

**WILLOWS UNIFIED SCHOOL DISTRICT**  
**Office of the Superintendent**

**Date: December 10, 2020**

**Request For Placement on Board Agenda:**

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

**PRESENTER: Debbie Costello, Director of Business Services**

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**Background Information:**

The High School Counselor and District Nurse 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 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. The District representatives will work with the WUTA negotiating team to update contract language to be consistent with the separate salary schedules in future negotiations sessions.

**Recommendations:**

Approve the new High School Counselor and District Nurse salary schedules for 2020-2021.

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

DAYS / YR: 181						
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	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.

Interns and non-credentialed teachers will be placed at 80% of Col II Step 1 until completion of their credential.

District Nurse Salary Schedule implemented effective 7/1/2020 to provide compensation for 181 days per year at a factor of 1.03 of the WUTA Teachers Salary Schedule

2020-21 Salary Schedule Board Approved: 12-10-2020

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

DAYS / YR: 199						
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	68,897	70,279	71,684	73,118	1	
2	69,587	71,333	73,118	74,946	2	
3	70,282	72,403	74,580	76,819	3	
4	70,282	73,488	76,072	78,740	4	
5	70,282	74,591	77,594	80,708	5	
6	70,282	75,710	79,145	82,726	6	
7	70,282	76,846	80,728	84,794	7	
8	70,282	77,998	82,342	86,914	8	
9	70,282	79,169	83,989	89,087	9	
10	70,282	80,356	85,670	91,314	10	
11	70,282	80,356	87,383	93,597	11	
12	70,282	80,356	89,130	95,936	12	
13	70,282	80,356	90,913	98,336	13	
14	70,282	80,356	92,731	100,793	14	
15	70,282	80,356	94,585	103,313	15	
16	70,282	80,356	94,585	105,897	16	
17	70,282	80,356	94,585	108,544	17	
18	70,282	80,356	94,585	111,257	18	
19	70,282	80,356	94,585	114,038	19	
20	70,282	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.

Interns and non-credentialed teachers will be placed at 80% of Col II Step 1 until completion of their credential.

High School Counselor Salary Schedule implemented effective 7/1/2020 to provide compensation for 199 days per year at a factor of 1.03 of the WUTA Teachers Salary Schedule

2020-21 Salary Schedule Board Approved: 12-10-2020