

INITIAL PROPOSAL
of the
WILLOWS TEACHERS ASSOCIATION
to the
WILLOWS UNIFIED SCHOOL DISTRICT
For the 2010-2011 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 following existing articles:

Existing Articles:

Article 12 Leaves
Article 15 Hours of Employment
Article 17 Class Size
Article 21 Employee Salaries


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

5-5-10

Date



Margaret Hays, Bargaining Chair

5-5-10

Date

WUTA Proposals, Concepts and Interests for Bargaining

Article 12 LEAVES

Modify 12.1.4 to reflect employee rights under Family Medical Leave Act

12.1.8 Modify language to reflect 'Subfinder' automated phone program realities and practice.

12.1.9 Leave status and balances to be posted on each monthly pay statement.

12.2 Increase Personal Need Leave to be deducted from sick leave to help teachers deal with stress created by larger class sizes and limited resources.

12.5 and 12.6 Modify language to reflect rights of fathers and spouses with maternity and paternity leaves.

12.12 Paternity: Increase leave for father or spouse for paternity or adoption.

Article 15 HOURS OR EMPLOYMENT

Teachers should not have a classroom assignment that includes teaching two classes (or class levels i.e. Algebra 1 and Algebra 2) during the same period. At the very least they should receive double their instructional budget and support – including the possibility of double prep times. Modifications are also necessary to accommodate performance evaluations.

15.1.1 (b) The District shall schedule no more than one teacher meeting per month to provide additional time for curriculum preparation and implementation planning to accommodate the limitations of large class sizes.

15.3 Unit members who are teaching a class assignment during zero period (one hour before first period) shall be paid their hourly rate.

15.6.1 (a) The District will provide a least one in-service day at the end of the school year which will allow teachers to prepare report cards and other detailed reporting and planning needs.

The parties shall negotiate a reduction in the student contact minutes.

WUTA and the District must mutually agree on all non-instructional duties assigned to unit members with an objective to free up as much time as possible (for curriculum preparation and implementation needs) by defining only those duties which are considered essential by both parties.

Article 17 CLASS SIZE

17.3.3 Designate a maximum class size for PE at all school sites. This is an item that relates directly to student/teacher safety and liability and providing practical and effective instruction to students.

17. New - Teachers who are assigned combination classes at any school site the District should provide 50-75% additional instructional account dollars and guarantee at least 50% additional support time. There also should be special factors developed and agreed to for those combo teachers who are receiving performance evaluations on more than one class level.

21 SALARIES

Teachers must be guaranteed minimum support dollars and this should be based on class size. The figures are just by way of example – i.e.

<u>Class size</u>	<u>Minimum instructional dollars</u>
20-25	\$400
25-30	\$500
30-35	\$600
35-40	\$700
40+	\$750

In addition MAA dollars received by teachers into their classroom accounts is above and beyond these minimum amounts.

All MAA funds received by the district and guaranteed by contract to unit member classroom accounts will be distributed not more than thirty days after their receipt