

Initial Proposal  
From  
California School Employees Association and its Willows Chapter No. 119 (“CSEA”)  
To the  
Willows School Unified District (“District”)  
For the 26/27 Successor

The California School Employees Association and its Willows No. 119 Chapter (“CSEA”) submit the following initial proposal for contract negotiations to the Willows Unified School District (“District”) thereby satisfying the Public Notice legal requirements:

**ARTICLE 2: NO DISCRIMINATION**

- CSEA hereby proposes updated language to reflect FEHA protections.

**ARTICLE 5: ORGANIZATIONAL RIGHTS**

- CSEA hereby proposes the inclusion of language to align with current state requirements.
- CSEA proposes revisions to clarify language regarding organizational rights.

**ARTICLE 6: JOB REPRESENTATIVES**

- CSEA proposes the removal of Article 6 in its entirety, with its core content integrated into Article 5.

**ARTICLE 7: HOURS and OVERTIME**

- CSEA hereby proposes the update and removal of language reflecting hours and overtime.

**ARTICLE 8: PAY AND ALLOWANCES**

- CSEA hereby proposes a fair and equitable increase to the Classified Employee salary schedule.
- CSEA proposes the inclusion of language consistent with Education Code.
- CSEA proposes the addition of language for compensation.

## **ARTICLE 10: HEALTH AND WELFARE BENEFITS**

- CSEA hereby proposes an increase to the current Health and Welfare benefit cap.

## **ARTICLE 13: LEAVES**

- CSEA hereby proposes the re-introduction of the Catastrophic Leave Bank.

## **ARTICLE 19: LAYOFFS**

- CSEA hereby proposes updating the language governing layoff procedures.

## **ARTICLE 22: SAFETY**

- CSEA proposes the addition of uniforms stipend/reimbursement – cafeteria \$50 shoes (accumulative)

## **ARTICLE 32: DURATION of AGREEMENT**

- CSEA proposes a new term from July 1, 2026 through June 30, 2029.
- CSEA hereby proposes revisions to the Distribution of Contract.

CSEA proposes new Article for Technology/GPS.