

INITIAL PROPOSAL FROM THE  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS WILLOWS  
CHAPTER NO. 119 (“CSEA”)  
TO THE  
WILLOWS UNIFIED SCHOOL DISTRICT (“DISTRICT”)  
REGARDING 2023-2026 SUCCESSOR AGREEMENT

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The California School Employees Association and its Willows Chapter No. 119 (“CSEA”) hereby proposes opening the following articles of the collective bargaining agreement for the 2023-2026 successor agreement:

1. Article 7 Hours and Overtime:
  - a. CSEA hereby proposes modifications to the language including, but not limited to standby time, and language contained in Article 7 Increase in Hours, section 4, clarifying CSEA’s right to negotiate the decision and effects of an increase in hours.
2. 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 modifications to the language including, but not limited to, longevity increases for the 2023-2024, 2024-2025, and 2025-2026 school years, and the implementation of bilingual stipends and coaching stipends.
3. Article 9 Employee Expenses and Materials
  - a. CSEA hereby proposes modifications to the language including, but not limited to, the implementation of cell phone stipends, increasing the amount reimbursed for safety equipment, and including a form for the Professional Growth Program.
4. Article 10 Health and Welfare Benefits:
  - a. CSEA hereby proposes the District implement a fair and equitable increase in the contribution to health benefits.
5. Article 18 Classification, Reclassification and Abolition of Positions
  - a. CSEA hereby proposes modifications to the language including, but not limited to, the development of a reclassification process and form.
6. Article 19 Layoffs and Re-Employment
  - a. CSEA hereby proposes modifications to the language including, but not limited to, aligning with the law.
7. Article 23 In-Service Training
  - a. CSEA hereby proposes modifications to the language including, but not limited to, bargaining unit members participating in District in-service two times a year.
8. Article 31 Evaluation Procedure

- a. CSEA hereby proposes modifications to the language including, but not limited to, identifying evaluators and changes to the language in Attachment B.
- 9. Article 32 Duration of Agreement
  - a. CSEA hereby proposes modifications to the language including, but not limited to, a three-year term from July 1, 2023, through June 30, 2026, with reopeners for salary, benefits, and two additional articles for each party in 2024-2025 and 2025-2026.