

2019-2020 Initial Proposal  
from the  
California School Employees Association and its Willows #119  
to the  
Willows Unified School District

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1. Article 8 Pay and Allowances
  - a. A fair and equitable increase
2. Article 10 Health and Welfare Benefits
  - a. Increase to the benefit cap
3. Article 12 Vacation Plan
  - a. Article 12.7 Vacation Carryover- update the language according to practice
4. Article 26 Negotiations
  - a. \*NEW\* Article 26.7 CSEA will have input into the school year calendar
5. Article 32.1 Term
  - a. New three (3) year agreement July 1, 2020 through June 30, 2023
6. Article 32.2 Reopeners
  - a. 32.2.1 Reopeners for 2020/2021 shall be salary, benefits, and any non-monetary opener for each party.
  - b. 32.2.2 Reopeners for 2021/2022 shall be salary, benefits and two (2) mutually agreed to non-monetary openers for each party.
  - c. 32.2.3 Reopeners for 2022/2023 shall be salary, benefits and two (2) mutually agreed to non-monetary openers for each party.
7. Every article will be open in the 2020//2021 year.