

December 16, 2009

PROPOSAL
from the
WILLOWS UNIFIED SCHOOL DISTRICT
to the
WILLOWS UNIFIED TEACHERS ASSOCIATION
for a
SUCCESSOR AGREEMENT

The Willows Unified School District (District) and the Willows Unified Teachers Association (WUTA) are parties to a collective bargaining agreement that expired on June 30, 2009.

Pursuant to California Government Code section 3547, the District presents this proposal for a successor collective bargaining agreement. The District has identified several contract articles to be the subject of negotiations. The District, like almost every other school district in California, must make adjustments to its budget to reflect the State's budget crisis and the resulting cuts that have been, or will be, imposed on K-12 education.

The articles identified for negotiation by the District were chosen because they present the parties with the largest array of options on which to forge an agreement that will address the anticipated budget deficit.

ARTICLE	TITLE	DISTRICT'S INTEREST
1	Agreement	Maintain status quo.
2	Recognition	Maintain status quo.
3	Association Rights	Maintain status quo.
4	Management Rights	Maintain status quo.
5	Personal Freedom and the Freedom to Teach	Maintain status quo.
6	Personnel Files	Maintain status quo.
7	Teacher Safety	Maintain status quo.
8	Public Charges	Maintain status quo.
9	Procedure for Evaluations	Revise, as appropriate, to facilitate Race to the Top (e.g. Section 9.3).
10	Peer Assistance and Review Program	Review to determine continued relevance. Possibly delete or revise.
11	Transfers	Reopen

ARTICLE	TITLE	DISTRICT'S INTEREST
12	Leave Provisions	Maintain status quo.
13	Educational Improvement	Maintain status quo.
14	Military	Maintain status quo.
15	Hours of Employment	<p>! To be reviewed and modified, as appropriate, in light of educational needs and reductions in K-12 funding.</p> <p>! Some possibilities include: (1) reduction of days outside student attendance days; (2) reduction of student attendance days; (3) modification of minutes per day; (4) modifications to preparation time; (5) staff development days.</p>
16	Curricular Improvement Programs	Review to determine continued relevance.
17	Class Size	To be reviewed and modified, as appropriate, in light of educational needs and reductions in K-12 funding.
18	Summer School	Maintain status quo.
19	Mileage Allowance	Maintain status quo.
20	Professional Dues or Fees and Payroll Deductions	Maintain status quo.
21	Employee Salaries	<p>! An appropriate adjustment to compensation in light of reductions in K-12 funding.</p> <p>! Consider modification to annual salary step provisions (paragraph 21.1.1).</p> <p>! Consider modification to paragraph 21.2.</p>
22	Health and Welfare Benefits	! To be reviewed and modified, as appropriate, in light of educational needs and reductions in K-12 funding.
23	Grievance Procedures	Modify to address issues raised by recent court decisions. Either delete binding arbitration or add text to provide review when arbitrator makes an error of fact or law. Consider change to order of dispute resolution process (<i>e.g.</i> to Board first, then arbitration).
24	Miscellaneous Provisions	Consider modification of Section 24.5 (Resignation on March 15 presents issues).
25	Severability	Maintain status quo.
26	Statutory Changes	Maintain status quo.
27	Negotiations	Maintain status quo.

ARTICLE	TITLE	DISTRICT'S INTEREST
28	Term of Agreement	Term is to be determined. Conform balance of Article to reflect the final agreement.
App A	Salary Placement and Schedules	Modify provisions to conform to the final agreement (plus, consider modifications to 3.2.1 Years of Service and 6.3 Athletic Stipends).
App B	Certificated Teacher Evaluation Forms	Maintain status quo. Except, need evaluation forms for Counselors and Nurses
App C	Salary Schedule	An appropriate adjustment in light of reductions in K-12 funding. Modify related provisions as appropriate.

Notes:

- (1) ***The State of California is in a condition of continuing and escalating fiscal crisis. As a result, the above proposals are subject to modification based on changed circumstances.***
- (2) ***On November 9, 2009, the Governor's office announced that California's budget this fiscal year (2009/2010) will likely be short \$5 billion to \$7 billion. The deficit for next year (2010/2011) was estimated at \$7.4 billion.***
- (3) ***On November 18, only nine days later, the Legislative Analyst's Office reported that:***
 - (a) ***the 2009/2010 deficit is \$6.3 billion; and***
 - (b) ***the General Fund deficit is \$20.7 billion for 2010/2011.***
- (4) ***See Attachment #1 for District Options for WUTA to achieve its fair share of the budget deficit.***

WILLOWS UNIFIED SCHOOL DISTRICT

BACKGROUND and ESSENTIAL FACTS

1. Shortfall:

- a. At the 1st Interim Report, the Multi-Year Projection identifies an on-going shortfall in the General Fund of roughly \$1,300,000 commencing 2010/2011.
- b. Cash Flow projections indicate that the District could be unable to meet its fiscal responsibilities by August/September of 2010.

2. Fair Share:

- a. As a percentage of projected unrestricted expenditures in 2009/2010, the total salaries and benefits of each group of employees are:

(1)	WUTA	63.43%
(2)	CSEA	22.25%
(3)	Management and Confidential	14.32%

- b. If the shortfall is spread equitably over all employee groups, each employee group's fair share is:

(1)	WUTA	\$824,590
(2)	CSEA	\$289,250
(3)	Management and Confidential	\$186,160

3. The cost of 1% on the salary schedule for each group is:

(1)	WUTA	\$ 60,400
(2)	CSEA	\$ 23,207
(3)	Management	\$ 12,396
(4)	Confidential	\$ 2,542

WUTA’S FAIR SHARE

1. Fewer Work Days

- a. Five (5) fewer work days in 2009/2010, with a proportional reduction to the salary schedule, would provide a savings of \$151,000 in 2009/2010 that could be used to reduce the deficit in 2010/2011.
- b. Effective close of business on June 30, 2010, reduce teacher work days by six (6) (commencing in 2010/2011) with a proportional reduction to the salary schedule, this would provide a savings of \$181,200.
- c. Collectively, these reduced work days will generate \$332,200 towards WUTA’s fair share of the deficit.

2. Step Increments

Step increments for WUTA members are estimated to be \$39,000 a year in 2010/2011 and also in 2011/2012. If Step increases were eliminated for these two years, the budget would be relieved of \$78,000.

3. WUTA’s Remaining Fair Share

After savings generated a combined eleven (11) fewer work days in 2009/2010 and 2010/2011, and eliminating the cost of step increments for one year, WUTA’s remaining fair share of the needed reduction is \$453,590. This would be equal to a 7.51% decrease to the salary schedule.

4. Two Options:

Against this Background and Essential Facts, the District proposes two (2) options to WUTA:

(a)	<u>Option I:</u>	
	Reduction of 11 work days (combined 09/10 and 10/11)	\$ 332,000
	Establish a “Perma Freeze” on Step Increments in 2010/2011	39,000
	Eliminate <i>either</i> PE Prep <i>or</i> Music Prep at elementary	est. 84,000
	Salary Schedule reduction of 6.12%	369,590
	TOTAL SAVINGS	\$ 824,590

- (b) **Option II:** The District will consider in good faith alternative methods proposed by WUTA to achieve the same \$824,590 reduction in expenditures within the WUTA bargaining unit.

- (c) **Restoration Formula:** Either Option could include an equitable formula to restore cuts when the funded Base Revenue Limit, or other agreed upon criteria, improves.