

WILLOWS UNIFIED SCHOOL DISTRICT
Office of the Superintendent

Date: June 26, 2014

Request For Placement on Board Agenda:

AGENDA TOPIC: Revised 2013-14 Salary Schedules

PRESENTER: Debby Beymer, Director of Business Services

Information

Revised salary schedules necessary to close collective bargaining for the 2013-14 fiscal year.

- 1) Certificated
- 2) Confidential
- 3) Management

Recommendation:

The administration would request the board approve revised salary schedules for Willows Unified employees.

**WILLOWS UNIFIED SCHOOL DISTRICT
CERTIFICATED TEACHERS SALARY SCHEDULE
2013 - 2014**

days 181

STEP	CLASS II AB < 30 semester hours	CLASS III AB + 30 semester hours	CLASS IV AB + 45 OR MASTERS semester hours	CLASS V AB + 60 OR MASTERS +15 semester hours	STEP
1	55,579	55,591	55,603	55,614	1
2	55,579	55,603	55,614	57,033	2
3	55,579	55,614	57,033	57,033	3
4	55,579	57,033	57,033	58,286	4
5	56,752	57,033	58,286	59,536	5
6	56,752	58,701	60,793	62,039	6
7	56,752	60,373	63,293	64,547	7
8	56,752	62,039	65,797	67,049	8
9	56,752	63,711	68,301	69,552	9
10	56,752	63,711	70,803	72,058	10
11	56,752	63,711	73,307	74,558	11
12	56,752	63,711	73,307	77,063	12
13	56,752	63,711	73,307	77,063	13
14	56,752	63,711	73,307	77,063	14
15	56,752	63,711	73,307	77,063	15
16	56,752	63,711	73,307	79,570	16
17	56,752	63,711	73,307	79,570	17
18	56,752	63,711	73,307	79,570	18
19	56,752	63,711	73,307	79,570	19
20	56,752	63,711	73,307	82,906	20
21	56,752	63,711	73,307	82,906	21
22	56,752	63,711	73,307	82,906	22
23	56,752	63,711	73,307	82,906	23
24	56,752	63,711	73,307	82,906	24
25	56,752	68,005	78,442	86,813	25

Masters Degree = \$ 700 additional Required Extra Credential = \$ 700 additional (See A.8.9 of WUTA Contract)

Eligibility for step movement is set forth in Appendix A at A.8: eligibility for columnar movement is set forth in Appendix A at A.1, A.2, and A.4.

Current non-credentialed teachers are frozen at their present placement and any new non-credentialed teacher hired after 6/30/01 will be placed at \$27,401 until completion of their credential.

High School Counselor will be placed on the appropriate Class and Step. The daily rate, based on number of contract days, will be calculated and multiplied by 199 days (High School Counselor work year). This calculation will then be multiplied by 1.03 (responsibility factor) to obtain the annual salary.

District Nurse will be placed on the appropriate Class and Step. The daily rate, based on number of contract days, will be calculated and multiplied by the number of assigned work days (District Nurse work year). The calculation will then be multiplied by 1.03 (responsibility factor) to obtain the annual salary.

Notes:

Reflects no Increase effective July 1, 2008.

Board approval - 09-01-11 six non work/paid days

Board approval - 05/06/10

Board approval - 03-08-12

Board approval - 08/05/10

Board approval - 02-07-13

Reflects no increase 2009-10

Board approval - 08-08-13

Reflects no increase 2010-11 & five non paid days

Reflects 2% Increase 2013-2014; Board Approved 6/26/14

**WILLOWS UNIFIED SCHOOL DISTRICT
CLASSIFIED/CONFIDENTIAL SALARY SCHEDULE
2013-2014**

	ADMINISTRATIVE ASSISTANT (formerly Supt Sec) (8 hours per day)	DISTRICT BOOKKEEPER/ CAFETERIA COORDINATOR	ATTENDANCE/ ACCOUNT CLERK
1	\$4,893	\$3,992	\$3,641
2	\$5,085	\$4,138	\$3,770
3	\$5,286	\$4,290	\$3,904
4	\$5,497	\$4,452	\$4,046
5	\$5,717	\$4,621	\$4,195
6		\$4,798	\$4,350
7		\$4,985	\$4,515
8		\$5,179	\$4,687
3% 12 yrs	\$5,888	\$5,335	\$4,828
6% 16 yrs	\$6,060	\$5,490	\$4,968
9% 20 yrs	\$6,231	\$5,646	\$5,109
12% 24 yrs	\$6,403	\$5,801	\$5,250
15% 28 yrs	\$6,574	\$5,956	\$5,390

ADMINISTRATIVE ASSISTANT (formerly Supt Sec) (8 hours per day)	DISTRICT BOOKKEEPER/ CAFETERIA COORDINATOR (8 hours per day)	ATTENDANCE/ ACCOUNT CLERK (8 hours per day)
\$28.23	\$23.03	\$21.01
\$29.34	\$23.87	\$21.75
\$30.49	\$24.75	\$22.52
\$31.71	\$25.68	\$23.34
\$32.98	\$26.66	\$24.20
	\$27.68	\$25.10
	\$28.76	\$26.05
	\$29.88	\$27.04
\$33.97	\$30.78	\$27.85
\$34.96	\$31.68	\$28.66
\$35.95	\$32.57	\$29.47
\$36.94	\$33.47	\$30.29
\$37.93	\$34.36	\$31.10

LONGEVITY: Longevity increases shall be provided to an eligible employee who was employed in the district on December 31, 2005 as follows:

- 3% after 12 complete years with the District
 - 3% after 16 complete years with the District
 - 3% after 20 complete years with the District
 - 3% after 24 complete years with the District
 - 3% after 28 complete years with the District
- Note: Total longevity increments = 15%

PROFESSIONAL GROWTH: The 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 one lump sum on the final June paycheck.

NOTES:

- Additional 4% Increase effective July 1, 2006
- Benefits On Salary Schedule (\$11,611) effective January 1, 2006
- Represents a 4.53% Increase effective July 1, 2007
- Represents no increase for 2008-09
- Board Approved - 03/05/09
- Board approved 01/14/10 - no increases/five days furlough
- Board approved 08/ 5/10 - no increases/five days furlough
- Board approved 06/23/2011 - no increases/five days furlough; 11/3/11 change to include longevity.
- Board approved 03/08/12 - no increases/additional two days furlough; total seven days furlough
- Board approved 8/8/13 - reflects 0 furlough days and 0 increase
- Board approved 6/26/14 - Reflects 2% Increase retro to 7/1/13.

**WILLOWS UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE
2013-2014**

Daily Rate

STEP	ASST. ELEMENTARY SCHOOL PRINCIPAL		DEAN OF STUDENTS K-3	ASSISTANT INTERMEDIATE SCHOOL PRINCIPAL	ASSISTANT HIGH SCHOOL PRINCIPAL	ELEMENTARY PRINCIPAL	INTERMEDIATE PRINCIPAL	HIGH SCHOOL PRINCIPAL	ALTERNATIVE ED. PRINCIPAL	DIRECTOR OF BUSINESS SERVICES	DIRECTOR OF TECHNOLOGY SERVICES	DIRECTOR OF TRANSPORTATION / FACILITIES OPERATIONS
	SCHOOL PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS										
1	441.49	382.03	448.88	456.40	461.56	469.38	476.26	384.76	444.44	332.57	276.94	
2	459.94	397.99	467.68	475.58	481.12	489.34	496.05	403.36	462.21	346.05	285.25	
3	479.31	414.62	487.44	495.74	501.68	510.31	517.43	422.92	480.71	360.21	293.81	
4	499.64	431.94	508.17	516.89	523.26	532.32	539.87	443.43	499.93	375.06	302.62	
5	520.98	449.98	529.95	539.10	545.92	555.43	563.44	464.98	519.93	390.67	311.69	

Annual Rate

STEP	ASST. ELEMENTARY SCHOOL PRINCIPAL		DEAN OF STUDENTS K-3	ASSISTANT INTERMEDIATE SCHOOL PRINCIPAL	ASSISTANT HIGH SCHOOL PRINCIPAL	ELEMENTARY PRINCIPAL	INTERMEDIATE PRINCIPAL	HIGH SCHOOL PRINCIPAL	ALTERNATIVE ED. PRINCIPAL	DIRECTOR OF BUSINESS SERVICES	DIRECTOR OF TECHNOLOGY SERVICES	DIRECTOR OF TRANSPORTATION / FACILITIES OPERATIONS
	SCHOOL PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS										
1	\$86,091	\$74,496	\$87,531	\$88,998	\$93,235	\$94,815	\$98,586	\$75,027	\$99,999	\$74,827	\$62,311	
2	\$89,688	\$77,608	\$91,197	\$92,738	\$97,187	\$98,846	\$102,682	\$78,656	\$103,998	\$77,861	\$64,180	
3	\$93,465	\$80,850	\$95,052	\$96,669	\$101,340	\$103,082	\$107,107	\$82,469	\$108,159	\$81,046	\$66,106	
4	\$97,429	\$84,228	\$99,093	\$100,794	\$105,699	\$107,529	\$111,753	\$86,468	\$112,485	\$84,389	\$68,089	
5	\$101,592	\$87,747	\$103,340	\$105,124	\$110,275	\$112,197	\$116,633	\$90,671	\$116,984	\$87,901	\$70,131	
DAYS	195	195	195	195	202	202	207	195	225	225	225	

SUPERINTENDENT (NOTE 3)

ALL MANAGEMENT POSITIONS RECEIVE:

STIPENDS:

Masters \$ 1,000 per year
 Doctorate \$ 1,000 per year
 Health Insurance paid by employee
 Dental and Vision paid by employee
 *employee may participate in IRC 125B Plan for purchasing health, dental, vision insurance
 Life Insurance paid by employee

BENEFITS:

- PERMANENT ADJUSTMENTS TO THE MGMT SCHEDULE:**
- The Board may grant multi-year contracts to management team members who have reached Step 3 or a higher Step.
 - A longevity increase of 3% shall be provided to an eligible employee who was employed in the district on December 31, 2005 and has at least 25 years of public school service in California.
 - The salary of the Superintendent is negotiated with the Board.
 - ASCA/CASBO dues no longer paid by employer.
 - January 2010 - Fiscal Year 2009-10, five days off working schedule.
 - August 2010 - Fiscal Year 2010-11, five days off working schedule.
 - June 2011 - Fiscal Year 2011-12, five days off working schedule.
 - March 2012 - 2 additional furloughs/ 1% rollback for =< 190 days.
 - Establish Dean of Students position in lieu of Assit. Elementary/Intermediate Principal
 - Fiscal year 2012-2013, includes five furlough days
 - Fiscal year 2013-2014, reflects 0-furlough-days-& 0-increase
 - Fiscal year 2013-2014 reflects 2% increase and 0 furlough days

NOTES:

- Increase to Director of Transportation/Facilities Operations effective 7-1-07
- Job titles changed to Director of Categorical Programs, Director of Business Services, Director of Technology Services, Director of Transportation/Facility Operations effective 7/1/07
- Contract days of 225 established for classified management positions (Business Manager, Technology Coordinator, Transportation Director) effective 12/7/06
- Permanent adjustments to mgmt schedule item #4 regarding classified management longevity increases eliminated effective 12/7/06
- Increase to Business Manager Schedule- Step 5 to \$105,500 as of 7/1/06
- Represents a 4% increase as of 7/1/06
- Benefits On Salary Schedule in the amount of \$11,611 effective 1/1/06
- Represents a 4.53% increase as of 7/1/07
- Represents no increase for 2008-09.
- Board Approved - 03/05/09
- Board approved - 01/14/2010 - reduction five days and add daily rate
- Board approved - 08/5/2010 - reduction five days furlough
- Board approved - 06/23/2011 - reduction five days furlough
- Board approved - 03/08/2012 - reduction additional 2 days or 1%.
- Board approved - 04/05/2012
- Board approved - 06/21/2012
- Board approved - 08/09/2012
- Board approved - 08/08/2013
- Board approved - 6/28/2014 - 2% increase retro back to 7/1/13 and increase in Master/Doctorate