

**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, 2023. 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, 2023.

ARTICLE	TITLE	DISTRICT'S INTEREST
9	Employee Benefits	To be reviewed and modified, as appropriate.
12	Salaries	To be reviewed and modified, as appropriate.
15	Retirement Options and Benefits	Continued Discussion and Negotiation from 2020/2021
17	Reopeners	Clean Up Old Language
Appendix A	Salary Schedules	To be reviewed and modified, as appropriate.
Appendix B	Payment for Extra Duties	To be reviewed and modified, as appropriate.
Appendix D	Health, Dental, Life and Vision Benefits Plans	To be reviewed and modified, as appropriate.

Articles 9, 12 and 15 are mutually agreed upon reopeners with WESTA

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