

INITIAL PROPOSAL
of the
WILLOWS UNIFIED SCHOOL DISTRICT
to the
WILLOWS UNIFIED TEACHERS ASSOCIATION
(For the 2011/2012 School Year)

The Willows Unified School District (“District”) and the Willows Unified Teachers Association (“WUTA” or “Association”) are parties to a collective bargaining agreement that will expire June 30, 2011.

The State of California is in fiscal crisis. Negotiations on the State level to arrive at budget cuts and the extension of temporary tax increases or the imposition of new taxes have broken down. The anticipated effect on K-12 education (State-wide) could be \$4 Billion to \$5 Billion (or roughly \$800 per student).

Against this background, the District proposes to initiate bargaining for a successor collective bargaining agreement. As a successor agreement, all contract articles are subject to negotiations. In light of the fiscal crisis that confronts the District, however, the District has a specific and compelling interest in the following items:

- Article 15: Hours of Employment;
- Article 17: Class Size;
- Article 21: Employee Salaries;
- Article 22: Health and Welfare Benefits; and
- Calendar.