

WILLOWS UNIFIED SCHOOL DISTRICT

INITIAL PROPOSAL
to the
WILLOWS UNIFIED TEACHERS ASSOCIATION
(2014/2015 Reopeners)

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, 2015.

Article 28.2 of the current CBA lists reopeners for 2014/2015 as follows:

28.2 Reopeners for 2014/2015

28.2.1 Salary Schedule increase;

28.2.2 Any Articles or topics of bargaining

28.2.3 Impact and effects of a change in working conditions that result from District decisions concerning LCFF, LCAP or CCSS.

REOPENERS

The District has an interest in exploring changes and/or clarifications to the following articles and topics of bargaining:

Article No.	Title	Partial Listing of District Interests
8	Public Charges	Consider deletion of this article and creation of a District policy that applies uniformly to all District employees.
9	Procedures for Evaluation	Review, update and clarify this article and all related evaluation documents.
10	Peer Assistance and Review	Review this article and consider updating or deleting.
11	Transfers	(1) Review posting requirements and establishment of a more streamlined process for filling vacancies. (2) Acknowledge the “site shuffle.”

Article No.	Title	Partial Listing of District Interests
15	Hours of Employment	<p>General: Explore this article to:</p> <ul style="list-style-type: none"> (1) clarify ambiguous text, and (2) eliminate/modify text that creates an impediment to providing quality education for students. <p>15.1.2 Include: Open House. Reformat section for clarity</p> <p>15.1.3 Agree upon a calendar for 2015/2016 and possibly 2016/2017.</p> <p>15.1.5, 15.1.6 and 15.1.7 Explore changes to this text to enhance the educational program.</p> <p>15.6.2 Delete this section since funding is no longer provided by the State.</p>
22	Health and Welfare Benefits	Section 22.3: Assess ways to reduce the impact of OPEB costs on the District's budget (GASB 45).
28	Term of Agreement	A three-year contract (2014/2015 through 2016/2017) with limited reopeners in 2015/2016 and 2016/2017.
Appendix A	Salaries	Explore options regarding A.3 – Initial Placement on Salary Schedule.
Appendix C-1	Salary Schedule	A fair and equitable adjustment to compensation that recognizes state funding for education and the District's unique fiscal challenges.

OTHER

28.2.3 Impact and effects of a change in working conditions that result from District decisions concerning LCFF, LCAP or CCSS.