

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

The Wheatland Elementary School Teachers' Association (WESTA) and the Wheatland Elementary School District (District) are parties to a Collective Bargaining Agreement (CBA) for the term July 1<sup>st</sup>, 2020 through June 30<sup>th</sup>, 2023, which remains in full effect until a new contract is reached. Pursuant to the Educational Employment Relations Act (EERA) and the CBA, WESTA wishes to negotiate changes to the following existing articles:

ARTICLE 9: Employee Benefits

ARTICLE 12: Salaries

ARTICLE 15: Retirement Options and Benefits

Appendix B: Payment for Extra Duties

In addition, we wish to negotiate the role WESTA will have in the process for ongoing input for the Wheatland School District calendar.

WESTA reserves the right to add additional articles as needed until the new agreement is approved.

\_\_\_\_\_*Elaine Guzman*\_\_\_\_\_(electronically signed)\_\_\_\_\_

Elaine Guzman, President

Wheatland Elementary School Teachers' Association