


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, 2020.

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

The District has an interest in exploring changes and/or clarifications to several articles and topics of bargaining to include, but not limited to, the following:

- **Article 9: Procedures for Evaluation**
- **Article 12: Leave Provisions**
- **Article 20: Professional Dues or Fees and Payroll Deductions**
- **Article 21: Employee Salaries**
- **Article 22: Health and Welfare Benefits**
- **Article 28: Term of Agreement**
- **Appendix A: Salary Placement and Schedules**
- **Article C-1: Salary Schedule**



Mort Geivett, Ed.D., Superintendent

12/9/19

Date