

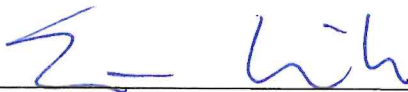
WILLOWS UNIFIED SCHOOL DISTRICT
INITIAL PROPOSAL
to the
WILLOWS UNIFIED TEACHERS ASSOCIATION
(Successor Collective Bargaining Agreement)

The Willows Unified School District (“District”) and the Willows Unified Teachers Association (“Association” or “WUTA”) are parties to a collective bargaining agreement that will expire on June 30, 2024. The parties have mutually agreed to initiate negotiations early for a successor agreement to cover the period of July 1, 2023 through June 30, 2026.

The District makes the following initial proposal to the Association for a successor collective bargaining agreement.

The District has an interest in exploring changes and/or clarifications to several articles and topics of bargaining to include, but not limited to, the following:

- **Article 9: Procedures for Evaluation**
- **Article 11: Transfers**
- **Article 12: Leave Provisions**
- **Article 15: Hours of Employment**
- **Article 21: Employee Salaries**
- **Article 22: Health and Welfare Benefits**
- **Appendix A: Salary Placement and Schedules**
- **Article C-1: Salary Schedule**
- **Other Items:**
 - **Teacher Job Description**
 - **CTE Teacher Salary Schedule**
 - **FTE for Block Schedule**



Emmett Koerperich, Superintendent



Date