

INITIAL PROPOSAL
of the
WILLOWS UNIFIED SCHOOL DISTRICT
to the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and it's Willows Chapter #119
(For a Successor Contract)

The Willows Unified School District ("District") and the California School Employees Association, and it's Willows Chapter #119 ("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 7: Hours and Overtime;
- Article 8: Pay and Allowances;
- Article 10: Health and Welfare Benefits; and
- Calendar.