324			
25	95,110	101,308	107,910	114,942	122,433	123,933			
26	95,586	101,815	108,450	115,517	123,045	124,545			
27	96,064	102,324	108,992	116,095	123,660	125,160			
28	96,544	102,836	109,537	116,675	124,278	125,778			
29	97,027	103,350	110,085	117,258	124,900	126,400			
30	97,512	103,866	110,635	117,845	125,524	127,024			

* 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.

0.50% Increase per step

Doctorate
\$2,000 Annually

Board Approved:
February 11, 2026

Effective Date:
July 1, 2026

Stipend Payments

Faculty members shall be compensated according to the assignment factors listed in this section. All other provisions shall remain unchanged.

Formula: Base of current salary schedule (Class 1, Step 1) times the assignment factor, times the experience factor, based on the following assignment and experience factors:

$$\text{\$54,766 } \underline{\text{58,409}} \text{ X Assignment Factor X Experience Factor = Total Amount}$$

Stipends without assignment factors are paid at the flat rate shown below.

Pay Period: Paid during the months worked

The coaches of any varsity team sport that qualify for the playoffs shall receive eight percent (8%) of their coaching stipend for each additional week of playoff competition.

Experience Factor (actual years of service to the District):

Beginning with the 2025-26 fiscal year the District will begin to phase out the Experience Factor over a three year period. In 2025-26 the minimum experience factor paid will be Year 3, in 2026-27 the minimum experience factor will be Year 6 and in 2027-28 all stipends will be paid at Experience Factor Year 8. In 2027-28 the Experience Factor of 1.35 will be factored into the Assignment Factor for all stipends.

Year	1	2	3	4	5	6	7	8
Factor	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35

Assignment Factors:

High School Sports	Assignment Factor	Timeline
Level A Head Varsity Coach	.095	Seasonal
Level A Assistant Varsity Coach	.075	Seasonal
Level A JV Head Coach	.075	Seasonal
Level A JV Assistant Coach	.065	Seasonal
Level B Head Varsity Coach	.08	Seasonal
Level B Assistant Varsity Coach	.07	Seasonal
Athletic Director	.18 .36	Annual
Middle School Sports		
JV Coach	.0245	Seasonal
Varsity Coach	.025	Seasonal
JV and Varsity Coach	.0375	Seasonal
Athletic Director	.085	Annual
High School Extra Duty Stipends		
Band Director	.16 .32	Annual
Assistant Band Director	.06 .08	Annual
Student Activities Director	.16	Annual

Appendix C

Assistant Student Activities Director	.07	Annual
Pep Squad Sponsor	.085	Seasonal
Assistant Pep Squad Sponsor	.065	Seasonal
Academic Decathlon Coach	.05	Annual
Assistant Academic Decathlon Coach	.03	Annual
Yearbook Advisor	.05 .085	Annual
Journalism Advisor	.05	Annual
Vocal Music Director	.03	Annual
<u>Theater Production (Maximun 2 Productions)</u>	.05	<u>Seasonal</u>
Junior/Senior Class Advisor	.07	Annual
Freshman/Sophomore Class Advisor	.06	Annual
FFA Lead Advisor	.085	Annual
FFA Assistant Advisor	.07	Annual
Fair Advisor	.07	Annual
Judging Team	.07	Annual
Link Crew Coordinator	.06	Annual
AVID Coordinator	.09	Annual
<u>Program Coordinator 1</u>	.025	<u>Annual</u>
Program Coordinator 1 <u>2</u>	.045	Annual
Program Coordinator 2 <u>3</u>	.09	Annual
Back to School Night Coordinator	1500	Seasonal
AP Coordinator	850	Annual
Dual Enrollment	1100	Annual
ROP Coordinator	1500	Annual
WASC Coordinator	3500 4000	Seasonal
PLC Coordinator	1500 2000	Annual
<u>Special Education SDC/RSP Stipend</u>	1000	<u>Annual</u>
K-8 Stipends		
Activities Director	1500 2000	Annual
<u>Band Coordinator Extra Cirricular</u>	1000	<u>Annual</u>
AVID Coordinator	1500	Annual
Christmas Program Coordinator	200	Seasonal
GATE Coordinator	1500	Annual
May Day <u>Site</u> Coordinator	500 1000	Seasonal
<u>May Day District Coordinator</u>	2000	<u>Seasonal</u>
PBIS MTSS Coordinator	1500	Annual
<u>History Day Coordinator</u>	500	<u>Seasonal</u>
Peach Blossom Coordinator	200 500	Seasonal
Science Fair Coordinator	200 500	Seasonal
Spelling Bee Coordinator	200 500	Seasonal
Student Council Advisor	1150 1500	Annual
WEB Coordinator	1000	Annual
Yearbook Advisor	1150 2000	Annual
Grade Level Lead/ Leadership Team	1500 2000	Annual
<u>Sixth Grade Camp Field Trip</u>	1000	<u>Seasonal</u>
<u>Special Education SDC/RSP Stipend</u>	1000	<u>Annual</u>