

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

This Tentative Agreement between the California School Employees Association and its Willows Chapter No. 119 ("CSEA") and Willows Unified School District ("District") concerning successor contract negotiations.

ARTICLE 8: PAY AND ALLOWANCES

~~8.1.2 The District shall pay step and longevity increases for the 2020/21, 2021/22, and 2022/23 school years.~~

8.1.2 The District shall increase the classified salary schedule, A-1 as follows:

- a. **2023-24 school year – 5% retroactive to 7/1/2023**
- b. **2024-25 school year – 2% effective 7/1/2024**
- c. **2025-26 school year – 2% effective 7/1/2025**

Effective July 1, 2023, the District will add ranges 47 and 48 to the Classified Salary Schedule.

- a. **increase the range for the Custodian Lead (District Wide)/Bus Driver from 36 to 41**
- b. **increase the range for the Maintenance III Lead (District Wide) from 44 to 48.**

ARTICLE 9: EMPLOYEE EXPENSES AND MATERIALS

~~9.6~~ **Professional Growth:**

~~9.6.1 Professional Growth awards shall be paid in one lump sum following completion of a one-time pre-approved nine (9) units. 9 units = \$500.00 per year.~~

~~9.6.2 In successive years, the award will be paid in equal monthly allocations.~~

~~9.6.3 CSEA and the District will create a joint committee by July 1, 2021 which shall be tasked with defining the Classified Employee Professional Growth Program.~~

ARTICLE 19: LAYOFFS AND RE-EMPLOYMENT

This article requires further investigation and discussion; negotiations to begin no later than October 31, 2024.

19.1 **Reasons for Layoff:** Layoff shall occur only for lack of work or lack of funds.

19.2 **Notice of Layoff:** The District shall notify the Chapter and the affected employee sixty (60) days prior and in writing of any planned layoffs. The District and the Chapter shall meet following the receipt of any notices of layoff to review the proposed layoffs. Notice to employee shall specify the reason for layoff and identify by name and classification the employees designated for layoff. Failure to give written notice under the provisions of Paragraph 19.2 shall invalidate the layoff.

19.3 **Reduction in Hours:** Any reduction in regularly assigned time shall be considered a layoff under the provisions of this Article.

19.4 **Order of Layoff:** Any layoff shall be effected within a class. The order of layoff shall be based on seniority within that class. Any employee with the least seniority within the class shall be laid off first. Seniority shall be based on the number of hours an employee has been in a paid status in the class.

ARTICLE 23: INSERVICE TRAINING

ARTICLE 23

IN SERVICE TRAINING

~~23.1 **In-Service Training Program:** The District shall provide a program of in-service training for employees in the bargaining unit designed to maintain a high standard of performance and to increase the skills of employees in the bargaining unit.~~

~~23.1.1 Employees shall not suffer loss of pay or other benefits while participating in an approved in-service program.~~

~~23.1.2 Costs of tuition and other approved expenses associated with District-approved in-service programs shall be paid by the District.~~

PROFESSIONAL GROWTH

The Classified Employees' Professional Growth Program is designed to encourage classified employees to enhance their skills and to demonstrate the District's commitment to professional growth of all employees. All permanent classified employees within the District are eligible to participate.

23.1 Effective July 1, 2024, Professional Growth stipends are available to classified employees as follows:

- a. **Non-degree stipend: \$500 earned upon completion of 9 college units or 162 hours of**

attendance at conferences, institutes, workshops or seminars which were not paid for by the District.

- i. Requests for units or professional growth activities must be submitted on the districts' professional growth request form and must be pre-approved by the superintendent prior to the commencement of the class or professional growth activities.
 - ii. Documentation of completion of units or activities must be submitted to the human resources department upon completion of each item to ensure accurate and timely tracking of progress towards completion.
 - iii. Units and activities may be carried forward from year to year until completion of the stipend requirements is attained.
- b. Associates Degree stipend: \$750
- c. Baccalaureate Degree stipend: \$1,000

23.2 Payment of stipends:

- a. The stipend shall be earned upon completion of the aforementioned classes or activities and will be prorated and paid in year 1 equivalent to the number of months remaining in the year.
- b. The full stipend amount shall be paid in equal monthly amounts commencing in year 2.

23.3 Professional Growth Credits shall be directly related to the employee's duties as defined by:

- a. Their current job description; or
- b. The job description of a promotional position within the Willows Unified School District; or
- c. The development of personal awareness of human and social factors useful in the employee's area of responsibility.

23.4 The employee shall complete a Request for Professional growth form and forward the form to the Superintendent. All request forms must be submitted three (3) weeks prior to the first day of attendance of the class or professional development event. Within five (5) workdays of receiving the request, the Superintendent shall approve or deny the request and forward it to the employee.

23.5 An employee whose Professional Growth request has been denied may appeal to the Superintendent.

- a. The request for appeal shall be submitted in writing within ~~ten (10)~~ five (5) working days after receipt of the initial denial
- b. Superintendent shall make the final determination and notify the employee in writing within ~~ten (10)~~ five (5) working days after the receipt of the appeal. If the appeal is denied at this level, the reason for the denial must be stated in the response.

ARTICLE 31: EVALUATION PROCEDURE

31.1 The performance of all classified bargaining unit members shall be evaluated at least twice during the probationary period and thereafter no less than every other year, in writing, by the appropriate ~~evaluator(s)~~ **supervisor(s)**, in accordance with the "Evaluation Procedure Guide." (Attachment B)

31.2 The employee shall have the opportunity to review and discuss his/her evaluation with the ~~evaluator~~ **supervisor**. If the employee is in disagreement with the evaluation, he/she has a right to meet again with the ~~evaluator~~ **supervisor** to discuss his/her comments within five (5) working days. He/she has the right to attach a statement to the District Office copy of the evaluation. If this is to be done, the statement must be submitted to the District Office within ten (10) working days of the receipt of the employee's copy of the evaluation.

31.3 After reviewing and discussing the written evaluation with the appropriate ~~evaluator(s)~~ **supervisor(s)**, the employee shall sign the evaluation testifying that the discussion and review have taken place; the employee's signature in no way signifies agreement with the evaluation. The employee shall receive a copy of the evaluation.

31.4 Nothing under this Article shall be construed to make the contents of the evaluation subject to the grievance procedure in this Agreement. Whether or not the process or procedure is followed is grievable.

ARTICLE 32: DURATION OF AGREEMENT

32.1 Term: This Agreement shall be effective **July 1, 2023** through **June 30, 2026**.

32.2 **No Reopeners.**

~~32.2.1 Reopeners for 2021/2022 shall be salary and benefits plus two additional articles for each party.~~

~~32.2.2 Reopeners for 2022/2023 shall be salary and benefits plus two additional articles for each party.~~

Attachment "B"

PREFACE

It is the intent of the Superintendent of Schools that performance evaluations shall be used as a tool for providing effective means of communication through which the ~~evaluatee~~ **employee** and the ~~evaluator~~ **supervisor** may discuss and evaluate the progress of the employee on all matters affecting performance, efficiency and job requirements, thereby developing mutual understanding and more effective work relationships.

DEFINITIONS

1. ~~Evaluatee~~ **Employee** - Member of the classified service who is being evaluated by ~~the evaluator a~~ **supervisor**.
2. ~~Evaluator~~ **Supervisor** - ~~An evaluator is one who is given the authority to supervise a classified employee.~~ **A supervisor is one who is given the authority to supervise and evaluate a classified employee working in their department/program.**
 - a) ~~Secondary Evaluator~~ - The immediate supervisor.
 - b) ~~Primary Evaluator~~ - The person in charge of the program. (This may or may not be the same as (a) above.)

CLASSIFIED PERSONNEL EVALUATION PROCEDURE GUIDE

II. When Evaluations Are to Be Made

- a) All probationary classified employees shall be evaluated by the ~~primary evaluator~~ **supervisor** at least twice; not later than the end of the second (2nd) and fourth (4th) months of their probationary period. The final evaluation shall include, under comments, a recommendation to either retain or dismiss the probationary employee from the position. The Superintendent, who is the final authority in this area, may override the final recommendation of any previous evaluator as to whether the classified employee shall be retained in the classification or classified service. Appropriate due process procedures must be observed.
- b) All permanent classified employees may be evaluated by ~~an evaluator~~ **supervisor** at any time during the year, but at least once in any two consecutive years.

If a permanent classified employee has not been evaluated prior to the fourth quarter of the year, then the bargaining unit employee shall be evaluated by May 15th of that school year.

III. Responsibility for Evaluations

The ~~prime evaluator~~ **supervisor** is responsible for completing the evaluation and shall be entitled to obtain information to assist in the completion of the evaluation.

IV. Procedure to be Followed

- a) The ~~evaluator~~ **employee** and ~~evaluator(s)~~ **supervisor** should study and analyze the contents of the evaluation form available through the Superintendent's Office.
- d) The procedure should analyze the employee's performance in terms of the specific criteria listed on the evaluation form. Comments should be made when a rating of "Improvement Needed," or "Very Good" has been given the employee. The suggested factors listed under each criteria should be considered, but it is not necessary to limit comment to those items; rather the comments should be directed to those factors which are most meaningful to the particular person being evaluated. ~~If there is more than one evaluator, they shall work together on the evaluation form with the Secondary Evaluator providing input to the Primary Evaluator. The Primary Evaluator~~ **The supervisor** shall be responsible for signing the evaluation form. When an "Improvement Needed" determination has been made, the District may choose to implement use of a Performance Improvement Plan (PIP) in an effort to provide the employee assistance as to strengthen areas of identified need.
- f) Careful consideration should be given to employee strengths and weaknesses – "a must in effective evaluation." This care will be helpful to the ~~evaluator~~ **employee** and will aid the ~~evaluator~~ **supervisor** in reaching a more constructive review.
- ~~g) Each major category will be rated. Number 13 should be completed only if the employee being evaluated has some supervisory responsibility (including student or other adult supervision).~~
- ~~h) g) The evaluation form should be signed by the Primary Evaluator~~ **supervisor** and a copy sent to the ~~evaluator~~ **employee** at least one day before any discussion of the evaluation. During the preparation of the evaluation, the Primary ~~Evaluator~~ **supervisor** should discuss the evaluation with those concerned with supervision or direction of the ~~evaluator~~ **employee**.
- ~~i) h) A quiet place should be scheduled where the evaluator~~ **supervisor** and ~~evaluator~~ **employee** can discuss the evaluation without interruption for a period of time and where unauthorized persons will not see the forms. The ~~evaluator~~ **supervisor** should discuss the contents of the evaluation with the ~~evaluator~~ **employee**. Evaluations should be kept confidential.
- ~~j) i) The evaluator~~ **employee** should receive his/her copy, signed by the ~~evaluator(s)~~ **supervisor**, plus any attachments. If the employee has a disagreement with the evaluation, he/she has the right to attach a statement to the District Office copy of the evaluation. He/she will meet with the ~~evaluator~~ **supervisor** to discuss the statement within five (5) working days. If the comment is to be attached to the evaluation, the statement must be submitted to the District Office within ten (10) working days of receipt of the employee's copy of the evaluation. The ~~evaluator~~ **employee** may comment on any or all comments of the ~~evaluator~~ **supervisor** in writing.

k)j) The ~~evaluatee~~ **employee** shall have the opportunity, at his/her request, to meet a second time with the ~~evaluator~~ **supervisor**. Either at the first or second conference, both parties should date and sign all three copies of the evaluation form.

h) k) The ~~Primary Evaluator~~ **supervisor** will send the original copy, plus any attachments, to the personnel file in the Superintendent's Office and will keep his/her copy.

m) l) The Superintendent will contact the ~~evaluatee~~ **employee** if the ~~evaluatee~~ **employee** is not recommended for permanency and discuss the status of the evaluatee **employee**.

INTERPRETATION OF RATING FORM

("Evaluation Record for Classified Employees")

~~**SUPERVISORY ABILITY** - (To be used for Supervisors only) How does the Supervisor relate to those for which he/she is responsible? Does he/she treat all personnel fairly, yet firmly as the situation dictates? The Supervisor must not be able to evaluate the effectiveness of others, but be able to demonstrate by his/her own efforts and accomplishments, the level of work desired.~~

GENERAL RATING - After completing ratings on the face of the form, the ~~evaluator~~ **supervisor** is to make a general rating. This takes into consideration all of the qualities which go together to make up each employee's total value to the organization. This rating usually will correspond in value, or degree, to the areas checked on the face of the Evaluation Record. However, this need is not always be true. For example, an employee might have such an unpleasant attitude toward all of the other employees around him/her or toward the general public, that he/she might be rated overall very low. In cases of this kind, the ~~evaluator~~ **supervisor** should give what he/she conscientiously believes to be the correct general rating and explain in the comments space.

GENERAL COMMENTS - The ~~evaluator~~ **supervisor** is to give any statements which would clarify or help complete the picture of the employee's work efficiency. Such comments are also important for: (1) Promoting employees; and (2) Releasing employees. Evaluation Records can serve as a basis for reviewing an employee's suitability for promotion and it should be remembered that before a probationary or permanent employee can be released for reason of work inadequacy, there should be documented evidence of a specific nature. Evaluation Records serve as such a basis.

WILLOWS UNIFIED SCHOOL DISTRICT
823 W. Laurel Street
Willows, CA 95988
(530) 934-6600

CLASSIFIED EMPLOYEE EVALUATION

Name _____

Probationary _____

Classification _____

Permanent _____

School _____

This evaluation covers the period from _____ to _____

			1 Very Good	2 Good	3 Satisfactory	4 Improvement Needed
A.	1.	Quality of work				
	2.	Volume of work				
	3.	Knowledge and skill				
	4.	Initiative/enthusiasm				
	5.	Works well with others				
	6.	Follows directions				
	7.	Self-reliant				
	8.	Works well with students				
	9.	Completes assignments				

	10.	Appearance				
	11.	Attendance				
	12.	On time for work				
	13.	Supervisory ability				

B. Positive Comments:

C. Constructive Comments: (Any mark in Column 4 must have a comment.) These criteria will be re-evaluated until performance is rated at least satisfactory or the employee is separated from District service.

D. Conference held on _____

~~Secondary Evaluator (If applicable):~~ _____ ~~Date~~ _____

~~Primary Evaluator~~ **Supervisor** _____ Date _____

Employee: _____ Date _____

Employee comments (if any):

Willows Unified School District
Classified Salary Schedule - District Proposal June 2024
2023-24

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	\$17.20	\$17.63	\$18.07	\$18.52	\$18.98	\$19.45	\$19.94	\$20.45	\$20.95	\$21.58	\$22.21	\$22.84	\$23.46	\$24.09	22
23	\$17.63	\$18.07	\$18.52	\$18.98	\$19.45	\$19.94	\$20.45	\$20.95	\$21.47	\$22.11	\$22.76	\$23.40	\$24.05	\$24.69	23
24	\$18.07	\$18.52	\$18.98	\$19.45	\$19.94	\$20.45	\$20.95	\$21.47	\$22.02	\$22.68	\$23.34	\$24.00	\$24.66	\$25.32	24
25	\$18.52	\$18.98	\$19.45	\$19.94	\$20.45	\$20.95	\$21.47	\$22.02	\$22.57	\$23.25	\$23.92	\$24.60	\$25.28	\$25.96	25
26	\$18.98	\$19.45	\$19.94	\$20.45	\$20.95	\$21.47	\$22.02	\$22.57	\$23.13	\$23.82	\$24.52	\$25.21	\$25.91	\$26.60	26
27	\$19.45	\$19.94	\$20.45	\$20.95	\$21.47	\$22.02	\$22.57	\$23.13	\$23.71	\$24.42	\$25.13	\$25.84	\$26.56	\$27.27	27
28	\$19.94	\$20.45	\$20.95	\$21.47	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$25.03	\$25.76	\$26.49	\$27.22	\$27.95	28
29	\$20.45	\$20.95	\$21.47	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.66	\$26.40	\$27.15	\$27.90	\$28.65	29
30	\$20.95	\$21.47	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.53	\$26.30	\$27.06	\$27.83	\$28.59	\$29.36	30
31	\$21.47	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.53	\$26.17	\$26.96	\$27.74	\$28.53	\$29.31	\$30.10	31
32	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.53	\$26.17	\$26.82	\$27.62	\$28.43	\$29.23	\$30.04	\$30.84	32
33	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.53	\$26.17	\$26.82	\$27.49	\$28.31	\$29.14	\$29.96	\$30.79	\$31.61	33
34	\$23.13	\$23.71	\$24.30	\$24.91	\$25.53	\$26.17	\$26.82	\$27.49	\$28.18	\$29.03	\$29.87	\$30.72	\$31.56	\$32.41	34
35	\$23.71	\$24.30	\$24.91	\$25.53	\$26.17	\$26.82	\$27.49	\$28.18	\$28.88	\$29.75	\$30.61	\$31.48	\$32.35	\$33.21	35
36	\$24.30	\$24.91	\$25.53	\$26.17	\$26.82	\$27.49	\$28.18	\$28.88	\$29.59	\$30.48	\$31.37	\$32.25	\$33.14	\$34.03	36
37	\$24.91	\$25.53	\$26.17	\$26.82	\$27.49	\$28.18	\$28.88	\$29.59	\$30.34	\$31.25	\$32.16	\$33.07	\$33.98	\$34.89	37
38	\$25.53	\$26.17	\$26.82	\$27.49	\$28.18	\$28.88	\$29.59	\$30.34	\$31.10	\$32.03	\$32.97	\$33.90	\$34.83	\$35.77	38
39	\$26.17	\$26.82	\$27.49	\$28.18	\$28.88	\$29.59	\$30.34	\$31.10	\$31.89	\$32.85	\$33.80	\$34.76	\$35.72	\$36.67	39
40	\$26.82	\$27.49	\$28.18	\$28.88	\$29.59	\$30.34	\$31.10	\$31.89	\$32.68	\$33.66	\$34.64	\$35.62	\$36.60	\$37.58	40
41	\$27.49	\$28.18	\$28.88	\$29.59	\$30.34	\$31.10	\$31.89	\$32.68	\$33.50	\$34.51	\$35.51	\$36.52	\$37.52	\$38.53	41
42	\$28.18	\$28.88	\$29.59	\$30.34	\$31.10	\$31.89	\$32.68	\$33.50	\$34.34	\$35.37	\$36.40	\$37.43	\$38.46	\$39.49	42
43	\$28.88	\$29.59	\$30.34	\$31.10	\$31.89	\$32.68	\$33.50	\$34.34	\$35.20	\$36.26	\$37.31	\$38.37	\$39.42	\$40.48	43
44	\$29.59	\$30.34	\$31.10	\$31.89	\$32.68	\$33.50	\$34.34	\$35.20	\$36.08	\$37.16	\$38.24	\$39.33	\$40.41	\$41.49	44
45	\$30.34	\$31.10	\$31.89	\$32.68	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$38.09	\$39.20	\$40.31	\$41.42	\$42.53	45
46	\$31.10	\$31.89	\$32.68	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.90	\$39.04	\$40.17	\$41.31	\$42.45	\$43.59	46
47	\$31.88	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.90	\$38.85	\$40.02	\$41.18	\$42.35	\$43.51	\$44.68	47
48	\$32.68	\$33.51	\$34.34	\$35.20	\$36.08	\$36.98	\$37.90	\$38.85	\$39.82	\$41.01	\$42.21	\$43.40	\$44.60	\$45.79	48

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	8/3/2023	7/1/2022	8/3/2023
15	Reflects 5% increase to ranges 22 through 46, steps 1 through 9, and addition of ranges 47 and 48 at 2.5% increments for 2023-2024 retroactive to 7/1/23. Custodian Lead (District Wide)/Bus Driver increased from range 36 to range 41 and Maintenance III Lead (District Wide) increased from range 44 to range 48.		7/1/2023	

**Willows Unified School District
Classified Salary Schedule - District Proposal June 2024
2024-2025**

RANGE ↓										3%	6%	9%	12%	15%	
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22	\$17.54	\$17.98	\$18.43	\$18.89	\$19.36	\$19.84	\$20.34	\$20.86	\$21.37	\$22.01	\$22.65	\$23.29	\$23.93	\$24.58	22
23	\$17.98	\$18.43	\$18.89	\$19.36	\$19.84	\$20.34	\$20.86	\$21.37	\$21.90	\$22.56	\$23.21	\$23.87	\$24.53	\$25.19	23
24	\$18.43	\$18.89	\$19.36	\$19.84	\$20.34	\$20.86	\$21.37	\$21.90	\$22.46	\$23.13	\$23.81	\$24.48	\$25.16	\$25.83	24
25	\$18.89	\$19.36	\$19.84	\$20.34	\$20.86	\$21.37	\$21.90	\$22.46	\$23.02	\$23.71	\$24.40	\$25.09	\$25.78	\$26.47	25
26	\$19.36	\$19.84	\$20.34	\$20.86	\$21.37	\$21.90	\$22.46	\$23.02	\$23.60	\$24.31	\$25.02	\$25.72	\$26.43	\$27.14	26
27	\$19.84	\$20.34	\$20.86	\$21.37	\$21.90	\$22.46	\$23.02	\$23.60	\$24.19	\$24.92	\$25.64	\$26.37	\$27.09	\$27.82	27
28	\$20.34	\$20.86	\$21.37	\$21.90	\$22.46	\$23.02	\$23.60	\$24.19	\$24.79	\$25.53	\$26.28	\$27.02	\$27.76	\$28.51	28
29	\$20.86	\$21.37	\$21.90	\$22.46	\$23.02	\$23.60	\$24.19	\$24.79	\$25.41	\$26.17	\$26.93	\$27.70	\$28.46	\$29.22	29
30	\$21.37	\$21.90	\$22.46	\$23.02	\$23.60	\$24.19	\$24.79	\$25.41	\$26.05	\$26.83	\$27.61	\$28.39	\$29.18	\$29.96	30
31	\$21.90	\$22.46	\$23.02	\$23.60	\$24.19	\$24.79	\$25.41	\$26.05	\$26.70	\$27.50	\$28.30	\$29.10	\$29.90	\$30.71	31
32	\$22.46	\$23.02	\$23.60	\$24.19	\$24.79	\$25.41	\$26.05	\$26.70	\$27.37	\$28.19	\$29.01	\$29.83	\$30.65	\$31.48	32
33	\$23.02	\$23.60	\$24.19	\$24.79	\$25.41	\$26.05	\$26.70	\$27.37	\$28.05	\$28.89	\$29.73	\$30.57	\$31.42	\$32.26	33
34	\$23.60	\$24.19	\$24.79	\$25.41	\$26.05	\$26.70	\$27.37	\$28.05	\$28.75	\$29.61	\$30.48	\$31.34	\$32.20	\$33.06	34
35	\$24.19	\$24.79	\$25.41	\$26.05	\$26.70	\$27.37	\$28.05	\$28.75	\$29.47	\$30.35	\$31.24	\$32.12	\$33.01	\$33.89	35
36	\$24.79	\$25.41	\$26.05	\$26.70	\$27.37	\$28.05	\$28.75	\$29.47	\$30.20	\$31.11	\$32.01	\$32.92	\$33.82	\$34.73	36
37	\$25.41	\$26.05	\$26.70	\$27.37	\$28.05	\$28.75	\$29.47	\$30.20	\$30.97	\$31.90	\$32.83	\$33.76	\$34.69	\$35.62	37
38	\$26.05	\$26.70	\$27.37	\$28.05	\$28.75	\$29.47	\$30.20	\$30.97	\$31.74	\$32.69	\$33.64	\$34.60	\$35.55	\$36.50	38
39	\$26.70	\$27.37	\$28.05	\$28.75	\$29.47	\$30.20	\$30.97	\$31.74	\$32.54	\$33.52	\$34.49	\$35.47	\$36.44	\$37.42	39
40	\$27.37	\$28.05	\$28.75	\$29.47	\$30.20	\$30.97	\$31.74	\$32.54	\$33.34	\$34.34	\$35.34	\$36.34	\$37.34	\$38.34	40
41	\$28.05	\$28.75	\$29.47	\$30.20	\$30.97	\$31.74	\$32.54	\$33.34	\$34.17	\$35.20	\$36.22	\$37.25	\$38.27	\$39.30	41
42	\$28.75	\$29.47	\$30.20	\$30.97	\$31.74	\$32.54	\$33.34	\$34.17	\$35.02	\$36.07	\$37.12	\$38.17	\$39.22	\$40.27	42
43	\$29.47	\$30.20	\$30.97	\$31.74	\$32.54	\$33.34	\$34.17	\$35.02	\$35.90	\$36.98	\$38.05	\$39.13	\$40.21	\$41.29	43
44	\$30.20	\$30.97	\$31.74	\$32.54	\$33.34	\$34.17	\$35.02	\$35.90	\$36.80	\$37.90	\$39.01	\$40.11	\$41.22	\$42.32	44
45	\$30.97	\$31.74	\$32.54	\$33.34	\$34.17	\$35.02	\$35.90	\$36.80	\$37.72	\$38.85	\$39.98	\$41.11	\$42.25	\$43.38	45
46	\$31.74	\$32.54	\$33.34	\$34.17	\$35.02	\$35.90	\$36.80	\$37.72	\$38.66	\$39.82	\$40.98	\$42.14	\$43.30	\$44.46	46
47	\$32.53	\$33.35	\$34.17	\$35.02	\$35.90	\$36.80	\$37.72	\$38.66	\$39.63	\$40.82	\$42.01	\$43.20	\$44.39	\$45.57	47
48	\$33.34	\$34.18	\$35.02	\$35.90	\$36.80	\$37.72	\$38.66	\$39.63	\$40.62	\$41.84	\$43.06	\$44.28	\$45.49	\$46.71	48

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	8/3/2023	7/1/2022	8/3/2023
15	Reflects 5% increase to ranges 22 through 46, steps 1 through 9, and addition of ranges 47 and 48 at 2.5% increments for 2023-2024 retroactive to 7/1/23. Custodian Lead (District Wide)/Bus Driver increased from range 36 to range 41 and Maintenance III Lead (District Wide) increased from range 44 to range 48.		7/1/2023	
16	Reflects 2% increase to ranges 22 through 48, steps 1 through 9, effective 7/1/2024.		7/1/2024	

**Willows Unified School District
Classified Salary Schedule - District Proposal June 2024
2025-2026**

RANGE ↓															
STEP →	1	2	3	4	5	6	7	8	9	3%	6%	9%	12%	15%	RANGE ↓
										12 yrs	16 yrs	20 yrs	24 yrs	28 yrs	
22	\$17.89	\$18.34	\$18.80	\$19.27	\$19.75	\$20.24	\$20.75	\$21.28	\$21.80	\$22.45	\$23.11	\$23.76	\$24.42	\$25.07	22
23	\$18.34	\$18.80	\$19.27	\$19.75	\$20.24	\$20.75	\$21.28	\$21.80	\$22.35	\$23.02	\$23.69	\$24.36	\$25.03	\$25.70	23
24	\$18.80	\$19.27	\$19.75	\$20.24	\$20.75	\$21.28	\$21.80	\$22.35	\$22.92	\$23.61	\$24.30	\$24.98	\$25.67	\$26.36	24
25	\$19.27	\$19.75	\$20.24	\$20.75	\$21.28	\$21.80	\$22.35	\$22.92	\$23.49	\$24.19	\$24.90	\$25.60	\$26.31	\$27.01	25
26	\$19.75	\$20.24	\$20.75	\$21.28	\$21.80	\$22.35	\$22.92	\$23.49	\$24.08	\$24.80	\$25.52	\$26.25	\$26.97	\$27.69	26
27	\$20.24	\$20.75	\$21.28	\$21.80	\$22.35	\$22.92	\$23.49	\$24.08	\$24.68	\$25.42	\$26.16	\$26.90	\$27.64	\$28.38	27
28	\$20.75	\$21.28	\$21.80	\$22.35	\$22.92	\$23.49	\$24.08	\$24.68	\$25.30	\$26.06	\$26.82	\$27.58	\$28.34	\$29.10	28
29	\$21.28	\$21.80	\$22.35	\$22.92	\$23.49	\$24.08	\$24.68	\$25.30	\$25.93	\$26.71	\$27.49	\$28.26	\$29.04	\$29.82	29
30	\$21.80	\$22.35	\$22.92	\$23.49	\$24.08	\$24.68	\$25.30	\$25.93	\$26.58	\$27.38	\$28.17	\$28.97	\$29.77	\$30.57	30
31	\$22.35	\$22.92	\$23.49	\$24.08	\$24.68	\$25.30	\$25.93	\$26.58	\$27.24	\$28.06	\$28.87	\$29.69	\$30.51	\$31.33	31
32	\$22.92	\$23.49	\$24.08	\$24.68	\$25.30	\$25.93	\$26.58	\$27.24	\$27.92	\$28.76	\$29.60	\$30.43	\$31.27	\$32.11	32
33	\$23.49	\$24.08	\$24.68	\$25.30	\$25.93	\$26.58	\$27.24	\$27.92	\$28.62	\$29.48	\$30.34	\$31.20	\$32.05	\$32.91	33
34	\$24.08	\$24.68	\$25.30	\$25.93	\$26.58	\$27.24	\$27.92	\$28.62	\$29.34	\$30.22	\$31.10	\$31.98	\$32.86	\$33.74	34
35	\$24.68	\$25.30	\$25.93	\$26.58	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.97	\$31.87	\$32.78	\$33.68	\$34.58	35
36	\$25.30	\$25.93	\$26.58	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.81	\$31.73	\$32.66	\$33.58	\$34.51	\$35.43	36
37	\$25.93	\$26.58	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.81	\$31.59	\$32.54	\$33.49	\$34.43	\$35.38	\$36.33	37
38	\$26.58	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.81	\$31.59	\$32.38	\$33.35	\$34.32	\$35.29	\$36.27	\$37.24	38
39	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.81	\$31.59	\$32.38	\$33.20	\$34.20	\$35.19	\$36.19	\$37.18	\$38.18	39
40	\$27.92	\$28.62	\$29.34	\$30.07	\$30.81	\$31.59	\$32.38	\$33.20	\$34.02	\$35.04	\$36.06	\$37.08	\$38.10	\$39.12	40
41	\$28.62	\$29.34	\$30.07	\$30.81	\$31.59	\$32.38	\$33.20	\$34.02	\$34.87	\$35.92	\$36.96	\$38.01	\$39.05	\$40.10	41
42	\$29.34	\$30.07	\$30.81	\$31.59	\$32.38	\$33.20	\$34.02	\$34.87	\$35.74	\$36.81	\$37.88	\$38.96	\$40.03	\$41.10	42
43	\$30.07	\$30.81	\$31.59	\$32.38	\$33.20	\$34.02	\$34.87	\$35.74	\$36.63	\$37.73	\$38.83	\$39.93	\$41.03	\$42.12	43
44	\$30.81	\$31.59	\$32.38	\$33.20	\$34.02	\$34.87	\$35.74	\$36.63	\$37.55	\$38.68	\$39.80	\$40.93	\$42.06	\$43.18	44
45	\$31.59	\$32.38	\$33.20	\$34.02	\$34.87	\$35.74	\$36.63	\$37.55	\$38.49	\$39.64	\$40.80	\$41.95	\$43.11	\$44.26	45
46	\$32.38	\$33.20	\$34.02	\$34.87	\$35.74	\$36.63	\$37.55	\$38.49	\$39.45	\$40.63	\$41.82	\$43.00	\$44.18	\$45.37	46
47	\$33.19	\$34.03	\$34.87	\$35.74	\$36.63	\$37.55	\$38.49	\$39.45	\$40.44	\$41.65	\$42.87	\$44.08	\$45.29	\$46.51	47
48	\$34.02	\$34.88	\$35.74	\$36.63	\$37.55	\$38.49	\$39.45	\$40.44	\$41.45	\$42.69	\$43.94	\$45.18	\$46.42	\$47.67	48

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10	Reflects the addition of Range 20 to 23. Board Approved 4/5/2018	4/5/2018		4/5/2018
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14	Reflects 5% increase to ranges 22 through 46, steps 1 through 9, for 2022-2023 retroactive to 7/1/22	8/3/2023	7/1/2022	8/3/2023
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16	Reflects 2% increase to ranges 22 through 48, steps 1 through 9, effective 7/1/2024.		7/1/2024	
17	Reflects 2% increase to ranges 22 through 48, steps 1 through 9, effective 7/1/2025.		7/1/2025	

Σ - Will

Emmett Koperperich
Superintendent
Willows Unified School District

Date

8/6/2024

Kathleen Morrison

Kathleen Morrison
CSEA Willows 119
Chapter President

Date

8/6/24

Elena Bessette

Elena Bessette
CSEA
Labor Relations Representative

Date

8/6/24

Resa Thuermer

Date

8.6.24

Ellen Jensen

Date

8-6-24

Maisha Squier

Date

8-6-24

Justine

Date

8-6-24

René

Date

8/6/24