

**WILLOWS UNIFIED SCHOOL DISTRICT**  
**MANAGEMENT SALARY SCHEDULE**  
**2011-2012**

Daily Rate

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	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL
1	432.84	440.08	447.45	452.51	460.18	466.92	381.23	326.04	271.51											
2	450.92	458.51	466.26	471.69	479.74	486.32	399.66	453.15	279.65											
3	469.91	477.89	486.02	491.85	500.30	507.28	419.04	471.28	288.04											
4	489.84	496.21	506.76	513.00	521.89	529.29	439.36	490.13	296.68											
5	510.77	519.56	528.53	535.21	544.54	552.40	460.71	509.73	305.58											

Annual Rate

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	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL	DIRECTOR OF CATEGORICAL PROGRAMS	PRINCIPAL
1	\$82,239	\$83,615	\$85,016	\$89,144	\$90,655	\$94,318	\$72,433	\$95,859	\$59,731											
2	\$85,674	\$87,116	\$88,589	\$92,923	\$94,509	\$98,237	\$75,936	\$99,693	\$61,524											
3	\$89,282	\$90,799	\$92,344	\$96,894	\$98,559	\$102,471	\$79,617	\$103,682	\$63,370											
4	\$93,070	\$94,659	\$96,284	\$101,061	\$102,812	\$106,916	\$83,478	\$107,828	\$65,271											
5	\$97,046	\$98,716	\$100,420	\$105,437	\$107,274	\$111,584	\$87,535	\$112,141	\$67,228											
DAYS	190	190	190	187	197	202	190	220	220											

SUPERINTENDENT (NOTE 3) 215 \$ 125,308

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

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 Transportation/Facility Operations effective 7/1/07
- Contract days of 225 established for classified management positions (Business Manager, Technology Coordinator, Transportation Director) effective 7/1/07
- 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
- Represents no increase for 2008-09.
- Board Approved - 03/05/09
- Board approved - 01/14/2010 - reduction five days and add daily rate
- Board approved - 08/25/2010 - reduction five days full rough

PERMANENT ADJUSTMENTS TO THE MGMT SCHEDULE:

- The Board may grant multi-year contracts to management team members who have reached Step 3 or a higher Step.
- 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.
- The salary of the Superintendent is negotiated with the Board.
- ASCA/CASBO dues no longer paid by employer.
- January 2010 - Fiscal Year 2009-10, five days off working schedule.
- August 2010 - Fiscal Year 2010-11, five days off working schedule.
- June 2011 - Fiscal Year 2011-12, five days off working schedule.

**WILLOWS UNIFIED SCHOOL DISTRICT  
CLASSIFIED/CONFIDENTIAL SALARY SCHEDULE  
2011-2012**

	ADMINISTRATIVE ASSISTANT (formerly Supt Sec) (8 hours per day)	DISTRICT BOOKKEEPER/ CAFETERIA COORDINATOR	ATTENDANCE/ ACCOUNT CLERK
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

Prior to 4/1/2006

	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	\$27.68	\$24.08	\$21.97
2	\$28.76	\$24.97	\$22.75
3	\$29.90	\$25.88	\$23.55
4	\$31.09	\$26.86	\$24.41
5	\$32.34	\$27.88	\$25.30
6		\$28.95	\$26.25
7		\$30.07	\$27.24
8		\$31.25	\$28.28

Schedule After 4/1/2006

	DISTRICT BOOKKEEPER/ CAFETERIA COORDINATOR (8 hours per day)	ATTENDANCE/ ACCOUNT CLERK (8 hours per day)
	\$22.58	\$20.59
	\$23.41	\$21.33
	\$24.27	\$22.08
	\$25.18	\$22.88
	\$26.14	\$23.73
	\$27.14	\$24.61
	\$28.19	\$25.54
	\$29.30	\$26.51

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
- New hires after April 1, 2006 will use the separate 8 hour schedule**
- 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