

WILLOWS UNIFIED SCHOOL DISTRICT
INITIAL PROPOSAL
to the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its Willows Chapter #119
(Successor Collective Bargaining Agreement)

The Willows Unified School District (“District”) and the California School Employees Association and its Willows Chapter #119 (“Association” or “CSEA”) are parties to a collective bargaining agreement that will expire on June 30, 2014.

The collective bargaining agreement sets forth the following reopeners for 2013/2014:

- Attachment A - Classified Salary Schedule
- Article 10.3 (District Contribution for Benefits)
- Two (2) articles or topics of bargaining per party.

The District makes the following initial proposal to the Association pursuant to the 2013/2014 reopeners.

SPECIFIED REOPENERS

- **Attachment A – Classified Salary Schedule**

District Interest: A fair and equitable “adjustment” to compensation that recognizes state funding for education and the District’s unique fiscal challenges.

- **Article 10.3: District Contribution for Benefits**

District Interest: To maintain, if possible, the District’s current contribution for benefits.

DISTRICT REOPENERS

- **Article 7: Hours and Overtime**

District Interest: Exploration of furlough days to address the District's financial circumstances.

- **Article 10.5: Continuation – Retirement**

District Interest: Explore ways to either eliminate, or cap, the District's exposure to the cost of medical benefits after retirement.

OTHER

The District has an interest in exploring and resolving potential issues related to use of Sick Leave, Difference Pay and FMLA/CFRA leave.