

WILLOWS UNIFIED SCHOOL DISTRICT

INITIAL PROPOSAL
to the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
CHAPTER #119

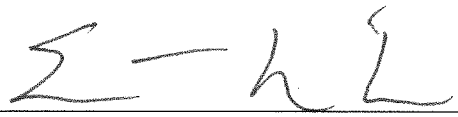
(Successor Collective Bargaining Agreement)

The Willows Unified School District ("District") and the California School Employees Association Chapter #119 (" Association" or "CSEA") are parties to a collective bargaining agreement that expired on June 30, 2020.

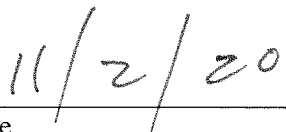
The District makes the following initial proposal to the Association for a successor collective bargaining agreement.

The District has an interest in exploring changes and/or clarifications to several articles and topics of bargaining to include, but not limited to, the following:

- Article 7: Hours and Overtime
- Article 8: Pay and Allowances
- Article 9: Employee Expenses and Materials
- Article 10: Health and Welfare Benefits
- Article 12: Vacation Plan
- Article 13: Leaves
- Article 15: Hiring
- Article 16: Temporary Job Site / Classification Transfer
- Article 17: Promotion
- Article 22: Safety
- Article 32: Duration of Agreement
- Attachment "A-1": Classified Salary Schedule
- Attachment "A-2": Classified Salary Schedule



Emmett Koerperich, Superintendent



Date