

WILLOWS UNIFIED SCHOOL DISTRICT
INITIAL PROPOSAL
to the
WILLOWS UNIFIED TEACHERS ASSOCIATION
(Successor Collective Bargaining Agreement)

The Willows Unified School District (“District”) and the Willows Unified Teachers Association (“Association” or “WUTA”) are parties to a collective bargaining agreement that will expire on June 30, 2013.

The District makes the following initial proposal to the Association for a successor collective bargaining agreement.

COMPENSATION

- **Salaries**

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

CONTRACT LANGUAGE

Except as noted for change below, the terms of the successor agreement shall be the terms of the agreement that will expire on June 30, 2013.

- **Article 15: Hours of Employment**

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

- **Article 22: Health and Welfare Benefits**

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

- **Article 28: Term of Agreement**

Existing Contract Text:

28.1 This Agreement between the parties shall remain in full force and effective from July 1, 2011 through June 30, 2013.

District Interest: A multi-year (2013/2014 through 2015/2016) contract that contains limited reopeners for language, plus reopeners for adjustments to compensation, for the 2014/2015 and 2015/2016 school years.

OTHER

1. Modify existing contract text to incorporate previously agreed-upon changes to school configurations (e.g. K-5 at Murdock; 6-8 at WIS).
2. Explore and determine whether the following Side Letters should be continued:
 - a. Extra Pay for Additional Assignment, expires June 30, 2013.
Signed September 1, 2011
 - b. Preparation Time, expires June 30, 2013
Signed December 5, 2012