

2022-23 INITIAL PROPOSAL

From

WILLOWS UNIFIED SCHOOL DISTRICT (WUSD)

to the

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER #119 (“CSEA”)

1. Article 8: Pay and Allowances, including but not limited to:
 - a. WUSD hereby proposes a fair and equitable increase to the salary schedule.
 - b. WUSD hereby proposes to engage a consultant firm for the completion of a Classification and Compensation study of all classified positions.
 - c. WUSD hereby proposes changes to clarify language regarding “Frequency – Once Monthly” and payroll warrants for ten (10) month employees.
 - d. WUSD hereby proposes changes to language related to allowing participation in Deferred Net Pay for classified employees in 10 and 11 month positions.
2. Article 10: Health & Welfare Benefits –WUSD hereby proposes to establish a process and timeline for the consideration of health insurance provider alternatives.
3. Article 12: Vacation Plan
 - a. WUSD hereby proposes changes to language related to vacation granting and payment for employees working in less than 12 months positions
 - b. WUSD hereby proposes changes to clarify language regarding vacation carry-over.
4. Article 13: Leaves
 - a. WUSD hereby proposes changes to language regarding bereavement leave to effect changes enacted by AB 1949 which will be effective January 1, 2023.
 - b. WUSD hereby proposes changes to language regarding Personal Business Leave.
 - c. WUSD hereby proposes changes to language to leave provisions related to the Family and Medical Leave Act (FMLA) and California Family Rights Act (CFRA).