

**INITIAL PROPOSAL**  
**from the**  
**WILLOWS UNIFIED SCHOOL DISTRICT**  
**to the**  
**WILLOWS UNIFIED TEACHERS ASSOCIATION**  
**(Successor Agreement)**

The Willows Unified School District (District) and the Willows Unified Teachers Association (WUTA or Association) are parties to a 2005-2008 collective bargaining agreement that was extended for one year, via a separate agreement dated March 13, 2008, to encompass the 2008-2009 school year. The entire agreement expires on June 30, 2009.

A budget crisis confronts the State of California. The District received a negative certification on April 15, 2009 and a qualified certification as of February 9, 2009. Even under the optimistic “balanced budget” that was passed by the California Legislature in February 2009, the District’s Base Revenue Limit was to be subject to a deficit factor of 13.094% for the 2009-2010 school year. The Legislative Analyst’s Office has announced that the State’s budget picture has deteriorated and the “balanced budget” is now a minimum of \$8 billion short. This number could rise to \$12 billion to \$14 billion. If so, at the “May Revise” (which will be presented by the State of California on June 8, 2009), the 13.094% deficit factor will likely be increased.

In light of these economic conditions, the District proposes to reopen every article of the collective bargaining agreement to ensure that the parties have maximum flexibility to make changes and adjustments that will permit the District to create a balanced budget and avoid a takeover by the State of California. By way of illustration, and not limitation, this includes consideration of adjustments and changes to such key articles as:

- ! Article 11 - Transfers
- ! Article 12 - Leave Provisions
- ! Article 17 - Class Size
- ! Article 21 - Employee Salaries
- ! Article 22 - Health and Welfare Benefits
- ! Appendix A - Salary Placement and Schedules
- ! Appendix C - Salary Schedule

As the State releases additional 2009-2010 budget information, and as the GCOE Fiscal Oversight Committee and the Fiscal Expert develop more specific information for the District, detailed proposals will be drafted that are tailored to resolving elements of the budget crisis. In

the interim, the District proposes that the District and WUTA explore short term options (*e.g.* furloughs or temporary suspension of CBA provisions) that could create a “bridge” that would allow the District and WUTA to weather the crisis while still serving the needs of students.