

**INITIAL PROPOSAL**  
**of the**  
**WILLOWS UNIFIED TEACHERS ASSOCIATION**  
**to the**  
**WILLOWS UNIFIED SCHOOL DISTRICT**  
**For the 2013-2014 School Year**

The Willows Unified Teachers Association (WUTA) and the Willows Unified School District (District) are parties to a Collective Bargaining Agreement (CBA) which remains in full effect until a new contract is reached. Pursuant to the Educational Employment Relations Act (EERA), the WUTA wishes to negotiate changes to the existing Agreement and a new contract duration. Specific proposals for all articles to be negotiated will be exchanged after a thorough good faith dialogue at the bargaining table.

The WUTA may propose concepts and specific contract language upon receipt of proposals by the Willows Unified School District.

Furthermore, the WUTA may propose other specific contract language regarding wages, hours and other terms and conditions of employment pursuant to this notice and the negotiations process.

Shelley Amaro  
Shelley Amaro, WUTA President

4-11-13  
Date

## WUTA

### Article

6. Personnel Files
7. Teacher Safety – To include administrative support for classroom discipline for the safety of all students
8. Public Charges
9. Evaluation
11. Transfer/Reassignment
12. Leaves – Including time to attend a funeral for staff or student
15. Hours
17. Class size
24. Miscellaneous
21. Salary Plus Appendix A & C1
28. Term – Extend the contract term at least one year