

**AGREEMENT**

**BETWEEN**

**WASHINGTON UNIFIED SCHOOL DISTRICT**

**AND**

**WASHINGTON TEACHERS' ASSOCIATION**

**CALIFORNIA TEACHERS' ASSOCIATION**

**NATIONAL EDUCATION ASSOCIATION**



**July 1, 2011 – June 30, 2012**

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## ARTICLE 1: AGREEMENT

- 1.1 This agreement is entered into in good faith this 21 day of May, 2012 between the WASHINGTON UNIFIED SCHOOL DISTRICT of West Sacramento, California, hereinafter called the "District" and the NATIONAL EDUCATION ASSOCIATION, the CALIFORNIA TEACHERS' ASSOCIATION, and the WASHINGTON TEACHERS' ASSOCIATION, hereinafter called the "Association."
- 1.2 The Articles and provisions contained herein constitute a bilateral binding agreement.
- 1.3 This agreement shall remain in full force and effect from July 1, 2011 through June 30, 2012.
  - 1.3.1 For 2007-2008, no re-openers on salary or the amount of District health benefits contribution for 2007-2008 except for the option provided in Section 17.12.1.2. After July 1, 2007, the parties shall reopen over health benefits renewal issues including plan providers, rate structures, cost containment measures, etc.
    - 1.3.1.1 During 2007-2008, either party may request in writing to reopen regarding implementation of changes in district programs or operations, curriculum, structuring of schools, etc. which necessitate changes in negotiable working conditions. If both parties agree that an item needs to be reopened, the parties shall meet and negotiate a reasonable number of times in relation to the significance of the issue raised.
  - 1.3.2 For the 2008-2009 school year, re-openers shall be for salary, health benefits and three (3) additional articles.
- 1.4 The District agrees that within 60 days of the ratification and agreement on final language to print and distribute copies of the Agreement to unit members provided there are modifications other than salary or benefits.
- 1.5 The District will post the contract in its entirety on the District's website.