

WILLOWS UNIFIED SCHOOL DISTRICT
Office of the Superintendent

Date: August 5, 2021

Request For Placement on Board Agenda:

AGENDA TOPIC: Approve Public Disclosure of Proposed Collective Bargaining Agreement between Willows Unified School District and the Willows Unified Teachers Association (WUTA).

PRESENTER: Debbie Costello, Director of Business Services

[X] ACTION ITEM [] DISCUSSION [] DISCUSSION/POSSIBLE ACTION

Information:

Assembly Bill 1200 and Government Code Section 3647.5 require school districts to publicly disclose and approve any tentative agreement between the district and employee bargaining groups.

Attached is the AB1200 public disclosure of the Tentative Agreement between the district and WUTA for fiscal years 2021-22, 2022-23, and 2023-24.

As per the Tentative Agreement with WUTA, approval of the proposed TA will close negotiations for 2021-22, 2022-23, and 2023-24.

Recommendation:

The administration requests that the board approve the Public Disclosure between the Willows Unified School District and the Willows Unified Teachers Association.

FOR SUBMISSION TO THE GOVERNING BOARD AND THE COUNTY SUPERINTENDENT OF SCHOOLS in compliance with the Public Disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213) , GC 3547.5 (Statutes of 2004, Chapter 25) as well as the Salary Settlement Notification requirements of SB-1677 when Teachers Salary/Benefit Negotiations are finalized after the final budget is adopted.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE SCHOOL DISTRICT

WITH THE BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on : (enter Date)
 Budget Revisions to be submitted no later than 45 days after approval: (enter Date + 45 days)

GENERAL

Section 1: **STATUS OF BARGAINING UNIT AGREEMENTS**

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

| | | # FTE Represented |
|---------------|--------------------------------------|------------------------------------|
| Certificated: | <input type="text" value="W U T A"/> | <input type="text" value="75.85"/> |
| Classified: | <input type="text"/> | <input type="text"/> |

Section 2: **PERIOD OF AGREEMENT**

The proposed agreement covers the period beginning on: (enter Begin Date)
 and ending on: (enter End Date)

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

| | | | | |
|------------------------|--------------------------------------|--------------------------------------|--------------------------------------|----------------------|
| Fiscal Years: | <input type="text" value="2021-22"/> | <input type="text" value="2022-23"/> | <input type="text" value="2023-24"/> | <input type="text"/> |
| Reopeners: Yes or NO ? | <input type="text" value="NO"/> | <input type="text" value="NO"/> | <input type="text" value="NO"/> | <input type="text"/> |

COMPENSATION PROVISIONS

Section 3: **SALARIES: PERCENTAGE INCREASE IN SALARIES IN PROPOSED AGREEMENT:**

The proposed agreement includes the following costs for salaries:

| | |
|--|--|
| Current-Year Salary Cost Before Settlement (Based on YTD Actuals Projected through 6/30): | <input type="text" value="6,216,067"/> |
| Current-Year Salary Cost After Settlement (Include any retroactive pay if applicable): | <input type="text" value="6,739,953"/> |
| Total Cost Increase: | <input type="text" value="523,886"/> |
| Percentage Increase: | <input type="text" value="8.43%"/> |

SALARY INCREASE FOR AVERAGE-REPRESENTED EMPLOYEE OVER PRIOR YEAR

(Includes annual step/column movement on schedule):

Salary Increase (Average)
 Average increase over prior year per employee

Step & column
 (average % increase over the prior-year schedule) per employee *

* step increases reflected in Current Year Salary Cost Before Settlement

**TOTAL PERCENTAGE INCREASE FOR
 AVERAGE REPRESENTED EMPLOYEE** per employee

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Willows Unified SCHOOL DISTRICT

Section 4: BENEFITS: PERCENTAGE INCREASE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:
 The proposed agreement includes the following costs for employee benefits:

Statutory benefits:

(STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Costs:

| | |
|----------------------|----------------|
| Current Costs: | 1,417,885 |
| Proposed Costs: | 1,537,383 |
| Total Cost Increase: | 119,498 |
| Percentage Increase: | 8.43% |

District Health/Welfare Plans (Medical, Dental, Vision, Life Insurance, Other)

Total Costs:

| | |
|---|-------------|
| Current Costs: H&W BENEFITS ARE ON THE SALARY SCHEDULE | - |
| Proposed Costs: | - |
| Total Cost Increase: | - |
| Percentage Increase: | 0.0% |

BENEFITS INCREASE FOR AVERAGE-REPRESENTED EMPLOYEE

(Includes both Statutory and District-Provided):

Prior Year Capped Health/Welfare Benefit Amount: 0 per employee

Current Year Proposed Capped Health/Welfare Benefit Amount: 0 per employee

Total Costs:

| | |
|----------------------|----------------|
| Current Costs: | 1,417,885 |
| Proposed Costs: | 1,537,383 |
| Total Cost Increase: | 119,498 |

**TOTAL PERCENTAGE AS A COST
TO THE DISTRICT**

8.43%

**TOTAL COST OF COMPENSATION INCREASE
(REGARDLESS OF WHETHER WHOLLY OR PARTIALLY PREVIOUSLY BUDGETED)**

Section 5: The "total cost increase" for salaries and employee benefits in the proposed agreement.

Current Year Cost Before Settlement:

(Based on YTD Actuals Projected through 6/30)

| | | |
|----------|------------------|------------------|
| Salaries | 6,216,067 | |
| Benefits | 1,417,885 | |
| Total: | | 7,633,952 |

Current Year Cost After Settlement:

(Include any retroactive pay and check box if applicable)

| | | |
|----------|------------------|------------------|
| Salaries | 6,739,953 | |
| Benefits | 1,537,383 | |
| Total: | | 8,277,336 |

| | |
|-----------------------------|----------------|
| TOTAL COST INCREASE | 643,384 |
| PERCENTAGE INCREASE: | 8.43% |
| COST OF 1% INCREASE: | 76,340 |

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified

SCHOOL DISTRICT

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

Section 6: The following are additional compensation and non-compensation provisions contained in the proposed agreement:

A. OTHER COMPENSATION: Off-Schedule Stipends, Bonuses, etc.(Amts, staff affected, total cost)

Agreement consists of an increase of 7.146% to the salary schedule plus two additional work days (equivalent to 1.18% on average) effective 7/1/2021. Also impacts stipends tied to the salary schedule.

The agreement also includes a 1.5% off schedule payment for the 2020-21 school year to be paid to each member calculated on their salary schedule based earnings.

In 2022-23 and 2023-24 there will be no changes in compensation with no re-openers.

B. NON-COMPENSATION: Class Size Adjustments, Staff Development Days, Teacher Prep Time, etc.

No changes from prior year

Cost of 2 additional days for prep and professional development are included in item A.

C. CONTINGENCY LANGUAGE: Include specific areas identified for reopeners and specific contingency language.

No re-openers in remaining years of the agreement.

Section 7: State Minimum Reserve Calculation:

| | | | |
|------------------------------------|------------------|----|------------|
| Total Expenditures and Other Uses: | Est for year end | \$ | 15,147,425 |
| Minimum State Reserve Percentage | | | 3% |
| Minimum State Reserve Requirement | | \$ | 454,423 |

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

Section 8: **Date of governing board approval of budget revisions in Section 9, Col.2 (below) in accordance with E.C. 42142 and Government Code 3547.5**

8/5/2021

Provide a copy of the board-approved budget revisions and board minutes within 45 days.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2 provide a detailed report upon approval of the district governing board.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified

SCHOOL DISTRICT

Section 9: IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT YEAR AND TWO SUBSEQUENT YEARS. (Reflects both Unrestricted and Restricted Amounts)

In-Lieu of this form, an updated MYP form can be supplied which includes the results of the settlement over any previous MYP filed with this office.

Please include current projected Revenue Limit ADA and any other assumptions.

Current Fiscal Year

2021-22

| | (Col. 1) | (Col. 2) | (Col. 3) | (Col. 4) |
|--|--|--|--|---|
| | Latest Board- Approved Budget Before Settlement As of 7/1/2021 | Adjustments as a Result of this Proposed Settlement | Other Revisions (Including Other Proposed Bargaining Agreements) | Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3) |
| OPERATING REVENUES: LCFF ADA | 1,370 | | | 1,370 |
| Local Control Funding Form (8010-8099) | 16,275,773 | | - | 16,275,773 |
| Remaining Revenues (8100-8799) | 4,032,304 | | - | 4,032,304 |
| TOTAL | 20,308,077 | - | - | 20,308,077 |

OPERATING EXPENDITURES

| | | | | |
|-----------------------------|-------------------|----------------|----------|-------------------|
| 1000 Certificated Salaries | 8,413,661 | 523,886 | | 8,937,547 |
| 2000 Classified Salaries | 2,115,214 | | | 2,115,214 |
| 3000 Benefits | 3,191,238 | 119,498 | | 3,310,736 |
| 4000 Instructional Supplies | 1,187,406 | | - | 1,187,406 |
| 5000 Contracted Services | 1,296,712 | | - | 1,296,712 |
| 6000 Capital Outlay | 304,694 | | - | 304,694 |
| 7000 Other | 2,464,351 | | - | 2,464,351 |
| TOTAL | 18,973,276 | 643,384 | - | 19,616,660 |

OPERATING SURPLUS (DEFICIT)

| | | | | |
|--------------------------------|------------------|------------------|----------|----------------|
| | 1,334,801 | (643,384) | - | 691,417 |
| Other Sources and Transfers In | | | - | - |
| Other Uses and Transfers Out | 210,000 | | - | 210,000 |

CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE

| | | | | |
|---|------------------|------------------|----------|------------------|
| | 1,124,801 | (643,384) | - | 481,417 |
| BEGINNING BALANCE 9791 | 6,840,619 | | | 6,840,619 |
| Prior-Year Adjustments 9702-9703 | - | - | - | - |
| NET BEGINNING BALANCE | 6,840,619 | - | - | 6,840,619 |

CURRENT-YEAR ENDING BALANCE (EST) ACCOUNT

| | | | | |
|--|------------------|------------------|----------|------------------|
| | 7,965,420 | (643,384) | - | 7,322,036 |
|--|------------------|------------------|----------|------------------|

COMPONENTS OF ABOVE ENDING BALANCE:

(Must agree with account 9704)

| | | | | |
|-------------------------------------|------------------|---|---|------------------|
| Reserved Amounts 9711/9712 | 6,775 | - | - | 6,775 |
| Legally Restricted 9740/9760 | 3,716,958 | | | 3,716,958 |
| Board Designated Resources Res 9XXX | 1,797,194 | | | 1,153,810 |
| Economic Uncertainties 9789 | 1,731,683 | | | 1,731,683 |
| Unapp+Available Funds 9790 | 712,811 | | | 712,811 |

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in Section 5, Total Costs, please explain:

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

| |
|-----------------|
| Willows Unified |
|-----------------|

SCHOOL DISTRICT

First Subsequent Year 2022-23

| | (Col. 1) | (Col. 2) | (Col. 3) |
|--|---|--|--|
| | Most Recent Board-Adopted Multiyear Projection | Adjustments as a Result of this Proposed Settlement | Projected District Budget After Settlement of Agreement (Cols. 1 + 2) |
| OPERATING REVENUES: LCFF ADA | 1,299 | | 1,299 |
| Local Control Funding Form (8010-8099) | 16,211,798 | | 16,211,798 |
| Remaining Revenues (8100-8799) | 2,750,010 | | 2,750,010 |
| TOTAL | 18,961,808 | - | 18,961,808 |

OPERATING EXPENDITURES

| | | | |
|-----------------------------|-------------------|----------|-------------------|
| 1000 Certificated Salaries | 9,127,547 | | 9,127,547 |
| 2000 Classified Salaries | 2,337,310 | | 2,337,310 |
| 3000 Benefits | 3,783,403 | | 3,783,403 |
| 4000 Instructional Supplies | 1,250,000 | | 1,250,000 |
| 5000 Contracted Services | 815,000 | | 815,000 |
| 6000 Capital Outlay | 25,000 | | 25,000 |
| 7000 Other | 2,568,000 | | 2,568,000 |
| TOTAL | 19,906,260 | - | 19,906,260 |

OPERATING SURPLUS (DEFICIT)

| | | | |
|---|--------------------|----------|--------------------|
| | (944,452) | - | (944,452) |
| Other Sources and Transfers In | - | | - |
| Other Uses and Transfers Out | 110,000 | | 110,000 |
| CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE | (1,054,452) | - | (1,054,452) |

BEGINNING BALANCE 9701

| | | | |
|---|------------------|----------|------------------|
| | 7,965,420 | | 7,965,420 |
| Prior-Year Adjustments 9702-9703 | | | - |
| NET BEGINNING BALANCE | 7,965,420 | - | 7,965,420 |

CURRENT-YEAR ENDING BALANCE

| | | | |
|--|------------------|----------|------------------|
| | 6,910,968 | - | 6,910,968 |
|--|------------------|----------|------------------|

COMPONENTS OF ABOVE ENDING BALANCE:

| | | | |
|------------------------------------|------------------|--|------------------|
| Reserved Amounts 9711/9712 | 6,775 | | 6,775 |
| Legally Restricted 9740/9760 | 3,109,421 | | 3,109,421 |
| Board Designated Resource Rs 9XXX | 790,000 | | 790,000 |
| Economic Uncertainties 9789 | 2,001,626 | | 2,001,626 |
| Unappropriated Amounts 9790 | 1,003,147 | | 1,003,147 |

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

| |
|-----------------|
| Willows Unified |
|-----------------|

SCHOOL DISTRICT

Second Subsequent Year 2023-24

| | (Col. 1) | (Col. 2) | (Col. 3) |
|--|---|--|--|
| | Most Recent Board-Adopted Multiyear Projection | Adjustments as a Result of this Proposed Settlement | Projected District Budget After Settlement of Agreement (Cols. 1 + 2) |
| OPERATING REVENUES: FLCFF ADA | 1,274 | | 1,274 |
| Local Control Funding Form (8010-8099) | 16,379,440 | | 16,379,440 |
| Remaining Revenues (8100-8799) | 2,150,010 | | 2,150,010 |
| TOTAL | 18,529,450 | - | 18,529,450 |

OPERATING EXPENDITURES

| | | | |
|-----------------------------|-------------------|----------|-------------------|
| 1000 Certificated Salaries | 8,318,823 | | 8,318,823 |
| 2000 Classified Salaries | 2,075,254 | | 2,075,254 |
| 3000 Benefits | 3,430,046 | | 3,430,046 |
| 4000 Instructional Supplies | 1,300,000 | | 1,300,000 |
| 5000 Contracted Services | 850,000 | | 850,000 |
| 6000 Capital Outlay | - | | - |
| 7000 Other | 2,667,000 | | 2,667,000 |
| TOTAL | 18,641,123 | - | 18,641,123 |

OPERATING SURPLUS (DEFICIT)

| | | | |
|---|------------------|----------|------------------|
| | (111,673) | - | (111,673) |
| Other Sources and Transfers In | - | | - |
| Other Uses and Transfers Out | 110,000 | | 110,000 |
| CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE | (221,673) | - | (221,673) |

BEGINNING BALANCE 9701

| | | | |
|---|------------------|----------|------------------|
| | 6,910,968 | | 6,910,968 |
| Prior-Year Adjustments 9702-9703 | | | - |
| NET BEGINNING BALANCE | 6,910,968 | - | 6,910,968 |

CURRENT-YEAR ENDING BALANCE (EST) ACCOUNT 9704

| | | | |
|--|------------------|----------|------------------|
| | 6,689,295 | - | 6,689,295 |
|--|------------------|----------|------------------|

COMPONENTS OF ABOVE ENDING BALANCE:

(Must agree with account 9704)

| | | | |
|------------------------------------|------------------|--|------------------|
| Reserved Amounts 9711/9712 | 6,775 | | 6,775 |
| Legally Restricted 9740/9760 | 3,433,441 | | 3,433,441 |
| Board Designated Resources 9XXX | 790,000 | | 790,000 |
| Economic Uncertainties 9789 | 1,875,112 | | 1,875,112 |
| | 583,967 | | 583,967 |

Assumptions used (RL COLA, Other Revenue COLAs, Addl staffing, etc):

No reopeners in 2022-23 or 2023-24. Projected costs of the proposal were already included in the Multi-Year Projection for the 2021/22 Adopted Budget.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

| |
|-----------------|
| Willows Unified |
|-----------------|

 SCHOOL DISTRICT

Section 10: **MULTI-YEAR CONTRACT:** The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows:

| |
|---|
| 7.146% on schedule increase plus two additional work days effective 7/1/2021. 1.5% off schedule payment for salary schedule based compensation for the 2020/21 fiscal year. |
| |
| |
| |

Section 11: **IMPACT OF PROPOSED AGREEMENT IN FUTURE FISCAL YEARS:** The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years:

| |
|--|
| Funding to support this settlement in future years will come from the Local Control Funding Formula and other programs that provide supplemental services. |
| |
| |
| |

Section 12: **NARRATIVE OF AGREEMENT:** Provide a brief narrative of the proposed changes in compensation or health premiums, including percentage changes, effective dates, and comments and/or explanation.

| |
|--|
| This is a three year agreement that closes negotiations for 2021/22, 2022/23, and 2023/24. |
| There are no re-openers in any of the three years. |
| |
| |

Section 13: **NARRATIVE OF FUNDING AVAILABLE FOR PROPOSED AGREEMENT:** Provide a brief narrative of the funds available to provide for the costs of this agreement:

| |
|---|
| The agreement will be funded by the Local Control Funding Formula |
| |
| |
| |
| |

**FORM FOR PUBLIC DISCLOSURE OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT**
Posted on June 10, 2015
(AB-1200, Status 1991, Chapter 1213)

Willows Unified SCHOOL DISTRICT

Government Code Section 3547.5: Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

**MAJOR PROVISIONS OF PROPOSED AGREEMENT
WITH THE**

WUTA BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on **08/05/21**

- A. PERIOD OF AGREEMENT:**
The proposed bargaining agreement covers the period beginning **07/01/21**
and ending **06/30/24**
for the following fiscal years **2021-22** **2022-23** **2023-24**
- B. TOTAL COST INCREASE OF PROPOSED AGREEMENT (SALARIES & BENEFITS)**
The total cost increase for salaries and employee benefits in the proposed agreement:
- | | | |
|----|-------------------------------------|------------------|
| 1. | Current-Year Costs Before Agreement | 7,633,952 |
| 2. | Current-Year Costs After Agreement | 8,277,336 |
| 3. | Total Cost Increase | 643,384 |
| 4. | Percentage Increase | 8.43% |
| 5. | Cost of 1 % Increase | 76,340 |
- C. PERCENTAGE SALARY INCREASE FOR AVERAGE REPRESENTED EMPLOYEE**
The total percentage increase in salary, including annual step and column movement on the salary schedule, for the average represented employee under this proposed agreement-
- | | | |
|----|---|--------------|
| 1. | Salary increase (% Increase To Existing Salary Schedule) | 8.43% |
| 2. | Step & Column (Average % Increase Over Prior-Year Salary Schedule) | |
| 3. | TOTAL PERCENTAGE INCREASE FOR THE AVERAGE REPRESENTED EMPLOYEE | 8.43% |

**FORM FOR PUBLIC DISCLOSURE OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT
Posted on June 10, 2015
(AB-1200, Status 1991, Chapter 1213)**

Willows Unified SCHOOL DISTRICT

D.

PERCENTAGE BENEFIT INCREASE FOR AVERAGE REPRESENTED EMPLOYEE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

| | | | |
|----|-----------------------------------|------------------|-----------|
| 1. | Cost of Benefits Before Agreement | 1,417,885 | /employee |
| 2. | Cost of Benefits After Agreement | 1,537,383 | /employee |
| 3. | Percentage Increase in Cost | 8.43% | |

E.

IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

| | | | |
|----|--|-------------------------|--|
| 1. | Based On Total Expenditures in the General Fund of: | \$ 15,147,425.00 | |
| 2. | Percentage Reserve Level Required for District: | 3.0% | |
| 3. | Amount of required minimum Reserve: | \$ 454,422.75 | |

District UNRESTRICTED Reserves sufficient to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

| | | | |
|----|--|------------------------|--|
| 4. | Designated for Economic Uncertainties | \$ 1,731,683.00 | |
| 5. | Unappropriated Amount (Accounts 9790) | \$ 2,634,256.00 | |
| 6. | Total Reserves | \$ 4,365,939.00 | |
| | Board Designated Reserves Other: | \$ 1,797,194.00 | |

| | |
|--|--------------|
| Difference between District Reserves and Minimum State Requirement | 8.02% |
|--|--------------|

**FORM FOR PUBLIC DISCLOSURE OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT**
Posted on June 10, 2015
(AB-1200, Status 1991, Chapter 1213)

Willows Unified SCHOOL DISTRICT

F. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

The agreement will be funded by the Local Control Funding Formula

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN FUTURE FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation/noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

Funding to support this settlement in future years will come from the Local Control Funding Formula and other programs that provide supplemental services.

H. NARRATIVE OF AGREEMENT

This is a three year agreement that closes negotiations for 2021/22, 2022/23, and 2023/24. There are no re-openers in any of the three years.

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure in accordance with the requirements of AB-1200 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

District Superintendent
Emmett Koerperich

Date

Chief Business Official
Debbie Costello

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on June 11, 2015, will take action on the proposed Agreement with the Willows Unified Teachers Association.

President, Governing Board
Jeromy Geiger, President Board of Trustees

Date