

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

The Willows Unified School District ("District") and the California School Employees Association, and its Willows Chapter #119 ("CSEA" or "Association") entered into a Memorandum of Understanding on August 30, 2010 titled "Impact and Effects of Layoffs."

The District and CSEA agree that the provisions of that Memorandum of Understanding, except as modified below, shall apply to any unit member who has been laid off (or had their hours reduced): (1) between August 30, 2010 and June 30, 2013.

In paragraph #8, instead of: "Offers of employment shall be made in the reverse order of layoff, within a classification as vacancies occur," the text shall read: "Offers of employment shall be determined by seniority."

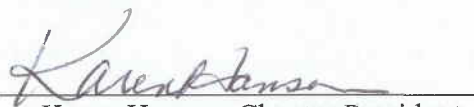
Neither the District nor CSEA shall have any further duty to bargain the impact and effects of any layoff or reduction of hours during the period of this extension unless CSEA provides written notice to the District of its decision to rescind the MOU as extended. If such notice is given, and the District lays off unit members, the parties shall meet to bargain the impact and effects of that layoff.

FOR THE WILLOWS UNIFIED SCHOOL DISTRICT

By:   
Dr. Mort Geivett, Superintendent

Date: 7/10/12

FOR THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, and its Willows Chapter #119

By:   
Karen Hanson, Chapter President

Date: 7-10-12