

**INITIAL PROPOSAL**  
**of the**  
**WILLOWS UNIFIED TEACHERS ASSOCIATION**  
**to the**  
**WILLOWS UNIFIED SCHOOL DISTRICT**  
**For the 2020-2021 School Year**

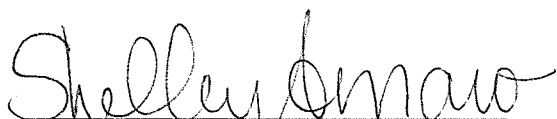
The Willows Unified Teachers Association (WUTA) and the Willows Unified School District (District) are parties to a Collective Bargaining Agreement (CBA) which remains in full effect until a new contract is reached. Pursuant to the Educational Employment Relations Act (EERA), the WUTA wishes to negotiate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

Articles and Sections may include but not limited to:

- |             |   |            |            |
|-------------|---|------------|------------|
| Article 7.  | Safety  | Article 12 | Leaves     |
| Article 15. | Hours   | Article 17 | Class Size |
| Article 18  | Summer School and Recognition   | Article 2  |            |
| Article 19  | Mileage   |            |            |
| Article 21. | Employee Salaries   | Article 22 | Benefits   |
|             | Appendix A. Salaries  |            |            |
|             | Appendix C-1 Salary Schedule  |            |            |
| Article 28  | Term – The Association is interested in discussing the possibility of a new contract duration |            |            |

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, WUTA President

NOV. 20, 2019  
 Date