

WILLOWS UNIFIED SCHOOL DISTRICT
Office of the Superintendent

Date: January 7, 2021

Request For Placement on Board Agenda:

**AGENDA TOPIC: 2020-2021 Salary Schedules for High School
Counselor, District Nurse, District-Wide
Librarian, and Psychologist**

PRESENTER: Emmett Koerperich, Superintendent

Background Information:

The listed positions have been paid from the Teacher Salary Schedule with modifications for days worked and responsibility factors pursuant to the WUSD / WUTA collective bargaining agreement. STRS performed an audit of District compensation during 2019 and 2020 and has ruled that if the responsibility factor is not part of the base compensation in the salary schedule, it will not count as base earnings towards future retiree benefits.

Alternatively, implementation of defined salary schedules for these classifications that include the responsibility factor and the number of regular work days embedded in the schedule will resolve this issue and will ensure that employees working in these positions earn their retirement base according to their full compensation for their regular assignment.

The implementation of these salary schedules continues to provide compensation consistent with the definitions in the WUSD / WUTA collective bargaining agreement and in no way changes current compensation levels. These schedules will be implemented retroactively to July 1, 2020 and earnings reports to STRS will be updated accordingly with assistance from GCOE.

This will resolve the outstanding findings of the STRS audit.

Recommendations:

Approve the new salary schedules as stated for 2020-2021.

**WILLOWS UNIFIED SCHOOL DISTRICT
HIGH SCHOOL COUNSELOR SALARY SCHEDULE
2020-21**

DAYS / YR:		199		
STEP	CLASS I BA + 30 semester hours	CLASS II BA + 45 OR MASTERS semester hours	CLASS III BA + 60 OR MASTERS +15 semester hours	STEP
1	70,279	71,684	73,118	1
2	71,333	73,118	74,946	2
3	72,403	74,580	76,819	3
4	73,488	76,072	78,740	4
5	74,591	77,594	80,708	5
6	75,710	79,145	82,726	6
7	76,846	80,728	84,794	7
8	77,998	82,342	86,914	8
9	79,169	83,989	89,087	9
10	80,356	85,670	91,314	10
11	80,356	87,383	93,597	11
12	80,356	89,130	95,936	12
13	80,356	90,913	98,336	13
14	80,356	92,731	100,793	14
15	80,356	94,585	103,313	15
16	80,356	94,585	105,897	16
17	80,356	94,585	108,544	17
18	80,356	94,585	111,257	18
19	80,356	94,585	114,038	19
20	80,356	94,585	116,889	20

Masters Degree = \$ 1000 additional Required Extra Credential = \$ 700 additional (See A.8.9 of WUTA Contract)
 Doctorate Degree = \$1000 additional

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.

High School Counselor Salary Schedule implemented effective 7/1/2020

2020-21 Salary Schedule Board Approved: _____

**WILLOWS UNIFIED SCHOOL DISTRICT
DISTRICT NURSE SALARY SCHEDULE
2020-21**

DAYS / YR: 181						
STEP	CLASS I BA < 30 semester hours	CLASS II BA + 30 semester hours	CLASS III BA + 45 OR MASTERS semester hours	CLASS IV BA + 60 OR MASTERS +15 semester hours	STEP	
1	62,665	63,922	65,200	66,504	1	
2	63,293	64,881	66,504	68,167	2	
3	63,925	65,854	67,834	69,871	3	
4	63,925	66,841	69,191	71,618	4	
5	63,925	67,844	70,575	73,408	5	
6	63,925	68,861	71,986	75,244	6	
7	63,925	69,895	73,426	77,124	7	
8	63,925	70,943	74,894	79,053	8	
9	63,925	72,008	76,392	81,029	9	
10	63,925	73,088	77,921	83,054	10	
11	63,925	73,088	79,479	85,131	11	
12	63,925	73,088	81,068	87,259	12	
13	63,925	73,088	82,689	89,441	13	
14	63,925	73,088	84,344	91,676	14	
15	63,925	73,088	86,030	93,968	15	
16	63,925	73,088	86,030	96,318	16	
17	63,925	73,088	86,030	98,726	17	
18	63,925	73,088	86,030	101,194	18	
19	63,925	73,088	86,030	103,723	19	
20	63,925	73,088	86,030	106,316	20	

Masters Degree = \$ 1000 additional Required Extra Credential = \$ 700 additional (See A.8.9 of WUTA Contract)

Doctorate Degree = \$1000 additional

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.

District Nurse Salary Schedule implemented effective 7/1/2020.

2020-21 Salary Schedule Board Approved: _____

**WILLOWS UNIFIED SCHOOL DISTRICT
PSYCHOLOGIST SALARY SCHEDULE
2020-21**

DAYS / YR: 190					
STEP	CLASS I BA + 30 semester hours	CLASS II BA + 45 OR MASTERS semester hours	CLASS III BA + 60 OR MASTERS +15 semester hours		STEP
1	74,918	76,416	77,944		1
2	76,042	77,944	79,893		2
3	77,182	79,503	81,890		3
4	78,339	81,093	83,938		4
5	79,515	82,716	86,035		5
6	80,707	84,369	88,187		6
7	81,919	86,057	90,391		7
8	83,147	87,778	92,651		8
9	84,395	89,533	94,967		9
10	85,661	91,325	97,341		10
11	85,661	93,151	99,775		11
12	85,661	95,014	102,269		12
13	85,661	96,914	104,827		13
14	85,661	98,853	107,446		14
15	85,661	100,829	110,133		15
16	85,661	100,829	112,887		16
17	85,661	100,829	115,709		17
18	85,661	100,829	118,601		18
19	85,661	100,829	121,566		19
20	85,661	100,829	124,605		20

Masters Degree = \$ 1000 additional Required Extra Credential = \$ 700 additional (See A.8.9 of WUTA Contract)
 Doctorate Degree = \$1000 additional

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.

Psychologist Salary Schedule implemented effective 7/1/2020

2020-21 Salary Schedule Board Approved: _____

**WILLOWS UNIFIED SCHOOL DISTRICT
DISTRICT-WIDE LIBRARIAN SALARY SCHEDULE
2020-21**

DAYS / YR: 196						
STEP	CLASS I BA < 30 semester hours	CLASS II BA + 30 semester hours	CLASS III BA + 45 OR MASTERS semester hours	CLASS IV BA + 60 OR MASTERS +15 semester hours	STEP	
1	69,835	71,235	72,660	74,113	1	
2	70,534	72,304	74,113	75,966	2	
3	71,239	73,388	75,595	77,865	3	
4	71,239	74,489	77,107	79,812	4	
5	71,239	75,606	78,650	81,806	5	
6	71,239	76,740	80,222	83,853	6	
7	71,239	77,892	81,827	85,948	7	
8	71,239	79,060	83,463	88,097	8	
9	71,239	80,247	85,132	90,299	9	
10	71,239	81,450	86,836	92,557	10	
11	71,239	81,450	88,572	94,871	11	
12	71,239	81,450	90,344	97,242	12	
13	71,239	81,450	92,150	99,674	13	
14	71,239	81,450	93,994	102,165	14	
15	71,239	81,450	95,873	104,720	15	
16	71,239	81,450	95,873	107,338	16	
17	71,239	81,450	95,873	110,022	17	
18	71,239	81,450	95,873	112,772	18	
19	71,239	81,450	95,873	115,590	19	
20	71,239	81,450	95,873	118,480	20	

Masters Degree = \$ 1000 additional Required Extra Credential = \$ 700 additional (See A.8.9 of WUTA Contract)
 Doctorate Degree = \$1000 additional

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.

District-Wide Librarian Salary Schedule implemented effective 7/1/2020

2020-21 Salary Schedule Board Approved: _____