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MAR 30 2026

WILLOWS UNIFIED
SCHOOL DISTRICT

INITIAL PROPOSAL
of the
WILLOWS UNIFIED TEACHERS ASSOCIATION
to the
WILLOWS UNIFIED SCHOOL DISTRICT

Successor Collective Bargaining Agreement

The Willows Unified Teachers Association (WUTA) and the Willows Unified School District (District) are parties to a Collective Bargaining Agreement (CBA) that will expire on June 30, 2026 shall remain in full effect until a new contract is reached. Pursuant to the Educational Employment Relations Act (EERA), the WUTA wishes to negotiate changes to the existing Agreement. Specific proposals for all articles to be negotiated will be exchanged after a thorough good faith dialogue at the bargaining table.

WUTA has an interest in exploring changes and/or clarifications to several articles and topics of bargaining to include, but not limited to, the following:

Article 9 Procedure for Evaluations and corresponding Appendices

Article 15 Hours of Employment

Article 17 Class Size

Article 21 Employee Salaries and corresponding Appendices

Article 22 Health and Welfare Benefits

Article 24 Miscellaneous Provisions

WUTA would like to discuss language concerning Teacher on Special Assignment (TOSA) and any language pertaining to existing Side Letters or Memorandum of Understandings.

WUTA may propose concepts and specific contract language upon receipt of proposals by the Willows Unified School District.



Cathryn Fleming, WUTA President

3/30/2026

Date