

WILLOWS UNIFIED SCHOOL DISTRICT
Office of the Superintendent

Date: May 5, 2022

Request For Placement on Board Agenda:

**AGENDA TOPIC: Approve Public Disclosure of Proposed
Collective Bargaining Agreement between
Willows Unified School District and the
California School Employees Associations –
Willows Chapter #119 (CSEA)**

PRESENTER: Debbie Costello, Director of Business Services

ACTION ITEM DISCUSSION DISCUSSION/POSSIBLE ACTION

Information:

Assembly Bill 1200 and Government Code Section 3647.5 require school districts to publicly disclose and approve any tentative agreement between the district and employee bargaining groups.

Attached is the AB1200 public disclosure of the Tentative Agreement between the district and CSEA for fiscal year 2021-22.

As per the Tentative Agreement with CSEA, approval of the proposed TA will close negotiations for 2021-22. Reopeners for 2022-23 will include salary and benefits plus two additional articles for each party.

Recommendation:

The administration requests that the board approve the Public Disclosure between the Willows Unified School District and the California School Employees Association – Willows Chapter #119 (CSEA).

FOR SUBMISSION TO THE GOVERNING BOARD AND THE COUNTY SUPERINTENDENT OF SCHOOLS in compliance with the Public Disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213) , GC 3547.5 (Statutes of 2004, Chapter 25) as well as the Salary Settlement Notification requirements of SB-1677 when Teachers Salary/Benefit Negotiations are finalized after the final budget is adopted.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE SCHOOL DISTRICT

WITH THE BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on : (enter Date)
 Budget Revisions to be submitted no later than 45 days after approval: (enter Date + 45 days)

GENERAL

Section 1: STATUS OF BARGAINING UNIT AGREEMENTS

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

		# FTE Represented
Certificated:	<input type="text"/>	<input type="text"/>
Classified:	<input type="text" value="CSEA"/>	<input type="text" value="64.475"/>

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on: (enter Begin Date)
 and ending on: (enter End Date)

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years:	2020-21	2021-22	2022-23	
Reopeners: Yes or NO ?	N/A	N/A	YES	

COMPENSATION PROVISIONS

Section 3: SALARIES: PERCENTAGE INCREASE IN SALARIES IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for salaries:

Current-Year Salary Cost Before Settlement (Based on YTD Actuals Projected through 6/30):	<input type="text" value="2,301,333"/>
Current-Year Salary Cost After Settlement (Include any retroactive pay if applicable):	<input type="text" value="2,393,386"/>
Total Cost Increase:	<input type="text" value="92,053"/>
Percentage Increase:	<input type="text" value="4.00%"/>

SALARY INCREASE FOR AVERAGE-REPRESENTED EMPLOYEE OVER PRIOR YEAR

(Includes annual step/column movement on schedule):

Salary Increase (Average)	
Average increase over prior year	<input type="text" value="4.00%"/> per employee *
% increase ranges from 5.46 - 25.41%, average of 9.26% based on FTE	
Step & column (average % increase over the prior-year schedule)	<input type="text" value="0.00%"/> per employee
TOTAL PERCENTAGE INCREASE FOR AVERAGE REPRESENTED EMPLOYEE	<input type="text" value="4.00%"/> per employee

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Willows Unified SCHOOL DISTRICT

Section 4: BENEFITS: PERCENTAGE INCREASE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:
 The proposed agreement includes the following costs for employee benefits:

Statutory benefits:

(STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Costs:

Current Costs:	585,771
Proposed Costs:	609,202
Total Cost Increase:	23,431
Percentage Increase:	4.00%

District Health/Welfare Plans (Medical, Dental, Vision, Life Insurance, Other)

Total Costs:

Current Costs:	<i>No change to District H&W contribution</i>	-
Proposed Costs:		-
Total Cost Increase:		-
Percentage Increase:		0.0%

BENEFITS INCREASE FOR AVERAGE-REPRESENTED EMPLOYEE		
(Includes both Statutory and District-Provided):		
Prior Year Capped Health/Welfare Benefit Amount:	12,600	per employee
Current Year Proposed Capped Health/Welfare Benefit Amount:	12,600	per employee
Total Costs:		
Current Costs:	585,771	
Proposed Costs:	609,202	
Total Cost Increase:	23,431	
 TOTAL PERCENTAGE AS A COST TO THE DISTRICT		
	4.00%	

TOTAL COST OF COMPENSATION INCREASE (REGARDLESS OF WHETHER WHOLLY OR PARTIALLY PREVIOUSLY BUDGETED)
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Section 5: The "total cost increase" for salaries and employee benefits in the proposed agreement.

Current Year Cost Before Settlement:

(Based on YTD Actuals Projected through 6/30)

Salaries	2,301,333	
Benefits	585,771	
Total:		2,887,104

Current Year Cost After Settlement:

(Include any retroactive pay and check box if applicable)

Salaries	2,393,386	
Benefits	609,202	
Total:		3,002,588

TOTAL COST INCREASE	115,484
PERCENTAGE INCREASE:	4.00%
COST OF 1% INCREASE:	28,871

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified

SCHOOL DISTRICT

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

Section 6: The following are additional compensation and non-compensation provisions contained in the proposed agreement:

A. OTHER COMPENSATION: Off-Schedule Stipends, Bonuses, etc.(Amts, staff affected, total cost)

This agreement consists of a 4% increase to Ranges 22 through 46, Steps 1 through 9, retroactive to July 1, 2021.

In 2022/23, reopeners will consist of salary and benefits plus two additional articles for each party.

B. NON-COMPENSATION: Class Size Adjustments, Staff Development Days, Teacher Prep Time, etc.

N/A

C. CONTINGENCY LANGUAGE: Include specific areas identified for reopeners and specific contingency language.

None

Section 7: State Minimum Reserve Calculation:

Total Expenditures and Other Uses:	Est for year end	\$	21,129,069
Minimum State Reserve Percentage			3%
Minimum State Reserve Requirement		\$	633,872

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

Section 8: **Date of governing board approval of budget revisions in Section 9, Col.2 (below) in accordance with E.C. 42142 and Government Code 3547.5**

6/16/2022

Provide a copy of the board-approved budget revisions and board minutes within 45 days.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2 provide a detailed report upon approval of the district governing board.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified

SCHOOL DISTRICT

Section 9: **IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT YEAR AND TWO SUBSEQUENT YEARS. (Reflects both Unrestricted and Restricted Amounts)**
 In-Lieu of this form, an updated MYP form can be supplied which includes the results of the settlement over any previous MYP filed with this office.

Please include current projected Revenue Limit ADA and any other assumptions.

Current Fiscal Year

2020-21

	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
	Latest Board- Approved Budget Before Settlement As of 2021/22 2nd Int	Adjustments as a Result of this Proposed Settlement	Other Revisions (Including Other Proposed Bargaining Agreements)	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA	1,398			1,398
Local Control Funding Form (8010-8099)	16,651,218		-	16,651,218
Remaining Revenues (8100-8799)	4,498,886		-	4,498,886
TOTAL	21,150,104	-	-	21,150,104

OPERATING EXPENDITURES

1000 Certificated Salaries	8,484,470			8,484,470
2000 Classified Salaries	2,518,934	92,053		2,610,987
3000 Benefits	3,240,863	23,431		3,264,294
4000 Instructional Supplies	1,597,839		-	1,597,839
5000 Contracted Services	1,430,702		-	1,430,702
6000 Capital Outlay	931,418		-	931,418
7000 Other	2,474,843		-	2,474,843
TOTAL	20,679,069	115,484	-	20,794,553

OPERATING SURPLUS (DEFICIT)

	471,035	(115,484)	-	355,551
Other Sources and Transfers In	-		-	-
Other Uses and Transfers Out	450,000		-	450,000

**CURRENT YEAR INCREASE
(DECREASE) TO FUND BALANCE**

	21,035	(115,484)	-	(94,449)
BEGINNING BALANCE 9791	7,183,715			7,183,715
Prior-Year Adjustments 9702-9703	-	-	-	-
NET BEGINNING BALANCE	7,183,715	-	-	7,183,715

**CURRENT-YEAR ENDING BALANCE
(EST) ACCOUNT**

	7,204,750	(115,484)	-	7,089,266
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COMPONENTS OF ABOVE ENDING BALANCE:

(Must agree with account 9704)

Reserved Amounts 9711/9712	23,619	-	-	23,619
Legally Restricted 9740/9760	3,470,823			3,470,823
Board Designated Resources Res 9XXX	640,447			640,447
Economic Uncertainties 9789	1,731,683			1,731,683
Unapp+Available Funds 9790	1,338,178			1,222,694

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in Section 5, Total Costs, please explain:

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified

SCHOOL DISTRICT

First Subsequent Year 2022-23

	(Col. 1)	(Col. 2)	(Col. 3)
	Most Recent Board-Adopted Multiyear Projection	Adjustments as a Result of this Proposed Settlement	Projected District Budget After Settlement of Agreement (Cols. 1 + 2)
OPERATING REVENUES: 21/22 P2	1,333		1,403
Local Control Funding Form (8010-8099)	17,516,453		17,516,453
Remaining Revenues (8100-8799)	3,998,010		3,998,010
TOTAL	21,514,463	-	21,514,463

OPERATING EXPENDITURES

1000 Certificated Salaries	9,261,738		9,261,738
2000 Classified Salaries	2,609,123	94,581	2,703,704
3000 Benefits	3,770,000	23,782	3,793,782
4000 Instructional Supplies	1,700,000		1,700,000
5000 Contracted Services	1,600,000		1,600,000
6000 Capital Outlay	150,000		150,000
7000 Other	2,575,000		2,575,000
TOTAL	21,665,861	118,363	21,784,224

OPERATING SURPLUS (DEFICIT)

	(151,398)	(118,363)	(269,761)
Other Sources and Transfers In	22,000		22,000
Other Uses and Transfers Out	300,000		300,000
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE	(429,398)	(118,363)	(547,761)

BEGINNING BALANCE 9701

	7,204,750		7,204,750
Prior-Year Adjustments 9702-9703			-
NET BEGINNING BALANCE	7,204,750	-	7,204,750

CURRENT-YEAR ENDING BALANCE

	6,775,352	(118,363)	6,656,989
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COMPONENTS OF ABOVE ENDING BALANCE:

Reserved Amounts 9711/9712	6,775		6,775
Legally Restricted 9740/9760	2,840,067		2,840,067
Board Designated Resource Rs 9XXX	1,135,000		1,135,000
Economic Uncertainties 9789	2,194,386		2,194,386
Unappropriated Amounts 9790	599,124		480,761

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified

SCHOOL DISTRICT

Second Subsequent Year 2022-23

	(Col. 1)	(Col. 2)	(Col. 3)
	Most Recent Board-Adopted Multiyear Projection	Adjustments as a Result of this Proposed Settlement	Projected District Budget After Settlement of Agreement (Cols. 1 + 2)
OPERATING REVENUES: 21/22 P2	1,344		1,344
Local Control Funding Form (8010-8099)	18,157,904		18,157,904
Remaining Revenues (8100-8799)	3,133,010		3,133,010
TOTAL	21,290,914	-	21,290,914

OPERATING EXPENDITURES

1000 Certificated Salaries	9,399,164		9,399,164
2000 Classified Salaries	2,635,214	96,000	2,731,214
3000 Benefits	3,850,000	24,139	3,874,139
4000 Instructional Supplies	1,375,000		1,375,000
5000 Contracted Services	1,325,000		1,325,000
6000 Capital Outlay	100,000		100,000
7000 Other	2,585,000		2,585,000
TOTAL	21,269,378	120,139	21,389,517

OPERATING SURPLUS (DEFICIT)

	21,536	(120,139)	(98,603)
Other Sources and Transfers In	20,000		20,000
Other Uses and Transfers Out	300,000		300,000
CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE	(258,464)	(120,139)	(378,603)

BEGINNING BALANCE 9701

	6,775,352		6,656,989
Prior-Year Adjustments 9702-9703			-
NET BEGINNING BALANCE	6,775,352	-	6,656,989

CURRENT-YEAR ENDING BALANCE (EST) ACCOUNT 9704

	6,516,888	(120,139)	6,278,386
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COMPONENTS OF ABOVE ENDING BALANCE:

(Must agree with account 9704)

Reserved Amounts 9711/9712	6,775		6,775
Legally Restricted 9740/9760	2,299,403		2,299,403
Board Designated Resources 9XXX	1,135,000		1,135,000
Economic Uncertainties 9789	2,154,938		2,154,938
	920,772		682,270

Assumptions used (RL COLA, Other Revenue COLAs, Addl staffing, etc):

No reopeners in 2019-20.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Willows Unified

 SCHOOL DISTRICT

Section 10: **MULTI-YEAR CONTRACT:** The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows:

Salary Schedule changes implemented in 2020/21 will be ongoing.

Section 11:

IMPACT OF PROPOSED AGREEMENT IN FUTURE FISCAL YEARS: The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years:

Funding to support this settlement in future years will come from the Local Control Funding Formula and other programs that provide supplemental services.

Section 12: **NARRATIVE OF AGREEMENT:** Provide a brief narrative of the proposed changes in compensation or health premiums, including percentage changes, effective dates, and comments and/or explanation

This is a one year agreement for the 2021/22 fiscal year with retroactive salary adjustments to 7/1/2021. Non-compensation elements of this agreement are outlined in the Tentative Agreement dated March 25, 2022.

Section 13: **NARRATIVE OF FUNDING AVAILABLE FOR PROPOSED AGREEMENT:** Provide a brief narrative of the funds available to provide for the costs of this agreement:

The majority of the agreement will be funded by the Local Control Funding Formula and is sustainable with forecasted COLA adjustments to the LCFF.

**FORM FOR PUBLIC DISCLOSURE OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT**
Posted on May 2, 2022
(AB-1200, Status 1991, Chapter 1213)

Willows Unified SCHOOL DISTRICT

Government Code Section 3547.5: Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

**MAJOR PROVISIONS OF PROPOSED AGREEMENT
WITH THE**

CSEA - WILLOWS CHAPTER #119 BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on **05/05/22**

- A. PERIOD OF AGREEMENT:**
The proposed bargaining agreement covers the period beginning **07/01/21**
and ending **06/30/22**
for the following fiscal years **2020-21** **2021-22** **2022-23**
- B. TOTAL COST INCREASE OF PROPOSED AGREEMENT (SALARIES & BENEFITS)**
The total cost increase for salaries and employee benefits in the proposed agreement:
- | | | |
|----|-------------------------------------|------------------|
| 1. | Current-Year Costs Before Agreement | 2,887,104 |
| 2. | Current-Year Costs After Agreement | 3,002,588 |
| 3. | Total Cost Increase | 115,484 |
| 4. | Percentage Increase | 4.00% |
| 5. | Cost of 1 % Increase | 28,871 |
- C. PERCENTAGE SALARY INCREASE FOR AVERAGE REPRESENTED EMPLOYEE**
The total percentage increase in salary, including annual step and column movement on the salary schedule, for the average represented employee under this proposed agreement-
- | | | |
|----|---|--------------|
| 1. | Salary increase
(% Increase To Existing Salary Schedule) | 4.00% |
| 2. | Step & Column
(Average % Increase Over Prior-Year Salary Schedule) | |
| 3. | TOTAL PERCENTAGE INCREASE FOR THE
AVERAGE REPRESENTED EMPLOYEE | 4.00% |

**FORM FOR PUBLIC DISCLOSURE OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT**
Posted on May 2, 2022
(AB-1200, Status 1991, Chapter 1213)

Willows Unified SCHOOL DISTRICT

D.

PERCENTAGE BENEFIT INCREASE FOR AVERAGE REPRESENTED EMPLOYEE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1.	Cost of Benefits Before Agreement	585,771
2.	Cost of Benefits After Agreement	609,202
3.	Percentage Increase in Cost	4.00%

E.

IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures in the General Fund of:	\$ 21,129,069.00
2.	Percentage Reserve Level Required for District:	3.0%
3.	Amount of required minimum Reserve:	\$ 633,872.07

District UNRESTRICTED Reserves sufficient to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Designated for Economic Uncertainties	\$ 1,731,683.00
5.	Unappropriated Amount (Accounts 9790)	\$ 2,634,256.00
6.	Total Reserves	\$ 4,365,939.00
	Board Designated Reserves Other:	\$ 640,447.00

Difference between District Reserves and Minimum State Requirement **8.02%**

**FORM FOR PUBLIC DISCLOSURE OF PROPOSED
COLLECTIVE BARGAINING AGREEMENT
Posted on May 2, 2022
(AB-1200, Status 1991, Chapter 1213)**

Willows Unified SCHOOL DISTRICT

F. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

The majority of the agreement will be funded by the Local Control Funding Formula and is sustainable with forecasted COLA adjustments to the LCFF.

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN FUTURE FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation/noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

Funding to support this settlement in future years will come from the Local Control Funding Formula and other programs that provide supplemental services.

H. NARRATIVE OF AGREEMENT

This is a one year agreement for the 2021/22 fiscal year with retroactive salary adjustments to 7/1/2021. Non-compensation elements of this agreement are outlined in the Tentative Agreement dated March 25, 2022.

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure in accordance with the requirements of AB-1200 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

*District Superintendent
Emmett Koerperich*

Date

*Chief Business Official
Debbie Costello*

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on June 17, 2021, will take action on the proposed Agreement with CSEA - Willows Chapter #119.

*President, Governing Board
Jeromy Geiger, President Board of Trustees*

Date

Classified Salary Schedule
Proposed 2021-2022 as Revised 3/25/2022 per TA

RANGE ↓ STEP →	1	2	3	4	5	6	7	8	9	3% 12 yrs	6% 16 yrs	9% 20 yrs	12% 24 yrs	15% 28 yrs	RANGE ↓
22	\$15.60	\$15.99	\$16.39	\$16.80	\$17.22	\$17.65	\$18.09	\$18.54	\$19.00	\$19.57	\$20.14	\$20.71	\$21.28	\$21.85	22
23	\$15.99	\$16.39	\$16.80	\$17.22	\$17.65	\$18.09	\$18.54	\$19.00	\$19.48	\$20.06	\$20.65	\$21.23	\$21.82	\$22.40	23
24	\$16.39	\$16.80	\$17.22	\$17.65	\$18.09	\$18.54	\$19.00	\$19.48	\$19.97	\$20.57	\$21.17	\$21.77	\$22.37	\$22.97	24
25	\$16.80	\$17.22	\$17.65	\$18.09	\$18.54	\$19.00	\$19.48	\$19.97	\$20.47	\$21.08	\$21.70	\$22.31	\$22.93	\$23.54	25
26	\$17.22	\$17.65	\$18.09	\$18.54	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.61	\$22.24	\$22.87	\$23.50	\$24.13	26
27	\$17.65	\$18.09	\$18.54	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.50	\$22.15	\$22.79	\$23.44	\$24.08	\$24.73	27
28	\$18.09	\$18.54	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.50	\$22.04	\$22.70	\$23.36	\$24.02	\$24.68	\$25.35	28
29	\$18.54	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.50	\$22.04	\$22.59	\$23.27	\$23.95	\$24.62	\$25.30	\$25.98	29
30	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.50	\$22.04	\$22.59	\$23.15	\$23.84	\$24.54	\$25.23	\$25.93	\$26.62	30
31	\$19.48	\$19.97	\$20.47	\$20.98	\$21.50	\$22.04	\$22.59	\$23.15	\$23.73	\$24.44	\$25.15	\$25.87	\$26.58	\$27.29	31
32	\$19.97	\$20.47	\$20.98	\$21.50	\$22.04	\$22.59	\$23.15	\$23.73	\$24.32	\$25.05	\$25.78	\$26.51	\$27.24	\$27.97	32
33	\$20.47	\$20.98	\$21.50	\$22.04	\$22.59	\$23.15	\$23.73	\$24.32	\$24.93	\$25.68	\$26.43	\$27.17	\$27.92	\$28.67	33
34	\$20.98	\$21.50	\$22.04	\$22.59	\$23.15	\$23.73	\$24.32	\$24.93	\$25.55	\$26.32	\$27.08	\$27.85	\$28.62	\$29.38	34
35	\$21.50	\$22.04	\$22.59	\$23.15	\$23.73	\$24.32	\$24.93	\$25.55	\$26.19	\$26.98	\$27.76	\$28.55	\$29.33	\$30.12	35
36	\$22.04	\$22.59	\$23.15	\$23.73	\$24.32	\$24.93	\$25.55	\$26.19	\$26.84	\$27.65	\$28.45	\$29.26	\$30.06	\$30.87	36
37	\$22.59	\$23.15	\$23.73	\$24.32	\$24.93	\$25.55	\$26.19	\$26.84	\$27.51	\$28.34	\$29.16	\$29.99	\$30.81	\$31.64	37
38	\$23.15	\$23.73	\$24.32	\$24.93	\$25.55	\$26.19	\$26.84	\$27.51	\$28.20	\$29.05	\$29.89	\$30.74	\$31.58	\$32.43	38
39	\$23.73	\$24.32	\$24.93	\$25.55	\$26.19	\$26.84	\$27.51	\$28.20	\$28.91	\$29.78	\$30.64	\$31.51	\$32.38	\$33.25	39
40	\$24.32	\$24.93	\$25.55	\$26.19	\$26.84	\$27.51	\$28.20	\$28.91	\$29.63	\$30.52	\$31.41	\$32.30	\$33.19	\$34.07	40
41	\$24.93	\$25.55	\$26.19	\$26.84	\$27.51	\$28.20	\$28.91	\$29.63	\$30.37	\$31.28	\$32.19	\$33.10	\$34.01	\$34.93	41
42	\$25.55	\$26.19	\$26.84	\$27.51	\$28.20	\$28.91	\$29.63	\$30.37	\$31.13	\$32.06	\$33.00	\$33.93	\$34.87	\$35.80	42
43	\$26.19	\$26.84	\$27.51	\$28.20	\$28.91	\$29.63	\$30.37	\$31.13	\$31.91	\$32.87	\$33.82	\$34.78	\$35.74	\$36.70	43
44	\$26.84	\$27.51	\$28.20	\$28.91	\$29.63	\$30.37	\$31.13	\$31.91	\$32.71	\$33.69	\$34.67	\$35.65	\$36.64	\$37.62	44
45	\$27.51	\$28.20	\$28.91	\$29.63	\$30.37	\$31.13	\$31.91	\$32.71	\$33.53	\$34.54	\$35.54	\$36.55	\$37.55	\$38.56	45
46	\$28.20	\$28.91	\$29.63	\$30.37	\$31.13	\$31.91	\$32.71	\$33.53	\$34.37	\$35.40	\$36.43	\$37.46	\$38.49	\$39.53	46

LONGEVITY:

3% longevity increase upon completion of 12 complete years with the District

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%

Up to 5 years of prior California public school (K-14) service may be used to supplement these requirements.

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.

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	N/A	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		7/1/2021	


**TENTATIVE AGREEMENT
BETWEEN THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS WILLOWS
CHAPTER 119 ("CSEA")
AND THE
WILLOWS UNIFIED SCHOOL DISTRICT ("DISTRICT")
REGARDING THE
2021/2022 SCHOOL YEAR NEGOTIATIONS**

CSEA and the District hereby agree to resolve negotiations for the 2021/2022 School Year with the following:

- No change to Article 5.
- Article 8 - The District shall increase the classified salary schedule by 4% retroactive to July 1, 2021.
- No change to Article 10.
- No change to Article 13.
- No change to Article 15.
- CSEA and the District agree to adhere to Education Code 45113. No relevant sections of the contract will be changed at this time.

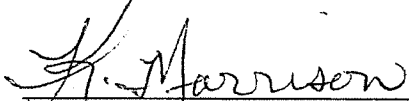
This agreement is hereby signed by the District and CSEA on this 25th day of March 2022.

For the District:

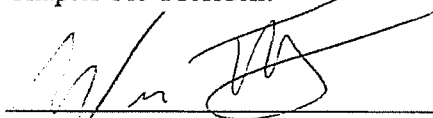


Emmett Koerperich
Superintendent

For CSEA:



Kathleen Morrison
Chapter 119 President



Will Pope
Labor Relations Representative