

**INITIAL PROPOSAL**  
**of the**  
**WHEATLAND SCHOOL DISTRICT**  
**to the**  
**WHEATLAND ELEMENTARY SCHOOL TEACHERS ASSOCIATION**  
**for a**  
**SUCCESSOR AGREEMENT**

The Wheatland School District (District) and the Wheatland Elementary School Teachers Association (WESTA) are parties to a collective bargaining agreement which expired on June 30, 2020. Pursuant to California Government Code section 3547, the District presents its initial proposal as set forth below. Unless noted for change below, the terms of the successor agreement shall be those of the agreement that expired on June 30, 2020.

| ARTICLE       | TITLE                                          | DISTRICT'S INTEREST                               |
|---------------|------------------------------------------------|---------------------------------------------------|
| 1             | Agreement                                      | Term of Agreement – July 1, 2020 to June 30, 2023 |
| 3             | Duties & Responsibilities                      | To be reviewed and modified, as appropriate.      |
| 9             | Employee Benefits                              | To be reviewed and modified, as appropriate.      |
| 12            | Salaries                                       | To be reviewed and modified, as appropriate.      |
| Appendix<br>A | Salary Schedules                               | To be reviewed and modified, as appropriate.      |
| Appendix<br>B | Payment for Extra Duties                       | To be reviewed and modified, as appropriate.      |
| Appendix<br>D | Health, Dental, Life and Vision Benefits Plans | To be reviewed and modified, as appropriate.      |

The District reserves the right to add additional articles, as needed, until the successor agreement has been approved