

INITIAL PROPOSAL
from the
WILLOWS UNIFIED SCHOOL DISTRICT
to the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its Willows Chapter #119

SUCCESSOR AGREEMENT

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

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

CONTRACT TEXT

Unless noted for change below, the terms of the successor agreement shall be those of the expired agreement.

- See Attachment #1 for a list of articles to be retained without change.
- See Attachment #2 for a list of articles proposed for change.

COMPENSATION

- **Salaries**

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

OTHER

District Interest: The District reserves the right to identify additional topics after the initial meeting(s) with CSEA.

CBA ARTICLES TO REMAIN UNCHANGED

Article No.	Title
1	Recognition
2	No Discrimination
3	Professional Dues or Fees and Payroll Deductions
4	Employees Rights
6	Job Representatives
9	Employee Expenses and Materials
11	Holidays
14	Leave of Absence for Retraining and Study
15	Hiring
16	Temporary Job Site/Classification Transfers
18	Classification, Reclassification and Abolition of Positions
19	Layoffs and Re-Employment
20	Grievance Procedures
21	Working Conditions
22	Safety
23	In-Service Training
24	Contracting and Bargaining Unit Work
25	Severability
26	Negotiations
27	Management Rights
28	Disciplinary Action Procedures
29	Support of Agreement
30	Statutory Changes
32	Duration of Agreement
A-1	Classified Salary Schedule 2011-2012
A-2	Classified Salary Schedule 2011-2012 for Specific Positions
A-3	Classified Job Descriptions
B	Classified Personnel Evaluation Procedure Guide

CBA ARTICLES REOPENED BY THE DISTRICT

Article No. and Title	District Interest
5. Organizational Rights 5.3 Distribution of Contract	Place on District website. Eliminate (reduce) paper copies.
7. Hours and Overtime 7.4 Increase in Hours	Discuss, clarify and possibly change.
7.10 Compensatory Time Off Subsection 7.10.2	Discuss current status of this provision with CSEA.
8. Pay and Allowances 8.7 Promotion	Discuss, clarify and possibly change language describing step placement on promotion.
10. Health and Welfare Benefits 10.1 Benefits	Discuss, clarify and possibly change this language.
10.2 Eligibility	Change eligibility threshold to six (6) hours.
10.3 District Contribution (includes 10.3.1 and 10.3.2)	See 10.2, above.
10.5 Continuation – Retirement Subsection 10.5.3	Spousal Coverage: Discuss continued relevance.
Subsection 10.5.5	Supplemental Coverage: Discuss continued relevance.
12. Vacation Plan 12.3 Accumulation Subsection 12.3.1	Specify service to “earn.”
12.7 Vacation Carry-Over	Discuss the “cap” with CSEA and develop a communications plan to employees.
13. Leaves 13.6 Entitlement to Other Sick Leave	Conform to court cases which say usage is concurrent.
17. Promotion 17.1 First Consideration	Discuss, clarify and possibly change.
17.2 Posting of Notices	Discuss “domino effect” and delays due to mailings. Goal is to speed up the process.
31. Evaluation Procedure	Revise, assess and possible modify evaluation forms.