

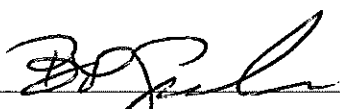
**THE WESTFIELD SCHOOL COMMITTEE**  
and  
**WESTFIELD EDUCATION ASSOCIATION**  
**MASSACHUSETTS TEACHERS ASSOCIATION**  
**UNIT D**

Successor Collective Bargaining Agreement, 2016-2017

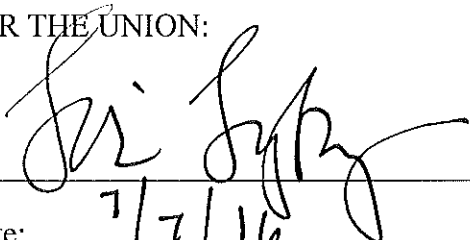
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1. 90 day probationary period: at any point in time during the first 90 days of employment by a Unit member, the Employer can terminate an Employee for a rational basis, as opposed to just or good cause. The Parties agree unit D members will also have a first year evaluation which requires an acceptable score for continued employment. The Parties agree to reopen the contract during the life of the agreement to discuss the first year evaluation protocols.
2. Parties agree to a one year contract, from August 25, 2016 through August 24, 2017, with a base wage increase of one percent (1%) base wage increase.
3. The parties agree the above agreement constitute the entirety of the successor agreement and withdraw any and all remaining negotiation proposals.

FOR THE DISTRICT:

  
\_\_\_\_\_  
Date: 7-26-16

FOR THE UNION:

  
\_\_\_\_\_  
Date: 7/7/16