

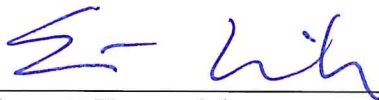
**TENTATIVE AGREEMENT
BETWEEN THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS WILLOWS
CHAPTER 119 (“CSEA”)
AND THE
WILLOWS UNIFIED SCHOOL DISTRICT (“DISTRICT”)
REGARDING THE
2022/2023 SCHOOL YEAR NEGOTIATIONS**

CSEA and the District hereby agree to resolve negotiations for the 2022/2023 School Year with the following attached Articles:

- Article 7 – CSEA and the District agree to the proposed language changes in Article 7.4.
- Article 8 - The District shall increase the classified salary schedule by 5% retroactive to July 1, 2022.
- Article 10 - CSEA and the District agree to proposed language changes to Article 10.7.
- Article 12 – CSEA and the District agree to the proposed language changes to Article 12.2, 12.3, 12.6 and 12.7 as stated in CSEA’s proposal number 5.
- Article 13 - CSEA and the District agree to proposed language changes in Article 13.1, 13.11 and 13.13. Also, the elimination of current Article 13.9 (Personal Business Leave).
- Article 17 - CSEA and the District agree to proposed language changes in Article 17.1.

This Agreement is hereby signed by the District and CSEA on this 11th day of July 2023.

For the District:

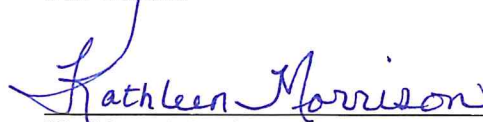


Emmett Koerperich
Superintendent

Sincerely S. Appleton CSEA
Evelyn Nicholas



For CSEA:



Kathleen Morrison
Chapter 119 President



Crystal Ferrer
Labor Relations Representative



CSEA PROPOSAL #3 TO WUSD
5/15/2023 _____

ARTICLE 7

HOURS AND OVERTIME

WUSD counter proposal to CSEA # 4

WUSD Revisions in Red 5/30/23

(7.1-7.3 status quo)

7.4 Increase in Hours: When additional hours are ~~available to be~~ assigned to a part-time position on a regular basis, the assignment shall **first** be offered to the employee with the greatest bargaining unit seniority, within that class or, if that be equal, the greater **hire** date seniority, and if that be equal, then the determination shall be made by lot. If the senior employee declines the assignment, it shall **then** be offered to the remaining employees in the class in descending order of bargaining unit seniority until the assignment is made.

(7.5-7.17 status quo)

SK 7/11/23
KM 7/11/23
CP 7/11/23

WUSD Response to CSEA Proposal # 2

5/1/23

WUSD Response in Red

WUSD Proposal to CSEA 5/15/23

Article 8

Pay and Allowance

- 8.1 Salary: Each unit member shall be paid based upon his/her placement on Attachment A-1, Classified Salary Schedule.
- 8.1.1 The number of paid days for twelve-month bargaining unit members will be two hundred sixty (260) days, including paid holidays. Non-work days will be scheduled in the work calendar each year, if necessary. The District and the Association will mutually determine these non-work, non-paid days so as to maintain services to students on instructional days.
- 8.1.2 The District shall pay step and longevity increases for the 2020/21, 2021/22, and 2022/23 school years. The District shall increase the classified salary schedule by 5 8% retroactive to July 1, 2022.
- 8.1.3 Instructional Aides working yard duty will be paid at their regular hourly wage as an aide.
- 8.1.4 Each Custodian whose shift includes a majority of its hours between 5:00 p.m. and 6:00 a.m. shall be entitled to receive a shift differential. The shift differential shall be two point five percent (2.5%) of his/her base pay and shall apply to all hours in the shift.
- ~~8.1.5 A bilingual stipend of up to \$1,500 per year to be paid prorated based upon their work calendar to six (6) unit members selected by mutual agreement between CSEA and the district to regularly provide language translation services. This stipend for translation will not be paid for unit members already serving in a bilingual classification.~~

(No changes 8.2 through 8.14)

Sh 7/11/23
KM 7/11/23
CF 7/11/23

WUSD response to CSEA Proposal # 1 to WUSD
5/1/23

WUSD Response in Red

WUSD Proposal to CSEA 5/15/23

ARTICLE 10
HEALTH AND WELFARE BENEFITS

10.1 **Benefits:** The District will pay, in accordance with Paragraphs 10.2 and 10.3, the required annual contribution of an enrolled employee's monthly premium for:

10.1.1 **MEDICAL:** A plan, or plans, selected by CSEA available from California's Valued Trust (CVT).

10.1.2 **DENTAL:** A plan, or plans, selected by CSEA through Delta Dental Plan of California available from CVT.

10.1.3 **VISION:** A plan selected by CSEA through Vision Service Plan (VSP) available from CVT.

10.1.4 **INCOME PROTECTION:** Income Protection Plan I (Disability) through American Fidelity.

10.1.5 **LIFE INSURANCE:** Fifteen Thousand Dollars (\$15,000) Life Insurance Policy.

10.2 **Eligibility:** Each employee in the bargaining unit who has a base assignment of at least four (4) hours per day (minimum of twenty (20) hours per week), shall be entitled to receive those insurance coverages set forth in Paragraphs 10.1.1, 10.1.2, 10.1.3, and 10.1.5.

10.2.1 All employees in the bargaining unit, irrespective of hours worked, are included in Paragraph 10.1.4.

10.3 **District Contribution:** Effective July 1, 2016, the maximum required District annual contribution for the plans set forth in Paragraphs 10.1.1, 10.1.2, 10.1.3, and 10.1.5 shall be increased from Twelve Thousand Dollars (\$12,000.00) to Twelve Thousand Six Hundred Dollars (\$12,600.00) per year. Retroactive to July 1, 2022, the maximum required District annual contribution for the plans set forth in Paragraphs 10.1.1, 10.1.2, 10.1.3, and 10.1.5 shall be increased from Twelve Thousand Six Hundred Dollars (\$12,600.00) to Thirteen Thousand Eight Hundred Dollars (\$13,800.00) per year.

10.3.1 Effective July 1, 2006, the District's contribution for benefits shall (providing the unit member is at least four (4) hours) be prorated by dividing the hours in the employee's base salary assignment by eight (8). Prorating shall not, however, apply to a unit member employed on or before April 1, 2011 and who was receiving a District contribution for benefits on that date.

10.3.2 Should a plan cost more than the District's required contribution, each covered employee shall sign a payroll deduction form and pay the monthly difference by payroll deduction.

(No changes 10.4 through 10.6)

Rm 7/11/23
cf 7/11/23
7/14/23

10.7 **Other Benefits and Plans:** The District may contract with providers to have other benefits made available to employees on a voluntary basis, such as additional life insurance, cancer and accident insurance policies, and 403(b) and 457 plans. Information on these plans will be made available to all employees at the time of employment and as any new benefits become available.

10.7.1 The District shall establish Health Savings Account (HSA) options, including but not limited to, contracting with CVT for all employees.

RM 7/11/23
of 7/11/23
Sh 7/11/23

CSEA Proposal #5 to WUSD
7/11/2023 _____

Article 12
VACATION PLAN

12.1 Eligibility: All employees in the bargaining unit shall earn paid vacation time under this Article. Vacation benefits are earned on a fiscal year basis – July 1 through June 30.

12.2 Paid Vacation: Except as otherwise provided in this Article, paid vacation shall be granted to all employees at the beginning of each ~~no later than the fiscal year immediately following the fiscal year in which it is earned.~~

12.3 Accumulation: Vacation time shall be earned and accumulated on a monthly basis in accordance with the following schedules:

12.3.1 From the first (1st) month through the fifth (5th) year of service, vacation time shall be earned and accumulated at the rate of one point two-five (1.25) days vacation for each month of service, not to exceed ~~twelve~~ fifteen (15) days per fiscal year. Employees hired on or after the fifteenth (15th) of any given month will not be entitled to vacation earnings for that month.

12.3.2 Commencing with the sixth (6th) year through the tenth (10th) year of service, vacation time shall be earned and accumulated at the rate of one ~~point two-five (1.25)~~ days' vacation for each month of service, not to exceed ~~fifteen~~ eighteen (18) days per fiscal year.

12.3.3 Commencing with the eleventh (11th) year through the fifteenth (15th) year of service, vacation shall be earned and accumulated at the rate of one point ~~seven-five-zero (1.750)~~ days' vacation for each month of service not to exceed ~~eighteen~~ twenty-one (21) days per fiscal year.

12.3.4 Commencing with the sixteenth (16th) year through the twentieth (20th) year of service, vacation time shall be earned and accumulated at the rate of ~~one two point zero seven-five (2.0175)~~ days' vacation for each month of service, not to exceed ~~twenty-four~~ one (21) days per fiscal year.

12.3.5 Commencing with the twenty-first (21st) year and each year thereafter, vacation time shall be earned and accumulated at the rate of two point two-five (2.25) days' vacation for each month of service, not to exceed ~~twenty-four~~ seven (27) days per fiscal year.

(12.4-12.5 status quo)

12.6 Vacation Postponement:

KM 7/11/23
CF 7/11/23
Sh 7/11/23

12.6.1 If a bargaining unit employee's vacation becomes due during a period when he/she is on leave due to illness or injury, he/she may request that his/her vacation date be changed, and the District shall grant such request in accordance with vacation dates available at that time. The employee may elect to have his/her vacation rescheduled in accordance with the vacation schedule available at that time, or may request to carry over his/her vacation to the following year.

12.6.2 If, for any reason, a bargaining unit employee is denied a scheduled vacation, he/she shall be compensated at the rate of time and one-half (1 ½) for all hours worked during the scheduled vacation period. In such a case, the employee shall suffer no reduction in the paid vacation days due him/her.

12.6.3 If a bargaining unit employee is not permitted to take all or part of his/her annual vacation, the amount not taken shall, at the option of the employee, be accumulated for use in the following year or paid for in cash **pursuant to Article 12.7.**

12.7 Vacation Carry-Over: ~~Beginning with the 1996/97 fiscal year, e~~ Except as provided in Paragraph 12.6.3, and when mutually agreeable between the employee and the district, any employee in the bargaining unit may elect to carry ten (10) days of vacation over to the following fiscal year. If at any time, the sum of unused vacation plus vacation currently accrued exceeds thirty-four (34) days, the employee will, at the District option, be directed to schedule the excess time or be paid for it.

(12.8-12.10 status quo)

KA 7/11/23
OK 7/11/23
S, P 7/11/23

TENTATIVE AGREEMENT BETWEEN
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS WILLOWS CHAPTER NO. 119 ("CSEA")
AND THE WILLOWS UNIFIED SCHOOL DISTRICT ("DISTRICT")

ARTICLE 13 LEAVES

SEE ATTACHED PROPOSAL

WUSD		CSEA 119	
Name <i>S. Wih</i>	Date <i>5-1-23</i>	Name <i>J. Morrison</i>	Date <i>5/1/23</i>

*Ku 7/11/23
or 7/11/23
Sh 7/11/23*

Tentative Agreement 5/1/2023

WUSD response to CSEA Proposal # 1 to WUSD
5/1/23

WUSD Response in Red

CSEA PROPOSAL #2 TO WUSD
5/1/2023

Article 13

LEAVES

13.1 Bereavement Leave: Employees shall be granted a leave with full pay in the event of the death of any member of the employee's immediate family. The leave shall be for a period of ~~four (4)~~ **five (5)** days or six (6) days, if travel amounts to over three hundred (300) miles. **The bereavement leave shall be completed within three months of the date of death of the family member pursuant to Government Code 12945.7.** The immediate family is defined as husband, wife, mother, father, sister, brother, son, daughter, mother-in-law, father-in-law, grandmother, grandfather, son-in-law, daughter-in-law, grandchild, foster parent, step-parent, step-son, step-daughter, foster son, foster daughter, brother-in-law, sister-in-law, or any relative of either spouse living in the immediate household of the employee.

(no change to 13.2-13.8)

~~13.9 Personal Business Leave: Each member shall be entitled to three (3) days of paid leave annually for the purpose of conducting personal business which can be taken in quarter (1/4) day increments. Such leave shall be arranged for in advance with the employee's immediate supervisor. Such days are not cumulative.~~

(no change to 13.10)

~~13.11 Child Rearing Leave: An employee who is the natural or adoptive parent of a child shall be entitled to an unpaid leave of absence for the purpose of rearing his or her child. Such leave shall be for a maximum period of three (3) months and shall be granted upon giving the District four (4) weeks' notice prior to the anticipated date on which the leave is to commence.~~ **Family Medical Leave Act and California Family Rights Act (FMLA and CFRA): All employees are entitled to leave provisions as authorized by FMLA and CFRA. Such leave may provide for absences due to extended illness of a qualifying family member, child-rearing, adoption, baby bonding, military provisions, and all other permitted provisions.**

(no change to 13.12)

KM 7/11/23
CF 7/11/23
SM 7/11/23

13.13 Parental Leave: An employee shall be entitled to three (3) days of paid leave immediately following the birth of a child or the adoption of a pre-school-aged child.

13.13.1 For the purposes of this Article, “parental leave” is defined as “leave for reason of the birth of a child of the employee, or the placement of a child with an employee in connection with the adoption or foster care of the child by the employee.” All full-time and part-time employees who have been employed for twelve (12) months are entitled to utilize unpaid parental leave.

13.13.2 Eligibility for Parental Leave

13.13.2.1 All full-time and part-time employees who have been employed for 12 months are entitled to utilize unpaid parental leave.

13.13.3 General Provisions

13.13.3.1 All employees who meet the eligibility requirements in Section 13 are entitled to 12 workweeks of unpaid parental leave in any 12-month period. When both parents of the child are employed by the District, the parents will be limited to a total of 12 workweeks of parental leave between the two of them. An employee may choose to use his or her paid leave during parental leave pursuant to Articles 13.13.3.4 through 13.13.3.6

13.13.3.2 The employee is entitled to take parental leave in intermittent periods within the 12-month period; however, the aggregate amount of parental leave taken shall not exceed 12 workweeks in the 12-month period.

13.13.3.3 If a school year concludes before the 12-workweek period is exhausted, the employee may take the balance of the 12-workweek period in the subsequent school year.

13.13.3.4 The employee is entitled to use his or her regular accrued paid sick leave and differential pay sick leave in taking parental leave, if the employee chooses to do so. The employee must first use his or her regular sick leave, and then, when this accrued leave is exhausted, the employee is entitled to use differential pay sick leave, for a total of 12 workweeks in any 12-month period.

13.13.3.5 The employee is also entitled to use his or her vacation leave in taking parental leave, if the employee chooses to do so.

13.13.3.6 The employee can choose to, but is not required to, use his or her paid leaves, e.g., sick leave or vacation leave, when taking parental leave.

13.13.3.7 Paid parental leave under this Article runs concurrently with unpaid parental leave under the California Family Rights Act (CFRA) and the federal Family and Medical Leave Act (FMLA) for a total of 12 workweeks during any 12-month period.

(no changes 13.14-13.15)

KM 7/11/23
CF 7/11/23
SW 7/11/23

WUSD

ARTICLE 17 - PROMOTION

Proposal #2

February 10, 2023

ARTICLE 17

PROMOTION

17.1 First Consideration: Employees in the bargaining unit shall be given first consideration in filling any job vacancy in the bargaining unit which can be considered a promotion, after the announcement of the position vacancy.

The following criteria shall be considered in filling the vacancy:

- Seniority in the class.
- The qualifications, including experience and recent training of the unit member compared to those of other candidates for the position to be filled ~~and the position to be vacated.~~

CP 7/11/23
KM 7/11/23

Tentative Agreement

WUSD		CSEA 119	
Name	<i>S. Loh</i>	Name	<i>J. Morrison</i>
Date	<i>2/10/23</i>	Date	<i>2/10/23</i>

KM 7/11/23
CP 7/11/23
SM 7/11/23

**Willows Unified School District
Classified Salary Schedule
Proposed 2022-2023 with 5% Increase Proposed 1-27-2023**

RANGE ↓											3%	6%	9%	12%	15%	
STEP →	1	2	3	4	5	6	7	8	9		12 yrs	16 yrs	20 yrs	24 yrs	28 yrs	RANGE ↓
22	\$16.38	\$16.79	\$17.21	\$17.64	\$18.08	\$18.53	\$18.99	\$19.47	\$19.95	\$20.55	\$21.15	\$21.75	\$22.34	\$22.94	22	
23	\$16.79	\$17.21	\$17.64	\$18.08	\$18.53	\$18.99	\$19.47	\$19.95	\$20.44	\$21.05	\$21.67	\$22.28	\$22.89	\$23.51	23	
24	\$17.21	\$17.64	\$18.08	\$18.53	\$18.99	\$19.47	\$19.95	\$20.44	\$20.97	\$21.60	\$22.23	\$22.86	\$23.49	\$24.12	24	
25	\$17.64	\$18.08	\$18.53	\$18.99	\$19.47	\$19.95	\$20.44	\$20.97	\$21.49	\$22.13	\$22.78	\$23.42	\$24.07	\$24.71	25	
26	\$18.08	\$18.53	\$18.99	\$19.47	\$19.95	\$20.44	\$20.97	\$21.49	\$22.03	\$22.69	\$23.35	\$24.01	\$24.67	\$25.33	26	
27	\$18.53	\$18.99	\$19.47	\$19.95	\$20.44	\$20.97	\$21.49	\$22.03	\$22.58	\$23.26	\$23.93	\$24.61	\$25.29	\$25.97	27	
28	\$18.99	\$19.47	\$19.95	\$20.44	\$20.97	\$21.49	\$22.03	\$22.58	\$23.14	\$23.83	\$24.53	\$25.22	\$25.92	\$26.61	28	
29	\$19.47	\$19.95	\$20.44	\$20.97	\$21.49	\$22.03	\$22.58	\$23.14	\$23.72	\$24.43	\$25.14	\$25.85	\$26.57	\$27.28	29	
30	\$19.95	\$20.45	\$20.97	\$21.49	\$22.03	\$22.58	\$23.14	\$23.72	\$24.31	\$25.04	\$25.77	\$26.50	\$27.23	\$27.96	30	
31	\$20.45	\$20.97	\$21.49	\$22.03	\$22.58	\$23.14	\$23.72	\$24.31	\$24.92	\$25.67	\$26.42	\$27.16	\$27.91	\$28.66	31	
32	\$20.97	\$21.49	\$22.03	\$22.58	\$23.14	\$23.72	\$24.31	\$24.92	\$25.54	\$26.31	\$27.07	\$27.84	\$28.60	\$29.37	32	
33	\$21.49	\$22.03	\$22.58	\$23.14	\$23.72	\$24.31	\$24.92	\$25.54	\$26.18	\$26.97	\$27.75	\$28.54	\$29.32	\$30.11	33	
34	\$22.03	\$22.58	\$23.14	\$23.72	\$24.31	\$24.92	\$25.54	\$26.18	\$26.83	\$27.63	\$28.44	\$29.24	\$30.05	\$30.85	34	
35	\$22.58	\$23.14	\$23.72	\$24.31	\$24.92	\$25.54	\$26.18	\$26.83	\$27.50	\$28.33	\$29.15	\$29.98	\$30.80	\$31.63	35	
36	\$23.14	\$23.72	\$24.31	\$24.92	\$25.54	\$26.18	\$26.83	\$27.50	\$28.18	\$29.03	\$29.87	\$30.72	\$31.56	\$32.41	36	
37	\$23.72	\$24.31	\$24.92	\$25.54	\$26.18	\$26.83	\$27.50	\$28.18	\$28.89	\$29.76	\$30.62	\$31.49	\$32.36	\$33.22	37	
38	\$24.31	\$24.92	\$25.54	\$26.18	\$26.83	\$27.50	\$28.18	\$28.89	\$29.61	\$30.50	\$31.39	\$32.27	\$33.16	\$34.05	38	
39	\$24.92	\$25.54	\$26.18	\$26.83	\$27.50	\$28.18	\$28.89	\$29.61	\$30.36	\$31.27	\$32.18	\$33.09	\$34.00	\$34.91	39	
40	\$25.54	\$26.18	\$26.83	\$27.50	\$28.18	\$28.89	\$29.61	\$30.36	\$31.11	\$32.04	\$32.98	\$33.91	\$34.84	\$35.78	40	
41	\$26.18	\$26.83	\$27.50	\$28.18	\$28.89	\$29.61	\$30.36	\$31.11	\$31.89	\$32.85	\$33.80	\$34.76	\$35.72	\$36.67	41	
42	\$26.83	\$27.50	\$28.18	\$28.89	\$29.61	\$30.36	\$31.11	\$31.89	\$32.69	\$33.67	\$34.65	\$35.63	\$36.61	\$37.59	42	
43	\$27.50	\$28.18	\$28.89	\$29.61	\$30.36	\$31.11	\$31.89	\$32.69	\$33.51	\$34.52	\$35.52	\$36.53	\$37.53	\$38.54	43	
44	\$28.18	\$28.89	\$29.61	\$30.36	\$31.11	\$31.89	\$32.69	\$33.51	\$34.35	\$35.38	\$36.41	\$37.44	\$38.47	\$39.50	44	
45	\$28.89	\$29.61	\$30.36	\$31.11	\$31.89	\$32.69	\$33.51	\$34.35	\$35.21	\$36.27	\$37.32	\$38.38	\$39.44	\$40.49	45	
46	\$29.61	\$30.36	\$31.11	\$31.89	\$32.69	\$33.51	\$34.35	\$35.21	\$36.09	\$37.17	\$38.26	\$39.34	\$40.42	\$41.50	46	

LONGEVITY:	3% longevity increase upon completion of 12 complete years with the District	Up to 5 years of prior California public school (K-14) service may be used to supplement these requirements.
	6% upon completion of 16 complete years with the District, in lieu of the previously awarded 3%	
	9% upon completion of 20 complete years with the District, in lieu of the previously awarded 6%	
	12% upon completion of 24 complete years with the District, in lieu of the previously awarded 9%	
	15% upon completion of 28 complete years with the District, in lieu of the previously awarded 12%	

PROFESSIONAL GROWTH:	Professional Growth Awards will be paid in one lump sum following the completion of each approved nine units. In successive years, the award will be paid in equal monthly payments.
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Note #	Change / Description:	Board Approved	Effective Date	Date Implemented
08	Reflects 2% increase for 2017-2018; Board Approved 2/2/2017	2/2/2017	7/1/2017	2/2/2017
09	Reflects 2% increase for 2018-2019; Board Approved 2/2/2017	2/2/2017	7/1/2018	7/1/2018
10	Reflects the addition of Range 20 to 23; Board Approved 4/5/2018	4/5/2018		4/5/2018
11	No change for 2019/20	N/A	N/A	N/A
12	All changes retroactive to July 1, 2020: eliminate Ranges 20 and 21; set hourly rate of Range 22, Step 1 at \$15.00 per hour to comply with minimum wage increases through January 1, 2022; square the salary schedule with increments for Steps 1 through 9 and Ranges 22 through 46 at 2.5%; move positions assigned to Range 20 to Range 22; individuals placed on Range 20 through 24 with prior advanced step placement due to minimum wage requirements will be placed on the appropriate range and step consistent with their position & experience; Secretary I incumbent placed at Range 33, Step 9 of Schedule A-2 will be grandfathered to Range 36, Step 9 of this schedule; Secretary II incumbent placed at Range 35, Step 9 of Schedule A-2 will be grandfathered to Range 38, Step 9 of this schedule.	6/23/2021	7/1/2020	6/24/2021
13	Reflects 4% increase to ranges 22 through 46, steps 1 through 9, for 2021-2022 retroactive to 7/1/21	5/5/2022	7/1/2021	6/10/2022
14	Reflects 5% increase to ranges 22 through 46, steps 1 through 9, for 2022-2023 retroactive to 7/1/22		7/1/2022	

CLASSIFIED JOB CLASSIFICATIONS BY JOB TITLE

JOB TITLE	RANGE
Account Clerk	34
After School Program Activity Assistant ⁷	29
After School Program Coordinator ⁷	35
Behavior Intervention Aide	29
Bilingual Parent Liaison ⁷	35
Bus Driver	34
Bus Driver / Custodian ¹⁰	34
Bus Driver Lead (District-wide) ^{3&4}	39
Bus Driver/Grounds/Utility	34
Bus Driver/Trainer/Lead	43
Bus Driver/Utility/Mechanic II	37
Cafeteria Assistant Manager ⁹	35
Cafeteria Cook	31
Cafeteria Helper I	26
Cafeteria Helper II	28
Cafeteria Manager Lead (District-wide) ⁵	37
Campus Supervisor (WHS only) ¹⁰	35
Career Education Technician I (K-8) ⁸	31
Career Education Technician II (High School) ⁸	33
Clerical Aide II	29
Custodian - Lead (site)	33
Custodian (site)	30
Custodian Lead (District-wide) ^{3&4}	35
Custodian Lead (District-wide)/Bus Driver	36
Custodian/Substitute Bus Driver	31
Data Management and Attendance Technician ⁷	37
Groundskeeper - Head	36
Groundskeeper I	30
Groundskeeper II	32
Groundskeeper III/Utility ²	34
Health Records Aide I	24
Health Records Aide II	29
Instructional Aide I ⁹	26
Instructional Aide II	29
Library/Media Specialist ¹	31
Maintenance I	35
Maintenance I/Sub Bus Driver	35
Maintenance I/Utility	34
Maintenance II	38
Maintenance III Lead (District-wide) ⁴	44
Mechanic I	35
Mechanic II	40
Passenger Van Driver	30
School Secretary I	33
School Secretary II	35
Technology Support Technician ¹⁰	42
Warehouse/Utility	34
Yard Duty Supervisor/Crossing Guard	22

Note #	Action / Description:
1	Library/Media Specialist replaces Library Clerk effective 8/7/08.
2	Groundskeeper III/Utility replaces Groundskeeper III effective 2010-11
3	Added Bus Driver Lead position with board approval 8/9/2012. Salary augmentation of 2.5% paid to Bus Driver Lead for transportation lead duties and responsibilities. Added Lead Custodian (District-wide) position with board approval 8/9/2012. Salary augmentation of 2.5% paid to Lead Custodian (District-wide) for custodian lead duties and responsibilities.
4	As of 5/14/2013, as negotiated, the position was increased in the Job Classification Range by one level. This was done in lieu of the 2.5% salary augmentation as noted in No. 3 above.
5	As of 7/1/16 Cafeteria Manager Lead moved from Range 36 to Range 37
6	As of 7/1/2020 add After School Program Activity Assistant and After School Program Coordinator, Increase Yard Duty from Range 20 to 22
7	As of 7/1/2021 move After School Program Activity Assistant from Range 24 to 29, move After School Program Coordinator from Range 29 to 35, add Bilingual Parent Liaison, Range 35 (board approved 8/5/2021), Add Data Management & Attendance Technician at Range 37.
8	As of 1/31/2022, add Career Education Technician I, Range 31 and Career Education Technician II, Range 33 (board approved 6/17/2021).
9	As of 7/1/2022, move Instructional Aide I from Range 24 to Range 26, move Cafeteria Assistant Manager from Range 33 to Range 35 (board approved 8/4/2022).
10	As of 10/13/22, add Bus Driver / Custodian at Range 34, Campus Supervisor at Range 35, reclass Technology Assistant to Technology Support Technician at Range 42 and abolish Computer Lab Technician (board approved 12/15/22).

Board Approved: 5/4/2023