

**Agreement Between the  
Warner Unified School District  
and  
The Association of Warner Educators  
February 18, 2022**

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**Tentative Agreement**

This is a package proposal intended to settle contract negotiations by and between the Warner Unified School District and the Association of Warner Educators for the 2021-2022 and 2022-2023 work years. Any prior AWE proposal not included herein should be deemed as rejected by the District.

The District and AWE agree that this satisfies negotiation obligation for the two work years ending June 30, 2022 and June 30, 2023 with no contingency for re-opening.

A rejection of any part of this package proposal by AWE constitutes a rejection of the entire package proposal. In such case, the District will continue to negotiate in good faith in accordance with its obligations under the Educational Employment Relations Act.

**Article IX Salaries**

Parties agree to a 5.5% on-schedule raise to all cells including longevity steps; in addition to the previously negotiated 1% on-schedule raise for a total of 6.55% on-schedule increase. This additional increase will be retroactive to July 1, 2021. Additionally, parties agree to an additional 1% on schedule raise effective July 1, 2022. Any employee hired during the school year will receive a pro-rata share of the raise, based on actual time worked.

Parties agree to reformat the salary schedule as follows: Longevity steps will be changed to include step 13; step 16; step 19; and step 24. Each of these steps will include a longevity increase of \$5,000 beginning in year 2021-22 and this amount will not be subject to percentage increases in subsequent years unless otherwise negotiated.

In addition, parties agree to a mileage stipend pilot program beginning with the 2021-2022 school year retroactive to August 2021. The District will compensate employees based on the number of miles traveled from their home address to the campus. Payments will be made in any month that school is in session. The District will offer a fixed amount as follows for one-way travel from home to school:

- 1-25 miles: \$45/month
- 25-40 miles: \$60/month
- 41+ miles: \$100/month

The distance will be calculated using Google maps, shortest mileage route to and from each employee's permanent home address to the campus. In the case that an employee moves, that person is responsible to notify the district so that rate adjustments can be processed in a timely manner.

Parties agree that the District will offer a one-time off salary payment of \$2,000 in the current year only to account for the increased responsibility placed on employees during the pandemic, including quarantined/IS students.

  
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**Superintendent Signature**  
**Dr. David MacLeod**  
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**AWE President**  
**Scott Loeffke**