

Date: 7/8/14  
Time: 1:15 pm

**TENTATIVE AGREEMENT**  
**between the**  
**WILLOWS UNIFIED SCHOOL DISTRICT**  
**and the**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION**  
**and its Willows Chapter #119**

The Willows Unified School District ("District") and the California School Employees Association, and its Willows Chapter #119 ("Association" or "CSEA") are parties to a collective bargaining agreement that expired on June 30, 2014.

The parties have completed negotiations for the 2013/2014 school year and have agreed as follows:

**A. Article 8 – Pay and Allowances and Attachments A1 and A2 :**

- **Increase to the Salary Schedule:**

Effective July 1, 2013, the salary schedule that is Attachment A1 and A2 to the collective bargaining agreement shall be increased by two percent (2.0%) at each cell.

- Additionally, a lump sum payment of two hundred and thirty-two dollars and twenty-two cents (\$232.22) will be paid one time, off-schedule to the twenty-two (22) unit members who were enrolled in District paid health benefits as of June 2014.

**B. Completion of Negotiations**

- All remaining contract articles remain unchanged.
- This shall formally resolve all negotiations for the 2013/2014 school year.

FOR THE CALIFORNIA SCHOOL  
EMPLOYEES ASSOCIATION  
and its Willows Chapter #119

FOR THE WILLOWS UNIFIED  
SCHOOL DISTRICT

By: Karen Jensen

By: [Signature]

Date: 7-8-14

Date: 7/8/14

Sherily L. Appleton  
Jim da Eel  
Res Hernandez 1 [Signature]

**Classified Salary Schedule  
2013 - 2014**

RANGE	2	3	4	5	6	7	8	9	3% 12 yrs	6% 16 yrs	9% 20 yrs	12% 24 yrs	15% 28 yrs	RANGE
24	\$10.77	\$11.29	\$11.86	\$12.46	\$13.10	\$13.76	\$14.45	\$15.18	\$15.63	\$16.09	\$16.54	\$17.00	\$17.45	24
25	\$11.01	\$11.57	\$12.16	\$12.77	\$13.43	\$14.10	\$14.81	\$15.56	\$16.03	\$16.49	\$16.96	\$17.43	\$17.89	25
26	\$11.29	\$11.86	\$12.46	\$13.10	\$13.76	\$14.45	\$15.18	\$15.95	\$16.42	\$16.90	\$17.38	\$17.86	\$18.34	26
27	\$11.57	\$12.16	\$12.77	\$13.43	\$14.10	\$14.81	\$15.56	\$16.36	\$16.86	\$17.35	\$17.84	\$18.33	\$18.82	27
28	\$11.86	\$12.46	\$13.10	\$13.76	\$14.45	\$15.18	\$15.95	\$16.76	\$17.26	\$17.77	\$18.27	\$18.77	\$19.27	28
29	\$12.16	\$12.77	\$13.43	\$14.10	\$14.81	\$15.56	\$16.36	\$17.19	\$17.71	\$18.22	\$18.74	\$19.25	\$19.77	29
30	\$12.46	\$13.10	\$13.76	\$14.45	\$15.18	\$15.95	\$16.76	\$17.61	\$18.14	\$18.67	\$19.19	\$19.72	\$20.25	30
31	\$12.77	\$13.43	\$14.10	\$14.81	\$15.56	\$16.36	\$17.19	\$18.05	\$18.59	\$19.13	\$19.68	\$20.22	\$20.76	31
32	\$13.10	\$13.76	\$14.45	\$15.18	\$15.95	\$16.76	\$17.61	\$18.49	\$19.05	\$19.60	\$20.16	\$20.71	\$21.27	32
33	\$13.43	\$14.10	\$14.81	\$15.56	\$16.36	\$17.19	\$18.05	\$18.97	\$19.54	\$20.11	\$20.68	\$21.25	\$21.81	33
34	\$13.76	\$14.45	\$15.18	\$15.95	\$16.76	\$17.61	\$18.49	\$19.43	\$20.02	\$20.60	\$21.18	\$21.77	\$22.35	34
35	\$14.10	\$14.81	\$15.56	\$16.36	\$17.19	\$18.05	\$18.97	\$19.92	\$20.52	\$21.12	\$21.71	\$22.31	\$22.91	35
36	\$14.45	\$15.18	\$15.95	\$16.76	\$17.61	\$18.49	\$19.43	\$20.42	\$21.03	\$21.64	\$22.26	\$22.87	\$23.48	36
37	\$14.81	\$15.56	\$16.36	\$17.19	\$18.05	\$18.97	\$19.92	\$20.93	\$21.56	\$22.18	\$22.81	\$23.44	\$24.07	37
38	\$15.18	\$15.95	\$16.76	\$17.61	\$18.49	\$19.43	\$20.42	\$21.46	\$22.10	\$22.75	\$23.39	\$24.04	\$24.68	38
39	\$15.56	\$16.36	\$17.19	\$18.05	\$18.97	\$19.92	\$20.93	\$22.00	\$22.66	\$23.32	\$23.98	\$24.64	\$25.30	39
40	\$15.95	\$16.76	\$17.61	\$18.49	\$19.43	\$20.42	\$21.46	\$22.54	\$23.21	\$23.89	\$24.56	\$25.24	\$25.92	40
41	\$16.36	\$17.19	\$18.05	\$18.97	\$19.92	\$20.93	\$22.00	\$23.11	\$23.81	\$24.50	\$25.19	\$25.89	\$26.58	41
42	\$16.76	\$17.61	\$18.49	\$19.43	\$20.42	\$21.46	\$22.54	\$23.68	\$24.39	\$25.10	\$25.81	\$26.52	\$27.23	42
43	\$17.19	\$18.05	\$18.97	\$19.92	\$20.93	\$22.00	\$23.11	\$24.28	\$25.01	\$25.74	\$26.47	\$27.19	\$27.92	43
44	\$17.61	\$18.49	\$19.43	\$20.42	\$21.46	\$22.54	\$23.68	\$24.89	\$25.64	\$26.39	\$27.13	\$27.88	\$28.63	44
45	\$18.05	\$18.97	\$19.92	\$20.93	\$22.00	\$23.11	\$24.28	\$25.50	\$26.27	\$27.03	\$27.80	\$28.56	\$29.33	45
46	\$18.49	\$19.43	\$20.42	\$21.46	\$22.54	\$23.68	\$24.89	\$26.15	\$26.93	\$27.72	\$28.50	\$29.29	\$30.07	46

For positions listed in Article 7.1.2, ie. "7 1/2 hour positions" employed as of April 1, 2006 see separate schedule of hourly rates.

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

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.

Reflects 4.53% Increase  
Effective 7/1/2007

Reflects no fiscal changes for 2008/2009, 2009/2010, 2010/2011 (five furloughs), 2011/2012 (five non-paid days)  
Board Approved 9/1/11; 12/8/11 change to include longevity.

**WILLOWS UNIFIED SCHOOL DISTRICT**  
**Classified Salary Schedule**  
**For Positions Listed Below**

**2013 - 2014**

RANGE	2	3	4	5	6	7	8	9	12 yrs 3%	16 yrs 6%	20 yrs 9%	24 yrs 12%	28 yrs 15%	RANGE
24	\$11.48	\$12.06	\$12.67	\$13.32	\$13.99	\$14.70	\$15.44	\$16.22	\$16.70	\$17.19	\$17.68	\$18.16	\$18.65	24
25	\$11.78	\$12.36	\$12.99	\$13.65	\$14.34	\$15.06	\$15.82	\$16.64	\$17.14	\$17.63	\$18.13	\$18.63	\$19.13	25
26	\$12.06	\$12.67	\$13.32	\$13.99	\$14.70	\$15.44	\$16.22	\$17.04	\$17.56	\$18.07	\$18.58	\$19.09	\$19.60	26
27	\$12.36	\$12.99	\$13.65	\$14.34	\$15.06	\$15.82	\$16.64	\$17.47	\$18.00	\$18.52	\$19.05	\$19.57	\$20.10	27
28	\$12.67	\$13.32	\$13.99	\$14.70	\$15.44	\$16.22	\$17.04	\$17.90	\$18.44	\$18.98	\$19.52	\$20.05	\$20.59	28
29	\$12.99	\$13.65	\$14.34	\$15.06	\$15.82	\$16.64	\$17.47	\$18.36	\$18.91	\$19.46	\$20.01	\$20.56	\$21.11	29
30	\$13.32	\$13.99	\$14.70	\$15.44	\$16.22	\$17.04	\$17.90	\$18.81	\$19.37	\$19.94	\$20.50	\$21.07	\$21.63	30
31	\$13.65	\$14.34	\$15.06	\$15.82	\$16.64	\$17.47	\$18.36	\$19.29	\$19.86	\$20.44	\$21.02	\$21.60	\$22.18	31
32	\$13.99	\$14.70	\$15.44	\$16.22	\$17.04	\$17.90	\$18.81	\$19.76	\$20.35	\$20.95	\$21.54	\$22.13	\$22.73	32
33	\$14.34	\$15.06	\$15.82	\$16.64	\$17.47	\$18.36	\$19.29	\$20.26	\$20.87	\$21.48	\$22.08	\$22.69	\$23.30	33
34	\$14.70	\$15.44	\$16.22	\$17.04	\$17.90	\$18.81	\$19.76	\$20.76	\$21.38	\$22.00	\$22.63	\$23.25	\$23.87	34
35	\$15.06	\$15.82	\$16.64	\$17.47	\$18.36	\$19.29	\$20.26	\$21.29	\$21.93	\$22.57	\$23.21	\$23.85	\$24.48	35
36	\$15.44	\$16.22	\$17.04	\$17.90	\$18.81	\$19.76	\$20.76	\$21.81	\$22.47	\$23.12	\$23.77	\$24.43	\$25.08	36
37	\$15.82	\$16.64	\$17.47	\$18.36	\$19.29	\$20.26	\$21.29	\$22.36	\$23.03	\$23.70	\$24.37	\$25.04	\$25.71	37
38	\$16.22	\$17.04	\$17.90	\$18.81	\$19.76	\$20.76	\$21.81	\$22.92	\$23.61	\$24.30	\$24.98	\$25.67	\$26.36	38
39	\$16.64	\$17.47	\$18.36	\$19.29	\$20.26	\$21.29	\$22.36	\$23.50	\$24.20	\$24.91	\$25.61	\$26.32	\$27.02	39
40	\$17.04	\$17.90	\$18.81	\$19.76	\$20.76	\$21.81	\$22.92	\$24.08	\$24.80	\$25.52	\$26.24	\$26.97	\$27.69	40
41	\$17.47	\$18.36	\$19.29	\$20.26	\$21.29	\$22.36	\$23.50	\$24.68	\$25.42	\$26.16	\$26.90	\$27.64	\$28.38	41
42	\$17.90	\$18.81	\$19.76	\$20.76	\$21.81	\$22.92	\$24.08	\$25.30	\$26.06	\$26.82	\$27.58	\$28.34	\$29.09	42
43	\$18.36	\$19.29	\$20.26	\$21.29	\$22.36	\$23.50	\$24.68	\$25.93	\$26.71	\$27.49	\$28.27	\$29.05	\$29.82	43
44	\$18.81	\$19.76	\$20.76	\$21.81	\$22.92	\$24.08	\$25.30	\$26.62	\$27.42	\$28.22	\$29.02	\$29.82	\$30.62	44
45	\$19.29	\$20.26	\$21.29	\$22.36	\$23.50	\$24.68	\$25.93	\$27.28	\$28.10	\$28.92	\$29.74	\$30.56	\$31.37	45
46	\$19.76	\$20.76	\$21.81	\$22.92	\$24.08	\$25.30	\$26.62	\$27.95	\$28.79	\$29.63	\$30.47	\$31.30	\$32.14	46

This schedule should be used for computations involving positions listed in Article 7.1.2. (listed below), for CSEA members employed as of April 1, 2006. New hires after April 1, 2006 will use the regular Classified Salary for computations.  
 (See Article 7.1.2)

Account Clerk  
 School Secretary I and II  
 Library Clerk  
 Material Center Clerk

Reflects 4.53% Increase  
 Effective: 7/1/2007

Reflects no increase for 2008/09, 2009/2010, 2010/2011 (five furloughs), 2011/2012 (five non-paid days)  
 Board Approved: 9/1/11; 12/8/11 change to include longevity.

**CLASSIFIED JOB CLASSIFICATIONS**

<b>JOB TITLE</b>	<b>RANGE</b>
Account Clerk	34
Bus Driver	34
Bus Driver Lead (District-wide) <sup>9&amp;10</sup>	39
Bus Driver/Grounds/Utility <sup>4</sup>	34
Bus Driver/Utility/Mechanic II	37
Bus Driver/Trainer/Lead <sup>1</sup>	43
Cafeteria Helper I	26
Cafeteria Helper II	28
Cafeteria Cook	31
Cafeteria Assistant Manager	33
Cafeteria Manager Lead (District-wide) <sup>6&amp;10</sup>	36
Clerical Aide II	29
Computer Lab Technician	35
Custodian (site)	30
Custodian - Lead (site)	33
Custodian Lead (District-wide) <sup>9&amp;10</sup>	35
Custodian/Substitute Bus Driver	31
Groundskeeper I	30
Groundskeeper II	32
Groundskeeper III <sup>5</sup>	36
Groundskeeper III/Utility <sup>8</sup>	34
Groundskeeper - Head	36
Health Records Aide I	24
Health Records Aide II	29
Instructional Aide I	24
Instructional Aide II	29
Library/Media Specialist <sup>7</sup>	31
Library Clerk <sup>2</sup>	31
Maintenance I	35
Maintenance I/Sub Bus Driver	35
Maintenance II	38
Maintenance III Lead (District-wide) <sup>3&amp;10</sup>	44
Mechanic I	35
Mechanic II	40
School Secretary I	33
School Secretary II	35
Technology Assistant	30
Warehouse/Utility	34

1 Annual stipend in the amount of \$1,500 paid to the Bus Driver/Trainer/Lead position for transportation duties and responsibilities for so long as the District assigns Lead responsibilities. Added 7/6/06. This position was moved to administration 7/1/07.

2 Library Clerk replaces Library I and Library II positions effective 4/1/05.

3 Annual stipend in the amount of \$1,500 paid to the Maintenance III position for maintenance lead duties and responsibilities. Added 8/7/03.

4 Added Bus Driver/Grounds/Utility position with board approval 12/7/06.

5 Added Groundskeeper III position with board approval 12/7/06.

6 Annual stipend in the amount of \$1,500 paid to the Cafeteria Manager position for cafeteria lead duties and responsibilities. Added 3/1/07.

7 Library/Media Specialist replaces Library Clerk effective 8/7/08.

8 Groundskeeper III/Utility replaces Groundskeeper III effective 2010-11

9 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.

<sup>10</sup> 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. 9 above.

Board Approved: 9/1/2011

Board Approved: 8/8/2013