

**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.

<b>SPECIFIED REOPENERS</b>
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- **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.