


**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.

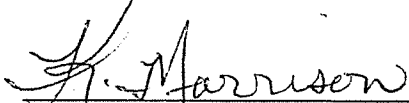
This agreement is hereby signed by the District and CSEA on this 25th day of March 2022.

For the District:

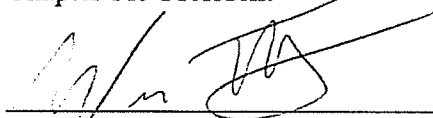


Emmett Koerperich
Superintendent

For CSEA:



Kathleen Morrison
Chapter 119 President



Will Pope
Labor Relations Representative

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%

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 1 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	

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