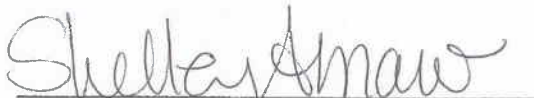


INITIAL PROPOSAL
of the
WILLOWS UNIFIED TEACHERS ASSOCIATION
to the
WILLOWS UNIFIED SCHOOL DISTRICT
For the 2011-2012 School Year

The Willows Unified Teachers Association (WUTA) and the Willows Unified School District (District) are parties to a Collective Bargaining Agreement (CBA) which remains in full effect until a new contract is reached. Pursuant to the Educational Employment Relations Act (EERA), the WUTA wishes to negotiate changes to the existing Agreement and a new contract duration. Specific proposals for all articles to be negotiated will be exchanged after thorough good faith dialogue at the bargaining table.

The WUTA may propose concepts and specific contract language upon receipt of proposals by the Willows Unified School District. Furthermore, the WUTA may propose other specific contract language regarding wages, hours and other terms and conditions of employment pursuant to this notice and the negotiations process.



Shelley Amaro, WUTA President

5-9-11

Date



Teresa Woods, Bargaining Chair

5-9-11

Date