

**TENTATIVE AGREEMENT**  
**between the**  
**WILLOWS UNIFIED SCHOOL DISTRICT**  
**and the**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION**  
**and its Willows Chapter #119**

*(Modification of Tentative Agreement for 2011/2012, 2012/2013 and 2013/2014)*

The Willows Unified School District (“District”) and the California School Employees Association, and its Willows Chapter #119, (“CSEA” or “Association”) previously entered into a collectively bargained agreement that addresses the 2011/2012, 2012/2013, and the 2013/2014 school years (“Agreement”). Collectively, they are referred to as the “Parties.”

The Parties met on March 15, 2012 and agreed to modify the Agreement that was previously bargained for 2011/2012, 2012/2013, and 2013/2014. In arriving at this Modification, the parties relied upon previously negotiated language that referenced the State \$2 billion budget shortfall and midyear budget cut triggers. Since the State of California did enact mid-year budget cuts, three (3) additional days were to be reduced.

The modifications are:

<b>NON-CONTRACT ITEMS</b>
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**1. Unpaid Days for 2011/2012**

- A. For 2011/2012, the annual compensation of each unit member shall be reduced by an amount equal to five (5) days of pay and the unit member shall have five (5) unpaid days.
- B. The five (5) non-paid days are affirmed. Those days are:
- August 15, 2011 (or one day to be determined)
  - March 23, 2012
  - April 6, 2012
  - May 17, 2012
  - May 18, 2012
- C. Per Article 32.2 of the original Tentative Agreement, on March 15, 2012, Parties met and agreed to an additional three (3) non-paid days to be taken in the 2011/2012 work year. With regard to these three (3) additional non-paid days:
1. Two will be scheduled for March 22, 2012 and May 16, 2012.

2. The third day (originally set for April 5, 2012) will be taken as determined between the employee and his/her supervisor in 2011/2012.
3. Pay for the three additional non-paid days to be taken in the 2011/2012 work year (referenced above) will be recouped by further reducing the salary schedule on April 1, 2012 through June 30, 2012 (the equivalent salary reductions of one (1) additional non-paid day each month for April, May, and June, 2012).

2. **Unpaid Days for 2012/2013**

- A. For 2012/2013, the annual compensation of each unit member shall be reduced by an amount equal to five (5) days of pay and the unit member shall have five (5) unpaid days.
- B. The five (5) non-paid days are affirmed:
  - August 13, 2012 (or one day to be determined)
  - March 15, 2013
  - March 29, 2013
  - May 16, 2013
  - May 17, 2013

3. **Miscellaneous Provisions**

- (a) All of the terms of the September 1, 2011 agreement that are not modified by this Agreement shall remain in effect. This includes, by way of illustration and not limitation, the reopener provisions set forth in 32.2.

FOR THE WILLOWS UNIFIED  
SCHOOL DISTRICT

FOR THE CALIFORNIA SCHOOL  
EMPLOYEES ASSOCIATION

By: 

By: 

Date: 4/2/12

Date: 4-2-12