

**WILLOWS UNIFIED SCHOOL DISTRICT**  
**Office of the Superintendent**

**Date: May 7, 2015**

**Request For Placement on Board Agenda:**

**AGENDA TOPIC:      Approve Revised Salary Schedules**

**PRESENTER: Debby Beymer, Director of Business Services**

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**Information/Attachments:**

Classified Job Classifications (No Revisions)  
Classified 2014-15 Salary Schedule A-1 Retro to 7/1/14  
Classified 2014-15 Salary Schedule A-2 Retro to 7/1/14  
Classified 2015-16 Salary Schedule A-1 Effective 7/1/15  
Classified 2015-16 Salary Schedule A-2 Effective 7/1/15

Confidential 2014-15 Salary Schedule Retro to 7/1/14  
Confidential 2015-16 Salary Schedule Effective 7/1/15

**Recommendation:**

The administration requests that the board approve the revised salary schedules for Classified and Confidential employees.

**Classified Salary Schedule  
2014 - 2015**

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	\$11.64	\$12.21	\$12.82	\$13.47	\$14.17	\$14.88	\$15.62	\$16.41	\$16.90	\$17.39	\$17.88	\$18.38	\$18.87	24
25	\$11.90	\$12.51	\$13.15	\$13.81	\$14.52	\$15.24	\$16.02	\$16.82	\$17.33	\$17.83	\$18.34	\$18.84	\$19.35	25
26	\$12.21	\$12.82	\$13.47	\$14.17	\$14.88	\$15.62	\$16.41	\$17.24	\$17.76	\$18.27	\$18.79	\$19.31	\$19.83	26
27	\$12.51	\$13.15	\$13.81	\$14.52	\$15.24	\$16.02	\$16.82	\$17.69	\$18.22	\$18.75	\$19.29	\$19.82	\$20.35	27
28	\$12.82	\$13.47	\$14.17	\$14.88	\$15.62	\$16.41	\$17.24	\$18.12	\$18.67	\$19.21	\$19.75	\$20.30	\$20.84	28
29	\$13.15	\$13.81	\$14.52	\$15.24	\$16.02	\$16.82	\$17.69	\$18.59	\$19.14	\$19.70	\$20.26	\$20.82	\$21.37	29
30	\$13.47	\$14.17	\$14.88	\$15.62	\$16.41	\$17.24	\$18.12	\$19.04	\$19.61	\$20.18	\$20.75	\$21.32	\$21.90	30
31	\$13.81	\$14.52	\$15.24	\$16.02	\$16.82	\$17.69	\$18.59	\$19.52	\$20.10	\$20.69	\$21.27	\$21.86	\$22.45	31
32	\$14.17	\$14.88	\$15.62	\$16.41	\$17.24	\$18.12	\$19.04	\$20.00	\$20.59	\$21.19	\$21.79	\$22.39	\$22.99	32
33	\$14.52	\$15.24	\$16.02	\$16.82	\$17.69	\$18.59	\$19.52	\$20.51	\$21.12	\$21.74	\$22.36	\$22.97	\$23.59	33
34	\$14.88	\$15.62	\$16.41	\$17.24	\$18.12	\$19.04	\$20.00	\$21.01	\$21.64	\$22.27	\$22.90	\$23.53	\$24.16	34
35	\$15.24	\$16.02	\$16.82	\$17.69	\$18.59	\$19.52	\$20.51	\$21.54	\$22.18	\$22.83	\$23.48	\$24.12	\$24.77	35
36	\$15.62	\$16.41	\$17.24	\$18.12	\$19.04	\$20.00	\$21.01	\$22.08	\$22.74	\$23.40	\$24.06	\$24.73	\$25.39	36
37	\$16.02	\$16.82	\$17.69	\$18.59	\$19.52	\$20.51	\$21.54	\$22.63	\$23.31	\$23.99	\$24.66	\$25.34	\$26.02	37
38	\$16.41	\$17.24	\$18.12	\$19.04	\$20.00	\$21.01	\$22.08	\$23.20	\$23.90	\$24.60	\$25.29	\$25.99	\$26.68	38
39	\$16.82	\$17.69	\$18.59	\$19.52	\$20.51	\$21.54	\$22.63	\$23.79	\$24.50	\$25.22	\$25.93	\$26.65	\$27.36	39
40	\$17.24	\$18.12	\$19.04	\$20.00	\$21.01	\$22.08	\$23.20	\$24.37	\$25.10	\$25.83	\$26.56	\$27.29	\$28.02	40
41	\$17.69	\$18.59	\$19.52	\$20.51	\$21.54	\$22.63	\$23.79	\$24.99	\$25.74	\$26.49	\$27.24	\$27.99	\$28.74	41
42	\$18.12	\$19.04	\$20.00	\$21.01	\$22.08	\$23.20	\$24.37	\$25.60	\$26.37	\$27.14	\$27.91	\$28.68	\$29.44	42
43	\$18.59	\$19.52	\$20.51	\$21.54	\$22.63	\$23.79	\$24.99	\$26.25	\$27.04	\$27.83	\$28.61	\$29.40	\$30.19	43
44	\$19.04	\$20.00	\$21.01	\$22.08	\$23.20	\$24.37	\$25.60	\$26.91	\$27.72	\$28.53	\$29.34	\$30.14	\$30.95	44
45	\$19.52	\$20.51	\$21.54	\$22.63	\$23.79	\$24.99	\$26.25	\$27.57	\$28.40	\$29.23	\$30.06	\$30.88	\$31.71	45
46	\$20.00	\$21.01	\$22.08	\$23.20	\$24.37	\$25.60	\$26.91	\$28.27	\$29.12	\$29.97	\$30.82	\$31.66	\$32.51	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.

Reflects 2% increase for 2013/2014; Board Approved 8/7/2014

**Reflects 6% increase for 2014/2015; Board Approved XX-XX-XXXX**

**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.
- 10 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

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

**2014-2015**

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	\$12.42	\$13.04	\$13.70	\$14.40	\$15.12	\$15.89	\$16.69	\$17.53	\$18.06	\$18.59	\$19.11	\$19.64	\$20.16	24
25	\$12.73	\$13.36	\$14.04	\$14.75	\$15.50	\$16.28	\$17.11	\$17.99	\$18.53	\$19.07	\$19.61	\$20.15	\$20.68	25
26	\$13.04	\$13.70	\$14.40	\$15.12	\$15.89	\$16.69	\$17.53	\$18.43	\$18.98	\$19.53	\$20.09	\$20.64	\$21.19	26
27	\$13.36	\$14.04	\$14.75	\$15.50	\$16.28	\$17.11	\$17.99	\$18.89	\$19.46	\$20.03	\$20.59	\$21.16	\$21.73	27
28	\$13.70	\$14.40	\$15.12	\$15.89	\$16.69	\$17.53	\$18.43	\$19.36	\$19.94	\$20.52	\$21.10	\$21.68	\$22.26	28
29	\$14.04	\$14.75	\$15.50	\$16.28	\$17.11	\$17.99	\$18.89	\$19.85	\$20.44	\$21.04	\$21.63	\$22.23	\$22.83	29
30	\$14.40	\$15.12	\$15.89	\$16.69	\$17.53	\$18.43	\$19.36	\$20.34	\$20.95	\$21.56	\$22.17	\$22.78	\$23.39	30
31	\$14.75	\$15.50	\$16.28	\$17.11	\$17.99	\$18.89	\$19.85	\$20.85	\$21.48	\$22.10	\$22.73	\$23.35	\$23.98	31
32	\$15.12	\$15.89	\$16.69	\$17.53	\$18.43	\$19.36	\$20.34	\$21.37	\$22.01	\$22.65	\$23.29	\$23.93	\$24.57	32
33	\$15.50	\$16.28	\$17.11	\$17.99	\$18.89	\$19.85	\$20.85	\$21.91	\$22.56	\$23.22	\$23.88	\$24.53	\$25.19	33
34	\$15.89	\$16.69	\$17.53	\$18.43	\$19.36	\$20.34	\$21.37	\$22.44	\$23.12	\$23.79	\$24.46	\$25.14	\$25.81	34
35	\$16.28	\$17.11	\$17.99	\$18.89	\$19.85	\$20.85	\$21.91	\$23.02	\$23.71	\$24.40	\$25.09	\$25.78	\$26.47	35
36	\$16.69	\$17.53	\$18.43	\$19.36	\$20.34	\$21.37	\$22.44	\$23.58	\$24.29	\$25.00	\$25.71	\$26.41	\$27.12	36
37	\$17.11	\$17.99	\$18.89	\$19.85	\$20.85	\$21.91	\$23.02	\$24.17	\$24.90	\$25.62	\$26.35	\$27.07	\$27.80	37
38	\$17.53	\$18.43	\$19.36	\$20.34	\$21.37	\$22.44	\$23.58	\$24.78	\$25.53	\$26.27	\$27.01	\$27.76	\$28.50	38
39	\$17.99	\$18.89	\$19.85	\$20.85	\$21.91	\$23.02	\$24.17	\$25.41	\$26.17	\$26.93	\$27.69	\$28.46	\$29.22	39
40	\$18.43	\$19.36	\$20.34	\$21.37	\$22.44	\$23.58	\$24.78	\$26.03	\$26.81	\$27.59	\$28.37	\$29.16	\$29.94	40
41	\$18.89	\$19.85	\$20.85	\$21.91	\$23.02	\$24.17	\$25.41	\$26.68	\$27.48	\$28.28	\$29.08	\$29.88	\$30.68	41
42	\$19.36	\$20.34	\$21.37	\$22.44	\$23.58	\$24.78	\$26.03	\$27.35	\$28.17	\$29.00	\$29.82	\$30.64	\$31.46	42
43	\$19.85	\$20.85	\$21.91	\$23.02	\$24.17	\$25.41	\$26.68	\$28.04	\$28.88	\$29.72	\$30.56	\$31.40	\$32.25	43
44	\$20.34	\$21.37	\$22.44	\$23.58	\$24.78	\$26.03	\$27.35	\$28.79	\$29.65	\$30.51	\$31.38	\$32.24	\$33.10	44
45	\$20.85	\$21.91	\$23.02	\$24.17	\$25.41	\$26.68	\$28.04	\$29.50	\$30.38	\$31.27	\$32.15	\$33.04	\$33.92	45
46	\$21.37	\$22.44	\$23.58	\$24.78	\$26.03	\$27.35	\$28.79	\$30.22	\$31.13	\$32.03	\$32.94	\$33.85	\$34.75	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.

Reflects 2% increase for 2013-2014; Board Approved 8/7/2014

**Reflects 6% increase for 2014-2015; Board Approved XX/XX/XXXX**

**Classified Salary Schedule  
2015 - 2016**

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	\$11.80	\$12.37	\$12.99	\$13.65	\$14.36	\$15.08	\$15.83	\$16.63	\$17.13	\$17.62	\$18.12	\$18.62	\$19.12	24
25	\$12.06	\$12.68	\$13.33	\$14.00	\$14.72	\$15.45	\$16.23	\$17.05	\$17.56	\$18.07	\$18.58	\$19.10	\$19.61	25
26	\$12.37	\$12.99	\$13.65	\$14.36	\$15.08	\$15.83	\$16.63	\$17.47	\$18.00	\$18.52	\$19.04	\$19.57	\$20.09	26
27	\$12.68	\$13.33	\$14.00	\$14.72	\$15.45	\$16.23	\$17.05	\$17.93	\$18.47	\$19.01	\$19.54	\$20.08	\$20.62	27
28	\$12.99	\$13.65	\$14.36	\$15.08	\$15.83	\$16.63	\$17.47	\$18.36	\$18.92	\$19.47	\$20.02	\$20.57	\$21.12	28
29	\$13.33	\$14.00	\$14.72	\$15.45	\$16.23	\$17.05	\$17.93	\$18.84	\$19.40	\$19.97	\$20.53	\$21.10	\$21.66	29
30	\$13.65	\$14.36	\$15.08	\$15.83	\$16.63	\$17.47	\$18.36	\$19.30	\$19.87	\$20.45	\$21.03	\$21.61	\$22.19	30
31	\$14.00	\$14.72	\$15.45	\$16.23	\$17.05	\$17.93	\$18.84	\$19.78	\$20.37	\$20.97	\$21.56	\$22.15	\$22.75	31
32	\$14.36	\$15.08	\$15.83	\$16.63	\$17.47	\$18.36	\$19.30	\$20.26	\$20.87	\$21.48	\$22.09	\$22.69	\$23.30	32
33	\$14.72	\$15.45	\$16.23	\$17.05	\$17.93	\$18.84	\$19.78	\$20.78	\$21.41	\$22.03	\$22.65	\$23.28	\$23.90	33
34	\$15.08	\$15.83	\$16.63	\$17.47	\$18.36	\$19.30	\$20.26	\$21.29	\$21.93	\$22.57	\$23.21	\$23.85	\$24.49	34
35	\$15.45	\$16.23	\$17.05	\$17.93	\$18.84	\$19.78	\$20.78	\$21.83	\$22.48	\$23.14	\$23.79	\$24.45	\$25.10	35
36	\$15.83	\$16.63	\$17.47	\$18.36	\$19.30	\$20.26	\$21.29	\$22.37	\$23.04	\$23.71	\$24.39	\$25.06	\$25.73	36
37	\$16.23	\$17.05	\$17.93	\$18.84	\$19.78	\$20.78	\$21.83	\$22.93	\$23.62	\$24.31	\$24.99	\$25.68	\$26.37	37
38	\$16.63	\$17.47	\$18.36	\$19.30	\$20.26	\$21.29	\$22.37	\$23.51	\$24.22	\$24.92	\$25.63	\$26.34	\$27.04	38
39	\$17.05	\$17.93	\$18.84	\$19.78	\$20.78	\$21.83	\$22.93	\$24.11	\$24.83	\$25.56	\$26.28	\$27.00	\$27.73	39
40	\$17.47	\$18.36	\$19.30	\$20.26	\$21.29	\$22.37	\$23.51	\$24.69	\$25.43	\$26.17	\$26.92	\$27.66	\$28.40	40
41	\$17.93	\$18.84	\$19.78	\$20.78	\$21.83	\$22.93	\$24.11	\$25.33	\$26.09	\$26.85	\$27.60	\$28.36	\$29.12	41
42	\$18.36	\$19.30	\$20.26	\$21.29	\$22.37	\$23.51	\$24.69	\$25.95	\$26.72	\$27.50	\$28.28	\$29.06	\$29.84	42
43	\$18.84	\$19.78	\$20.78	\$21.83	\$22.93	\$24.11	\$25.33	\$26.60	\$27.40	\$28.20	\$29.00	\$29.80	\$30.59	43
44	\$19.30	\$20.26	\$21.29	\$22.37	\$23.51	\$24.69	\$25.95	\$27.27	\$28.09	\$28.91	\$29.73	\$30.55	\$31.36	44
45	\$19.78	\$20.78	\$21.83	\$22.93	\$24.11	\$25.33	\$26.60	\$27.94	\$28.78	\$29.62	\$30.46	\$31.30	\$32.14	45
46	\$20.26	\$21.29	\$22.37	\$23.51	\$24.69	\$25.95	\$27.27	\$28.65	\$29.51	\$30.37	\$31.23	\$32.09	\$32.95	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.

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Reflects 2% increase for 2013/2014; Board Approved 8/7/2014

Reflects 6% increase for 2014/2015; Board Approved XX-XX-XXXX

**Reflects 1.34% increase for 2015/2016; Board Approved XX-XX-XXXX**

**CLASSIFIED JOB CLASSIFICATIONS**

<b>JOB TITLE</b>	<b>RANGE</b>
Account Clerk	34
Bus Driver	34
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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
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- 10 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

## WILLOWS UNIFIED SCHOOL DISTRICT

### Classified Salary Schedule For Positions Listed Below

### 2015 - 2016

RANGE	2	3	4	5	6	7	8	9	12 yrs	16 yrs	20 yrs	24 yrs	28 yrs	RANGE
24	\$12.58	\$13.21	\$13.89	\$14.59	\$15.32	\$16.11	\$16.91	\$17.77	\$18.30	\$18.83	\$19.37	\$19.90	\$20.43	24
25	\$12.90	\$13.54	\$14.23	\$14.95	\$15.71	\$16.50	\$17.33	\$18.23	\$18.77	\$19.32	\$19.87	\$20.42	\$20.96	25
26	\$13.21	\$13.89	\$14.59	\$15.32	\$16.11	\$16.91	\$17.77	\$18.67	\$19.23	\$19.80	\$20.36	\$20.92	\$21.48	26
27	\$13.54	\$14.23	\$14.95	\$15.71	\$16.50	\$17.33	\$18.23	\$19.15	\$19.72	\$20.29	\$20.87	\$21.44	\$22.02	27
28	\$13.89	\$14.59	\$15.32	\$16.11	\$16.91	\$17.77	\$18.67	\$19.62	\$20.21	\$20.79	\$21.38	\$21.97	\$22.56	28
29	\$14.23	\$14.95	\$15.71	\$16.50	\$17.33	\$18.23	\$19.15	\$20.11	\$20.72	\$21.32	\$21.92	\$22.53	\$23.13	29
30	\$14.59	\$15.32	\$16.11	\$16.91	\$17.77	\$18.67	\$19.62	\$20.61	\$21.23	\$21.85	\$22.47	\$23.08	\$23.70	30
31	\$14.95	\$15.71	\$16.50	\$17.33	\$18.23	\$19.15	\$20.11	\$21.13	\$21.77	\$22.40	\$23.03	\$23.67	\$24.30	31
32	\$15.32	\$16.11	\$16.91	\$17.77	\$18.67	\$19.62	\$20.61	\$21.65	\$22.30	\$22.95	\$23.60	\$24.25	\$24.90	32
33	\$15.71	\$16.50	\$17.33	\$18.23	\$19.15	\$20.11	\$21.13	\$22.20	\$22.86	\$23.53	\$24.20	\$24.86	\$25.53	33
34	\$16.11	\$16.91	\$17.77	\$18.67	\$19.62	\$20.61	\$21.65	\$22.74	\$23.43	\$24.11	\$24.79	\$25.47	\$26.16	34
35	\$16.50	\$17.33	\$18.23	\$19.15	\$20.11	\$21.13	\$22.20	\$23.33	\$24.03	\$24.73	\$25.43	\$26.13	\$26.83	35
36	\$16.91	\$17.77	\$18.67	\$19.62	\$20.61	\$21.65	\$22.74	\$23.90	\$24.62	\$25.33	\$26.05	\$26.77	\$27.48	36
37	\$17.33	\$18.23	\$19.15	\$20.11	\$21.13	\$22.20	\$23.33	\$24.49	\$25.23	\$25.96	\$26.70	\$27.43	\$28.17	37
38	\$17.77	\$18.67	\$19.62	\$20.61	\$21.65	\$22.74	\$23.90	\$25.11	\$25.87	\$26.62	\$27.37	\$28.13	\$28.88	38
39	\$18.23	\$19.15	\$20.11	\$21.13	\$22.20	\$23.33	\$24.49	\$25.75	\$26.52	\$27.29	\$28.06	\$28.84	\$29.61	39
40	\$18.67	\$19.62	\$20.61	\$21.65	\$22.74	\$23.90	\$25.11	\$26.38	\$27.17	\$27.96	\$28.75	\$29.55	\$30.34	40
41	\$19.15	\$20.11	\$21.13	\$22.20	\$23.33	\$24.49	\$25.75	\$27.04	\$27.85	\$28.66	\$29.47	\$30.28	\$31.09	41
42	\$19.62	\$20.61	\$21.65	\$22.74	\$23.90	\$25.11	\$26.38	\$27.72	\$28.55	\$29.38	\$30.22	\$31.05	\$31.88	42
43	\$20.11	\$21.13	\$22.20	\$23.33	\$24.49	\$25.75	\$27.04	\$28.42	\$29.27	\$30.12	\$30.97	\$31.83	\$32.68	43
44	\$20.61	\$21.65	\$22.74	\$23.90	\$25.11	\$26.38	\$27.72	\$29.17	\$30.05	\$30.92	\$31.80	\$32.67	\$33.55	44
45	\$21.13	\$22.20	\$23.33	\$24.49	\$25.75	\$27.04	\$28.42	\$29.89	\$30.79	\$31.69	\$32.58	\$33.48	\$34.38	45
46	\$21.65	\$22.74	\$23.90	\$25.11	\$26.38	\$27.72	\$29.17	\$30.62	\$31.54	\$32.46	\$33.38	\$34.30	\$35.22	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.

Reflects 2% increase for 2013-2014; Board Approved 8/7/2014

Reflects 6% increase for 2014-2015; Board Approved XX/XX/XXXX

Reflects 1.34% increase for 2015-2016; Board Approved XX/XX/XXXX

**WILLOWS UNIFIED SCHOOL DISTRICT  
CLASSIFIED/CONFIDENTIAL SALARY SCHEDULE  
2014-2015**

	ADMINISTRATIVE ASSISTANT (formerly Supt Sec) (8 hours per day)	DISTRICT BOOKKEEPER/ CAFETERIA COORDINATOR	ATTENDANCE/ ACCOUNT CLERK
1	\$5,187	\$4,231	\$3,860
2	\$5,390	\$4,386	\$3,996
3	\$5,603	\$4,548	\$4,138
4	\$5,826	\$4,719	\$4,289
5	\$6,060	\$4,899	\$4,446
6		\$5,086	\$4,611
7		\$5,284	\$4,786
8		\$5,490	\$4,968
3% 12 yrs	\$6,242	\$5,655	\$5,117
6% 16 yrs	\$6,423	\$5,820	\$5,266
9% 20 yrs	\$6,605	\$5,984	\$5,415
12% 24 yrs	\$6,787	\$6,149	\$5,564
15% 28 yrs	\$6,969	\$6,314	\$5,714

  

	ADMINISTRATIVE ASSISTANT (formerly Supt Sec) (8 hours per day)	DISTRICT BOOKKEEPER/ CAFETERIA COORDINATOR (8 hours per day)	ATTENDANCE/ ACCOUNT CLERK (8 hours per day)
1	\$29.93	\$24.41	\$22.27
2	\$31.10	\$25.31	\$23.06
3	\$32.32	\$26.24	\$23.88
4	\$33.61	\$27.23	\$24.74
5	\$34.96	\$28.26	\$25.65
6		\$29.34	\$26.60
7		\$30.48	\$27.61
8		\$31.68	\$28.66
3% 12 yrs	\$36.01	\$32.63	\$29.52
6% 16 yrs	\$37.06	\$33.58	\$30.38
9% 20 yrs	\$38.11	\$34.53	\$31.24
12% 24 yrs	\$39.16	\$35.48	\$32.10
15% 28 yrs	\$40.21	\$36.43	\$32.96

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.

**Board approved XX-XX-XXXX - Reflects 6% Increase retro to 7/1/2014**



**WILLOWS UNIFIED SCHOOL DISTRICT  
CLASSIFIED/CONFIDENTIAL SALARY SCHEDULE  
2015 - 2016**

	ADMINISTRATIVE ASSISTANT (formerly Supt Sec) (8 hours per day)	DISTRICT BOOKKEEPER/ CAFETERIA COORDINATOR	ATTENDANCE/ ACCOUNT CLERK
1	\$5,257	\$4,288	\$3,911
2	\$5,462	\$4,445	\$4,050
3	\$5,678	\$4,609	\$4,194
4	\$5,904	\$4,782	\$4,346
5	\$6,141	\$4,964	\$4,506
6		\$5,154	\$4,673
7		\$5,354	\$4,850
8		\$5,564	\$5,035
3% 12 yrs	\$6,325	\$5,731	\$5,186
6% 16 yrs	\$6,510	\$5,898	\$5,337
9% 20 yrs	\$6,694	\$6,065	\$5,488
12% 24 yrs	\$6,878	\$6,231	\$5,639
15% 28 yrs	\$7,062	\$6,398	\$5,790

	ADMINISTRATIVE ASSISTANT (formerly Supt Sec) (8 hours per day)	DISTRICT BOOKKEEPER/ CAFETERIA COORDINATOR (8 hours per day)	ATTENDANCE/ ACCOUNT CLERK (8 hours per day)
1	\$30.33	\$24.74	\$22.57
2	\$31.51	\$25.65	\$23.37
3	\$32.76	\$26.59	\$24.20
4	\$34.06	\$27.59	\$25.07
5	\$35.43	\$28.64	\$26.00
6		\$29.73	\$26.96
7		\$30.89	\$27.98
8		\$32.10	\$29.05
3% 12 yrs	\$36.49	\$33.06	\$29.92
6% 16 yrs	\$37.56	\$34.03	\$30.79
9% 20 yrs	\$38.62	\$34.99	\$31.66
12% 24 yrs	\$39.68	\$35.95	\$32.53
15% 28 yrs	\$40.74	\$36.91	\$33.40

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.
- Board approved XX-XX-XXXX - Reflects 6% Increase retro to 7/1/2014

**Board approved XX-XX-XXXX - Reflects 1.34% Increase**