

INITIAL PROPOSAL FROM THE  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS WILLOWS  
CHAPTER NO. 119 (“CSEA”)  
TO THE  
WILLOWS UNIFIED SCHOOL DISTRICT (“DISTRICT”)  
REGARDING 2022/2023 REOPENERS

---

1. Article 8 Pay and Allowances:
  - a. CSEA hereby proposes the District implement a fair and equitable increase across the salary schedule.
  - b. CSEA hereby proposes the District implement a bilingual stipend.
2. Article 10 Health and Welfare Benefits:
  - a. CSEA hereby proposes the District implement a fair and equitable increase in the contribution to health benefits.
  - b. CSEA hereby proposes the District offer an HSA in addition to the IRC Section 125 plan.
3. Article 17 Promotion: CSEA hereby proposes changes to the promotion process for the classified bargaining unit member employees.
4. Article 7 Hours and Overtime:
  - a. CSEA hereby proposes changes to clarify language regarding Increase in Hours.
  - b. CSEA hereby proposes to include optional professional development hours for classified bargaining unit members.