

**Willows Unified School District
Classified Salary Schedule
2023-24**

| RANGE ↓ | | | | | | | | | | 3% | 6% | 9% | 12% | 15% | |
|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---------------|---------------|---------------|---------------|---------------|----------------|
| STEP → | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 12 yrs | 16 yrs | 20 yrs | 24 yrs | 28 yrs | RANGE ↓ |
| 22 | \$16.38 | \$16.79 | \$17.21 | \$17.64 | \$18.08 | \$18.53 | \$18.99 | \$19.47 | \$19.95 | \$20.55 | \$21.15 | \$21.75 | \$22.34 | \$22.94 | 22 |
| 23 | \$16.79 | \$17.21 | \$17.64 | \$18.08 | \$18.53 | \$18.99 | \$19.47 | \$19.95 | \$20.45 | \$21.06 | \$21.68 | \$22.29 | \$22.90 | \$23.52 | 23 |
| 24 | \$17.21 | \$17.64 | \$18.08 | \$18.53 | \$18.99 | \$19.47 | \$19.95 | \$20.45 | \$20.97 | \$21.60 | \$22.23 | \$22.86 | \$23.49 | \$24.12 | 24 |
| 25 | \$17.64 | \$18.08 | \$18.53 | \$18.99 | \$19.47 | \$19.95 | \$20.45 | \$20.97 | \$21.49 | \$22.13 | \$22.78 | \$23.42 | \$24.07 | \$24.71 | 25 |
| 26 | \$18.08 | \$18.53 | \$18.99 | \$19.47 | \$19.95 | \$20.45 | \$20.97 | \$21.49 | \$22.03 | \$22.69 | \$23.35 | \$24.01 | \$24.67 | \$25.33 | 26 |
| 27 | \$18.53 | \$18.99 | \$19.47 | \$19.95 | \$20.45 | \$20.97 | \$21.49 | \$22.03 | \$22.58 | \$23.26 | \$23.93 | \$24.61 | \$25.29 | \$25.97 | 27 |
| 28 | \$18.99 | \$19.47 | \$19.95 | \$20.45 | \$20.97 | \$21.49 | \$22.03 | \$22.58 | \$23.14 | \$23.83 | \$24.53 | \$25.22 | \$25.92 | \$26.61 | 28 |
| 29 | \$19.47 | \$19.95 | \$20.45 | \$20.97 | \$21.49 | \$22.03 | \$22.58 | \$23.14 | \$23.72 | \$24.43 | \$25.14 | \$25.85 | \$26.57 | \$27.28 | 29 |
| 30 | \$19.95 | \$20.45 | \$20.97 | \$21.49 | \$22.03 | \$22.58 | \$23.14 | \$23.72 | \$24.31 | \$25.04 | \$25.77 | \$26.50 | \$27.23 | \$27.96 | 30 |
| 31 | \$20.45 | \$20.97 | \$21.49 | \$22.03 | \$22.58 | \$23.14 | \$23.72 | \$24.31 | \$24.92 | \$25.67 | \$26.42 | \$27.16 | \$27.91 | \$28.66 | 31 |
| 32 | \$20.97 | \$21.49 | \$22.03 | \$22.58 | \$23.14 | \$23.72 | \$24.31 | \$24.92 | \$25.54 | \$26.31 | \$27.07 | \$27.84 | \$28.60 | \$29.37 | 32 |
| 33 | \$21.49 | \$22.03 | \$22.58 | \$23.14 | \$23.72 | \$24.31 | \$24.92 | \$25.54 | \$26.18 | \$26.97 | \$27.75 | \$28.54 | \$29.32 | \$30.11 | 33 |
| 34 | \$22.03 | \$22.58 | \$23.14 | \$23.72 | \$24.31 | \$24.92 | \$25.54 | \$26.18 | \$26.83 | \$27.63 | \$28.44 | \$29.24 | \$30.05 | \$30.85 | 34 |
| 35 | \$22.58 | \$23.14 | \$23.72 | \$24.31 | \$24.92 | \$25.54 | \$26.18 | \$26.83 | \$27.50 | \$28.33 | \$29.15 | \$29.98 | \$30.80 | \$31.63 | 35 |
| 36 | \$23.14 | \$23.72 | \$24.31 | \$24.92 | \$25.54 | \$26.18 | \$26.83 | \$27.50 | \$28.18 | \$29.03 | \$29.87 | \$30.72 | \$31.56 | \$32.41 | 36 |
| 37 | \$23.72 | \$24.31 | \$24.92 | \$25.54 | \$26.18 | \$26.83 | \$27.50 | \$28.18 | \$28.89 | \$29.76 | \$30.62 | \$31.49 | \$32.36 | \$33.22 | 37 |
| 38 | \$24.31 | \$24.92 | \$25.54 | \$26.18 | \$26.83 | \$27.50 | \$28.18 | \$28.89 | \$29.61 | \$30.50 | \$31.39 | \$32.27 | \$33.16 | \$34.05 | 38 |
| 39 | \$24.92 | \$25.54 | \$26.18 | \$26.83 | \$27.50 | \$28.18 | \$28.89 | \$29.61 | \$30.36 | \$31.27 | \$32.18 | \$33.09 | \$34.00 | \$34.91 | 39 |
| 40 | \$25.54 | \$26.18 | \$26.83 | \$27.50 | \$28.18 | \$28.89 | \$29.61 | \$30.36 | \$31.11 | \$32.04 | \$32.98 | \$33.91 | \$34.84 | \$35.78 | 40 |
| 41 | \$26.18 | \$26.83 | \$27.50 | \$28.18 | \$28.89 | \$29.61 | \$30.36 | \$31.11 | \$31.89 | \$32.85 | \$33.80 | \$34.76 | \$35.72 | \$36.67 | 41 |
| 42 | \$26.83 | \$27.50 | \$28.18 | \$28.89 | \$29.61 | \$30.36 | \$31.11 | \$31.89 | \$32.69 | \$33.67 | \$34.65 | \$35.63 | \$36.61 | \$37.59 | 42 |
| 43 | \$27.50 | \$28.18 | \$28.89 | \$29.61 | \$30.36 | \$31.11 | \$31.89 | \$32.69 | \$33.51 | \$34.52 | \$35.52 | \$36.53 | \$37.53 | \$38.54 | 43 |
| 44 | \$28.18 | \$28.89 | \$29.61 | \$30.36 | \$31.11 | \$31.89 | \$32.69 | \$33.51 | \$34.35 | \$35.38 | \$36.41 | \$37.44 | \$38.47 | \$39.50 | 44 |
| 45 | \$28.89 | \$29.61 | \$30.36 | \$31.11 | \$31.89 | \$32.69 | \$33.51 | \$34.35 | \$35.21 | \$36.27 | \$37.32 | \$38.38 | \$39.44 | \$40.49 | 45 |
| 46 | \$29.61 | \$30.36 | \$31.11 | \$31.89 | \$32.69 | \$33.51 | \$34.35 | \$35.21 | \$36.09 | \$37.17 | \$38.26 | \$39.34 | \$40.42 | \$41.50 | 46 |

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

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| PROFESSIONAL GROWTH: | 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 equal monthly payments. |
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| Note # | Change / Description: | Board Approved | Effective Date | Date Implemented |
|---------------|--|-----------------------|-----------------------|-------------------------|
| 08 | Reflects 2% increase for 2017-2018; Board Approved 2/2/2017 | 2/2/2017 | 7/1/2017 | 2/2/2017 |
| 09 | Reflects 2% increase for 2018-2019; Board Approved 2/2/2017 | 2/2/2017 | 7/1/2018 | 7/1/2018 |
| 10 | Reflects the addition of Range 20 to 23; Board Approved 4/5/2018 | 4/5/2018 | | 4/5/2018 |
| 11 | No change for 2019/20 | N/A | N/A | N/A |
| 12 | All changes retroactive to July 1, 2020: eliminate Ranges 20 and 21; set hourly rate of Range 22, Step 1 at \$15.00 per hour to comply with minimum wage increases through January 1, 2022; square the salary schedule with increments for Steps 1 through 9 and Ranges 22 through 46 at 2.5%; move positions assigned to Range 20 to Range 22; individuals placed on Range 20 through 24 with prior advanced step placement due to minimum wage requirements will be placed on the appropriate range and step consistent with their position & experience; Secretary I incumbent placed at Range 33, Step 9 of Schedule A-2 will be grandfathered to Range 36, Step 9 of this schedule; Secretary II incumbent placed at Range 35, Step 9 of Schedule A-2 will be grandfathered to Range 38, Step 9 of this schedule. | 6/23/2021 | 7/1/2020 | 6/24/2021 |
| 13 | Reflects 4% increase to ranges 22 through 46, steps 1 through 9, for 2021-2022 retroactive to 7/1/21 | 5/5/2022 | 7/1/2021 | 6/10/2022 |
| 14 | Reflects 5% increase to ranges 22 through 46, steps 1 through 9, for 2022-2023 retroactive to 7/1/22 | 8/3/2023 | 7/1/2022 | 8/3/2023 |