

TENTATIVE AGREEMENT  
BETWEEN THE  
WILLOWS UNIFIED SCHOOL DISTRICT  
AND THE  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION CHAPTER #119  
(Successor Agreement)

January 13, 2017

CONTRACT TEXT
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Agreed to terms of negotiations for 2016-17.

**ARTICLE 8.1.2:** Change dates to read: 2017-18, 2018-19 and 2019-20

**ARTICLE 8.11:** Add to last line, **as defined in Board Policy 3350.**

**ARTICLE 9.6.1:** Change language to read: Professional Growth awards shall be paid in one lump sum following completion of each **a one time Pre-**approved nine (9) units. 9 units = \$500.00 per year.

**ARTICLE 10.3.1** Insert in Line 4: employed **on or before** April 1, 2011

**ARTICLE 10.5.5** Change wording in line one from ~~will~~ to **may**

**ARTICLE 21** Add new Article 21.1.3 Special Trip Meals: Bus Drivers who, as a result of a work assignment must have meals away from the District, shall be reimbursed for the cost of the meal. The actual costs of meals, on a daily basis, should be claimed, but should not exceed the limits. Bus Drivers are entitled to a meal every four (4) hours while on work duty.

- 1) Breakfast \$ 7.50      2) Lunch \$10.00      3) Dinner \$25.00

Classified Salary Schedule Clean Up – See Attachment “A-2”

Classified Job Classifications – See Attachment “A-3”

Page 45 - Correct address to reflect 823 W. Laurel Street – See attached

Classified Employee Evaluation – Correct address to reflect 823 W. Laurel Street – See attached

## **2016-17 Fiscal Year**

**ARTICLE 8 - Salary:** An Increase of 5% shall be applied to the Classified Salary Schedules A-1 and A-2 retroactively to July 1, 2016.

**ARTICLE 10.3 – District Contribution:** Effective July 1, 2016 the required District annual contribution will be increased from \$12,000.00 per year to \$12,600.00 per year. This increase applies to “Active” members of the unit. Section 10.5 – Continuation – Retirement remains unchanged.

**ARTICLE 32.1 – Term:** The term of Agreement shall be effective July 1, 2017 through June 30, 2020.

### **MISCELLANEOUS PROVISIONS:**

- 1) Range placement for the Cafeteria Manager Lead (District-wide) shall be changed from Range 36 to Range 37 effective July 1, 2016. The Job Description will be modified as appropriate after discussion and evaluation between District and Classified union representatives.

**2017-18 Fiscal Year**

**ARTICLE 8 - Salary:** An Increase of 2% shall be applied to the Classified Salary Schedules A-1 and A-2 effective July 1, 2017.

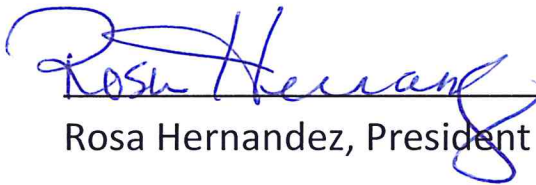
**ARTICLE 32.2.1:** Reopeners for 2017-18 shall be two (2) mutually agreed to non-monetary openers for each party.

**2018-19 Fiscal Year**

**ARTICLE 8 - Salary:** An Increase of 2% shall be applied to the Classified Salary Schedules A-1 and A-2 effective July 1, 2018.

**ARTICLE 32.2.1:** Reopeners for 2018-19 shall be two (2) mutually agreed to non-monetary openers for each party.


FOR THE CALIFORNIA SCHOOL  
EMPLOYEES ASSN. #119

  
\_\_\_\_\_  
Rosa Hernandez, President

1/18/2017  
Date

3:30 pm  
Time

FOR THE WILLOWS UNIFIED  
SCHOOL DISTRICT

  
\_\_\_\_\_  
Dr. Mort Geivett, Superintendent

1/18/17  
Date

3:32 pm  
Time



Classified Salary Schedule  
For Positions Listed Below  
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	\$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 - Library - Media Specialist**  
**Material Center Clerk**

Reflects 4.53% Increase  
Effective: 7/1/2007

Reflects no increase 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 5/7/2015

Reflects 1.34% increase for 2015-2016; Board Approved 05/07/2015

CLASSIFIED JOB CLASSIFICATIONS

<u>Job Title</u>	<u>Range</u>
Account Clerk	34
Bus Driver	34
Bus Driver Lead (District-wide) <sup>4&amp;5</sup>	39
Bus Driver/Grounds/Utility	34
Bus Driver/Utility/Mechanic II	37
Bus Driver/Trainer/Lead	43
Cafeteria Helper I	26
Cafeteria Helper II	28
Cafeteria Cook	31
Cafeteria Assistant Manager	33
Cafeteria Manager Lead (District-wide) <sup>5</sup>	36
Clerical Aide II	29
Computer Lab Technician	35
Custodian (site)	30
Custodian – Lead (site)	33
Custodian Lead (District-wide) <sup>4&amp;5</sup>	35
Custodian/Substitute Bus Driver	31
Groundskeeper I	30
Groundskeeper II	32
Groundskeeper III	36
Groundskeeper III/Utility <sup>3</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>2</sup>	31
Library Clerk <sup>1</sup>	31
Maintenance I	35
Maintenance I/Sub Bus Driver	35
Maintenance II	38
Maintenance III Lead (District-wide) <sup>5</sup>	44
Mechanic I	35
Mechanic II	40
School Secretary I	33
School Secretary II	35
Technology Assistant	30
Warehouse/Utility	34

Add Maint I / Utility Range - 34

- 1 ~~Library Clerk replaces Library I and Library II positions effective 4/1/05.~~
- 2 Library/Media Specialist replaces Library Clerk effective 8/7/08.
- 3 Groundskeeper III/Utility replaces Groundskeeper III effective 2010/2011.
- 4 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.
- 5 As of 5/14/2013, as negotiated, the position was increased in Job Classification Range by one level. This was done in lieu of the 2.5% salary augmentation as noted in No. 4 above.

Board Approved: 9/1/2011

Board Approved: 8/8/2013

Board Approved: 5/1/15

WILLOWS UNIFIED SCHOOL DISTRICT

~~334 West Sycamore Street~~ 823 W. Laurel St.

Willows, CA 95988

(530) 934-6600

CLASSIFIED PERSONNEL  
EVALUATION PROCEDURE GUIDE

**WILLOWS UNIFIED SCHOOL DISTRICT**

~~334 W. Sycamore Street~~ **823 W. Laurel St.**

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 \_\_\_\_\_

Date

Secondary Evaluator (If applicable): \_\_\_\_\_

Date

Primary Evaluator: \_\_\_\_\_

Date

Employee: \_\_\_\_\_

Date

Employee comments (if any):