

WILLOWS UNIFIED SCHOOL DISTRICT
Office of the Superintendent

Date: 02/26/09

Request For Placement on Board Agenda:

AGENDA TOPIC:

Ratification of 2008-09 Salary Schedules

PRESENTER: Betty Skala, Director of Business Services

Background Information:

Salary schedules have been updated to reflect fiscal year 2008-09 versus 2007-08 with no cola or changes for 2008-09.

Recommendations:

Ratify the salary schedules for 2008-09.

WILLOWS UNIFIED SCHOOL DISTRICT
Classified Salary Schedule
2008-2009

RANGE	2	3	4	5	6	7	8	9	RANGE
24	\$10.77	\$11.29	\$11.86	\$12.46	\$13.10	\$13.76	\$14.45	\$15.18	24
25	\$11.01	\$11.57	\$12.16	\$12.77	\$13.43	\$14.10	\$14.81	\$15.56	25
26	\$11.29	\$11.86	\$12.46	\$13.10	\$13.76	\$14.45	\$15.18	\$15.95	26
27	\$11.57	\$12.16	\$12.77	\$13.43	\$14.10	\$14.81	\$15.56	\$16.36	27
28	\$11.86	\$12.46	\$13.10	\$13.76	\$14.45	\$15.18	\$15.95	\$16.76	28
29	\$12.16	\$12.77	\$13.43	\$14.10	\$14.81	\$15.56	\$16.36	\$17.19	29
30	\$12.46	\$13.10	\$13.76	\$14.45	\$15.18	\$15.95	\$16.76	\$17.61	30
31	\$12.77	\$13.43	\$14.10	\$14.81	\$15.56	\$16.36	\$17.19	\$18.05	31
32	\$13.10	\$13.76	\$14.45	\$15.18	\$15.95	\$16.76	\$17.61	\$18.49	32
33	\$13.43	\$14.10	\$14.81	\$15.56	\$16.36	\$17.19	\$18.05	\$18.97	33
34	\$13.76	\$14.45	\$15.18	\$15.95	\$16.76	\$17.61	\$18.49	\$19.43	34
35	\$14.10	\$14.81	\$15.56	\$16.36	\$17.19	\$18.05	\$18.97	\$19.92	35
36	\$14.45	\$15.18	\$15.95	\$16.76	\$17.61	\$18.49	\$19.43	\$20.42	36
37	\$14.81	\$15.56	\$16.36	\$17.19	\$18.05	\$18.97	\$19.92	\$20.93	37
38	\$15.18	\$15.95	\$16.76	\$17.61	\$18.49	\$19.43	\$20.42	\$21.46	38
39	\$15.56	\$16.36	\$17.19	\$18.05	\$18.97	\$19.92	\$20.93	\$22.00	39
40	\$15.95	\$16.76	\$17.61	\$18.49	\$19.43	\$20.42	\$21.46	\$22.54	40
41	\$16.36	\$17.19	\$18.05	\$18.97	\$19.92	\$20.93	\$22.00	\$23.11	41
42	\$16.76	\$17.61	\$18.49	\$19.43	\$20.42	\$21.46	\$22.54	\$23.68	42
43	\$17.19	\$18.05	\$18.97	\$19.92	\$20.93	\$22.00	\$23.11	\$24.28	43
44	\$17.61	\$18.49	\$19.43	\$20.42	\$21.46	\$22.54	\$23.68	\$24.89	44
45	\$18.05	\$18.97	\$19.92	\$20.93	\$22.00	\$23.11	\$24.28	\$25.50	45
46	\$18.49	\$19.43	\$20.42	\$21.46	\$22.54	\$23.68	\$24.89	\$26.15	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.

RANGE	2	3	4	5	6	7	8	9	RANGE
24	\$1,865	\$1,960	\$2,059	\$2,164	\$2,274	\$2,388	\$2,510	\$2,638	24
25	\$1,913	\$2,009	\$2,112	\$2,219	\$2,331	\$2,447	\$2,572	\$2,703	25
26	\$1,960	\$2,059	\$2,164	\$2,274	\$2,388	\$2,510	\$2,638	\$2,770	26
27	\$2,009	\$2,112	\$2,219	\$2,331	\$2,447	\$2,572	\$2,703	\$2,839	27
28	\$2,059	\$2,164	\$2,274	\$2,388	\$2,510	\$2,638	\$2,770	\$2,910	28
29	\$2,112	\$2,219	\$2,331	\$2,447	\$2,572	\$2,703	\$2,839	\$2,983	29
30	\$2,164	\$2,274	\$2,388	\$2,510	\$2,638	\$2,770	\$2,910	\$3,058	30
31	\$2,219	\$2,331	\$2,447	\$2,572	\$2,703	\$2,839	\$2,983	\$3,135	31
32	\$2,274	\$2,388	\$2,510	\$2,638	\$2,770	\$2,910	\$3,058	\$3,213	32
33	\$2,331	\$2,447	\$2,572	\$2,703	\$2,839	\$2,983	\$3,135	\$3,292	33
34	\$2,388	\$2,510	\$2,638	\$2,770	\$2,910	\$3,058	\$3,213	\$3,375	34
35	\$2,447	\$2,572	\$2,703	\$2,839	\$2,983	\$3,135	\$3,292	\$3,459	35
36	\$2,510	\$2,638	\$2,770	\$2,910	\$3,058	\$3,213	\$3,375	\$3,546	36
37	\$2,572	\$2,703	\$2,839	\$2,983	\$3,135	\$3,292	\$3,459	\$3,634	37
38	\$2,638	\$2,770	\$2,910	\$3,058	\$3,213	\$3,375	\$3,546	\$3,725	38
39	\$2,703	\$2,839	\$2,983	\$3,135	\$3,292	\$3,459	\$3,634	\$3,819	39
40	\$2,770	\$2,910	\$3,058	\$3,213	\$3,375	\$3,546	\$3,725	\$3,915	40
41	\$2,839	\$2,983	\$3,135	\$3,292	\$3,459	\$3,634	\$3,819	\$4,011	41
42	\$2,910	\$3,058	\$3,213	\$3,375	\$3,546	\$3,725	\$3,915	\$4,112	42
43	\$2,983	\$3,135	\$3,292	\$3,459	\$3,634	\$3,819	\$4,011	\$4,215	43
44	\$3,058	\$3,213	\$3,375	\$3,546	\$3,725	\$3,915	\$4,112	\$4,319	44
45	\$3,135	\$3,292	\$3,459	\$3,634	\$3,819	\$4,011	\$4,215	\$4,427	45
46	\$3,213	\$3,375	\$3,546	\$3,725	\$3,915	\$4,112	\$4,319	\$4,536	46

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

Board Approval: 10/4/2007

WILLOWS UNIFIED SCHOOL DISTRICT
Classified Salary Schedule
For Positions listed in Article 7.1.2
2008-2009

RANGE	2	3	4	5	6	7	8	9	RANGE
24	\$11.48	\$12.06	\$12.67	\$13.32	\$13.99	\$14.70	\$15.44	\$16.22	24
25	\$11.78	\$12.36	\$12.99	\$13.65	\$14.34	\$15.06	\$15.82	\$16.64	25
26	\$12.06	\$12.67	\$13.32	\$13.99	\$14.70	\$15.44	\$16.22	\$17.04	26
27	\$12.36	\$12.99	\$13.65	\$14.34	\$15.06	\$15.82	\$16.64	\$17.47	27
28	\$12.67	\$13.32	\$13.99	\$14.70	\$15.44	\$16.22	\$17.04	\$17.90	28
29	\$12.99	\$13.65	\$14.34	\$15.06	\$15.82	\$16.64	\$17.47	\$18.36	29
30	\$13.32	\$13.99	\$14.70	\$15.44	\$16.22	\$17.04	\$17.90	\$18.81	30
31	\$13.65	\$14.34	\$15.06	\$15.82	\$16.64	\$17.47	\$18.36	\$19.29	31
32	\$13.99	\$14.70	\$15.44	\$16.22	\$17.04	\$17.90	\$18.81	\$19.76	32
33	\$14.34	\$15.06	\$15.82	\$16.64	\$17.47	\$18.36	\$19.29	\$20.26	33
34	\$14.70	\$15.44	\$16.22	\$17.04	\$17.90	\$18.81	\$19.76	\$20.76	34
35	\$15.06	\$15.82	\$16.64	\$17.47	\$18.36	\$19.29	\$20.26	\$21.29	35
36	\$15.44	\$16.22	\$17.04	\$17.90	\$18.81	\$19.76	\$20.76	\$21.81	36
37	\$15.82	\$16.64	\$17.47	\$18.36	\$19.29	\$20.26	\$21.29	\$22.36	37
38	\$16.22	\$17.04	\$17.90	\$18.81	\$19.76	\$20.76	\$21.81	\$22.92	38
39	\$16.64	\$17.47	\$18.36	\$19.29	\$20.26	\$21.29	\$22.36	\$23.50	39
40	\$17.04	\$17.90	\$18.81	\$19.76	\$20.76	\$21.81	\$22.92	\$24.08	40
41	\$17.47	\$18.36	\$19.29	\$20.26	\$21.29	\$22.36	\$23.50	\$24.68	41
42	\$17.90	\$18.81	\$19.76	\$20.76	\$21.81	\$22.92	\$24.08	\$25.30	42
43	\$18.36	\$19.29	\$20.26	\$21.29	\$22.36	\$23.50	\$24.68	\$25.93	43
44	\$18.81	\$19.76	\$20.76	\$21.81	\$22.92	\$24.08	\$25.30	\$26.62	44
45	\$19.29	\$20.26	\$21.29	\$22.36	\$23.50	\$24.68	\$25.93	\$27.28	45
46	\$19.76	\$20.76	\$21.81	\$22.92	\$24.08	\$25.30	\$26.62	\$27.95	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

Board Approval: 10/4/2007

CLASSIFIED JOB CLASSIFICATIONS

<u>JOB TITLE</u>	<u>RANGE</u>
Account Clerk	34
Bus Driver	34
Bus Driver/Grounds/Utility ⁴	34
Bus Driver/Utility/Mechanic II	37
Bus Driver/Trainer/Lead ¹	43
Cafeteria Helper I	26
Cafeteria Helper II	28
Cafeteria Cook	31
Cafeteria Assistant Manager	33
Cafeteria Manager ⁶	35
Clerical Aide II	29
Computer Lab Technician	35
Custodian	30
Custodian - Lead	33
Custodian/Substitute Bus Driver	31
Groundskeeper I	30
Groundskeeper II	32
Groundskeeper III	34
Groundskeeper - Head	36
Health Records Aide I	24
Health Records Aide II	29
Instructional Aide I	24
Instructional Aide II	29
Library Clerk ²	31
Maintenance I	35
Maintenance I/Sub Bus Driver	35
Maintenance II	38
Maintenance III ³	43
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.

Board Approval: 10/4/2007

**WILLOWS UNIFIED SCHOOL DISTRICT
CERTIFICATED TEACHERS SALARY SCHEDULE
2008 - 2009**

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	54,489	54,501	54,513	54,524	1
2	54,489	54,513	54,524	54,537	2
3	54,489	54,524	54,537	55,915	3
4	54,489	54,537	55,915	57,143	4
5	55,639	55,915	57,143	58,369	5
6	55,639	57,550	59,601	60,823	6
7	55,639	59,189	62,052	63,281	7
8	55,639	60,823	64,507	65,734	8
9	55,639	62,462	66,962	68,188	9
10	55,639	62,462	69,415	70,645	10
11	55,639	62,462	71,870	73,096	11
12	55,639	62,462	71,870	75,552	12
13	55,639	62,462	71,870	75,552	13
14	55,639	62,462	71,870	75,552	14
15	55,639	62,462	71,870	75,552	15
16	55,639	62,462	71,870	78,010	16
17	55,639	62,462	71,870	78,010	17
18	55,639	62,462	71,870	78,010	18
19	55,639	62,462	71,870	78,010	19
20	55,639	62,462	71,870	81,280	20
21	55,639	62,462	71,870	81,280	21
22	55,639	62,462	71,870	81,280	22
23	55,639	62,462	71,870	81,280	23
24	55,639	62,462	71,870	81,280	24
25	55,639	66,672	76,904	85,111	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 - ___/___/___

**WILLOWS UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE
2008 - 2009**

STEP	ASST. ELEMENTARY SCHOOL PRINCIPAL	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
	DIRECTOR OF CATEGORICAL PROGRAMS									
1	\$84,403	\$85,815	\$87,253	\$91,407	\$92,956	\$96,653	\$74,339	\$98,038	\$73,360	\$61,089
2	\$87,929	\$89,409	\$90,920	\$95,281	\$96,908	\$100,669	\$77,934	\$101,959	\$76,334	\$62,922
3	\$91,632	\$93,188	\$94,774	\$99,353	\$101,061	\$105,007	\$81,712	\$106,038	\$79,457	\$64,810
4	\$95,519	\$97,150	\$98,818	\$103,626	\$105,421	\$109,562	\$85,675	\$110,279	\$82,734	\$66,754
5	\$99,600	\$101,314	\$103,063	\$108,113	\$109,997	\$114,346	\$89,839	\$114,690	\$86,177	\$68,756
DAYS	195	195	195	202	202	207	195	225	225	225

SUPERINTENDENT (NOTE 3) 225 \$ 126,769

ALL MANAGEMENT POSITIONS RECEIVE:

STIPENDS: Masters \$ 700 per year
Doctorate \$ 700 per year

BENEFITS: 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 & WUSD
ACSA/CASBO dues paid by WUSD

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
- Board Approved - 11/1/07

PERMANENT ADJUSTMENTS TO THE MGMT SCHEDULE:

1. The Board may grant multi-year contracts to management team members who have reached Step 3 or a higher Step.
2. 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.
3. The salary of the Superintendent is negotiated with the Board.

**WILLOWS UNIFIED SCHOOL DISTRICT
CLASSIFIED/CONFIDENTIAL SALARY SCHEDULE
2008-2009**

	ADMINISTRATIVE ASSISTANT (formerly Supt Sec) (8 hours per day)	DISTRICT BOOKKEEPER/ CAFETERIA COORDINATOR (7.5 hours per day)	ATTENDANCE/ ACCOUNT CLERK (7.5 hours per day)
1	\$4,798	\$3,913	\$3,570
2	\$4,985	\$4,057	\$3,696
3	\$5,182	\$4,206	\$3,827
4	\$5,389	\$4,365	\$3,967
5	\$5,605	\$4,531	\$4,112
6		\$4,704	\$4,265
7		\$4,887	\$4,427
8		\$5,078	\$4,595

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
 Board Approved - 11/1/07