

PROPOSAL
From Woodland Joint Unified School District (District)
to Woodland Educators Association (WEA)
July 9, 2019

This is a package proposal to settle negotiations for 2018-2019 and 2019-2020. If the proposal is not accepted as stated herein, the District is not obligated to offer any specific element in future proposals, although we will continue to bargain in good faith.

Any issue, subject, or matter discussed by the District and WEA during negotiations over the 2018-2019 and 2019-2020 bargaining proposals not contained in this document shall be considered withdrawn by the party presenting it. Any “oral agreement” or “understanding” not reflected in writing herein shall have no force or effect.

The District proposes to increase the monthly contribution to health and welfare benefit to a total amount of \$800 per month effective July 1, 2019. With this proposal, the District proposes the following change to contract language:

1. Article 10 – Unit Member Benefits and Reimbursement

Bold = New Language

~~Strike Out~~ = Change to Current Language

Article 10 (G): The parties agree that the maximum contribution by the District toward maintaining the current level of benefits for each unit member shall be ~~\$540~~ **\$800** per month for each unit member until a mutually agreed upon change.

2. Additional Agreements

The parties previously agreed to changes in the following articles as part of the 2018-2019 and 2019-2020 negotiations. These agreements will be incorporated into the successor agreement and are attached to this proposal.

Article	Title
8	Grievance Procedures
18	Evaluation

3. Article 1: Agreement

The District proposes the following changes to contract language in this section.

Bold = New Language

~~Strike Out~~ = Change to Current Language

Article 1(C): The Agreement shall remain in full force and effect from the time of its ratification by both parties to June 30, ~~2019~~ **2020**, or until a new agreement has been reached by both parties.

Date: _____

For District:	For WEA: