

WILLOWS UNIFIED SCHOOL DISTRICT
Office of the Superintendent

Date: 11/28/11

Request For Placement on Board Agenda:

AGENDA TOPIC: Revised CSEA Salary Schedule 2011-12

PRESENTER: Betty Skala, Director of Business Services

Background Information:

The salary schedule for Classified is being revised to reflect the actual rates per hour and per month for each longevity step. The prior salary schedule reflects verbally longevity steps. The proposed salary schedule with actual amounts fiscally quantifies the longevity steps.

The reason for this change is to ensure that employees working in positions within this salary schedule earn their retirement base according to the hourly/monthly as reflected specifically on the salary schedule. PERS, based on the prior salary schedule would require us to report retirement on the base salary and treat longevity as addition pay and the employee would not get the full benefit of their retirement benefits. This change to the salary schedule allows us to continue to report the base pay including longevity; otherwise we would have to report to PERS as two separate entries.

Recommendations:

Approved the revised Classified Salary Schedule for 2011-12.

WILLOWS UNIFIED SCHOOL DISTRICT

**Classified Salary Schedule
For Positions Listed Below**

2011-12

| 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 | \$11.48 | \$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 Salary Schedule
2011-12

| 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.

CLASSIFIED JOB CLASSIFICATIONS

| JOB TITLE | RANGE |
|---|-------|
| 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/Utility ⁸ | 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 ⁷ | 31 |
| 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.
- 7 Library/Media Specialist replaces Library Clerk effective 8/7/08.
- 8 Groundskeeper III/Utility replaces Groundskeeper III effective 2010-11.

Board Approved 9/1/11; 12/8/11 change to include longevity.