

**WILLOWS UNIFIED SCHOOL DISTRICT**  
**INITIAL PROPOSAL**  
**to the**  
**WILLOWS UNIFIED TEACHERS ASSOCIATION**  
**(Successor Collective Bargaining Agreement)**

The Willows Unified School District (“District”) and the Willows Unified Teachers Association (“Association” or “WUTA”) are parties to a collective bargaining agreement that will expire on June 30, 2013.

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

**COMPENSATION**

- **Salaries**

**District Interest:** A fair and equitable “adjustment” to compensation that recognizes state funding for education and the District’s unique fiscal challenges.

**CONTRACT LANGUAGE**

Except as noted for change below, the terms of the successor agreement shall be the terms of the agreement that will expire on June 30, 2013.

- **Article 15: Hours of Employment**

**District Interest:** Exploration of furlough days to address the District’s financial circumstances.

- **Article 22: Health and Welfare Benefits**

**District Interest:** Explore ways to either eliminate, or cap, the District’s exposure to the cost of medical benefits after retirement.

- **Article 28: Term of Agreement**

**Existing Contract Text:**

28.1 This Agreement between the parties shall remain in full force and effective from July 1, 2011 through June 30, 2013.

**District Interest:** A multi-year (2013/2014 through 2015/2016) contract that contains limited reopeners for language, plus reopeners for adjustments to compensation, for the 2014/2015 and 2015/2016 school years.

<b>OTHER</b>
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1. Modify existing contract text to incorporate previously agreed-upon changes to school configurations (e.g. K-5 at Murdock; 6-8 at WIS).
2. Explore and determine whether the following Side Letters should be continued:
  - a. Extra Pay for Additional Assignment, expires June 30, 2013.  
Signed September 1, 2011
  - b. Preparation Time, expires June 30, 2013  
Signed December 5, 2012