

**WILLOWS UNIFIED SCHOOL DISTRICT
 CERTIFICATED TEACHERS SALARY SCHEDULE
 Settled from the 2025-26 Re-Opener
2025-26**

days 183

STEP ↓	CLASS II BA < 30 semester hours	CLASS III BA + 30 semester hours	CLASS IV BA + 45 OR MASTERS semester hours	CLASS V BA + 60 OR MASTERS +15 semester hours	STEP ↓
1	73,713	75,191	76,695	78,229	1
2	74,452	76,319	78,229	80,185	2
3	75,195	77,465	79,794	82,191	3
4	75,195	78,626	81,390	84,244	4
5	75,195	79,806	83,018	86,349	5
6	75,195	81,002	84,677	88,508	6
7	75,195	82,218	86,372	90,722	7
8	75,195	83,450	88,099	92,990	8
9	75,195	84,703	89,860	95,315	9
10	75,195	85,974	91,658	97,697	10
11	75,195	85,974	93,491	100,140	11
12	75,195	85,974	95,361	102,643	12
13	75,195	85,974	97,268	105,209	13
14	75,195	85,974	99,213	107,840	14
15	75,195	85,974	101,197	110,535	15
16	75,195	85,974	101,197	113,300	16
17	75,195	85,974	101,197	116,132	17
18	75,195	85,974	101,197	119,034	18
19	75,195	85,974	101,197	122,009	19
20	75,195	85,974	101,197	125,060	20

Required Extra Credential = \$ 700 additional / year	(See A.8.8 of WUTA Contract)
Masters Degree = \$ 1,500 additional / year	
Doctorate Degree = \$1,500 additional / year	

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.

Note:	Description of Change to Schedule	Board Approved
1	2014-15: Squared Salary Schedule	6/11/2015
2	2015-16: Salary Schedule	6/11/2015
3	2016-17: Salary Schedule	6/11/2015
4	2017-18: Salary Schedule, Board Approved: 6-21-2018	6/21/2018
5	2021-22: Incr of 7.146% and 2 additional work days to each cell	8/5/2021
6	2023-24: Incr of 5% to all cells of schedule, increase Masters' stipend from \$1,000 per year to \$1,500 per year and increase Doctorate Stipend from an additional \$1,000 per year to an additional \$1,500 per year.	9/5/2024
7	2024-25: Incr of 2% to each cell effective 7/1/2024	9/5/2024
8	2025-26: Incr of 2% to each cell effective 7/1/2025	

Appendix C-2

**WILLOWS UNIFIED SCHOOL DISTRICT
HIGH SCHOOL COUNSELOR SALARY SCHEDULE
Settled from 2025-26 Re-Opener**

2025-26

DAYS / YR:				
	201			
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	85,065	86,765	88,501	1
2	86,342	88,501	90,715	2
3	87,637	90,271	92,981	3
4	88,950	92,077	95,307	4
5	90,285	93,919	97,688	5
6	91,640	95,797	100,131	6
7	93,014	97,712	102,633	7
8	94,409	99,666	105,201	8
9	95,826	101,659	107,830	9
10	97,263	103,695	110,527	10
11	97,263	105,768	113,289	11
12	97,263	107,882	116,121	12
13	97,263	110,041	119,026	13
14	97,263	112,242	121,999	14
15	97,263	114,486	125,050	15
16	97,263	114,486	128,177	16
17	97,263	114,486	131,381	17
18	97,263	114,486	134,664	18
19	97,263	114,486	138,030	19
20	97,263	114,486	141,483	20

Masters Degree = \$1,500 additional
 Doctorate Degree = \$1,500 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.

Note:	Description of Change to Schedule	Board Approved
1	2020-21: High School Counselor Salary Schedule Implemented 7/1/2020	1/7/2021
2	2021-22: Incr of 7.146% and 2 additional work days to each cell	8/5/2021
3	2023-24: Incr of 7.5% to all cells of schedule, increase Masters' Stipend from \$1,000 per year to \$1,500 per year and increase Doctorate Stipend from an additional \$1,000 per year to additional \$1,500 per year. All increases are retroactive to 7/1/2023.	9/5/2024
4	2024-25: Incr of 2% to each cell effective 7/1/2024	9/5/2024
5	2025-26: Incr of 2% to each cell based on re-opener in Spring 2026	

**WILLOWS UNIFIED SCHOOL DISTRICT
DISTRICT NURSE SALARY SCHEDULE
Settled from 2025-26 Re-Opener**

2025-26

DAYS / YR:						
	183					
STEP	CLASS I BA < 30 semester hours	CLASS II BA + 30 OR MASTERS semester hours	CLASS III BA + 45 OR MASTERS semester hours	CLASS V	STEP	
				BA + 60 OR		
				MASTERS +15		
				semester hours		
1	75,925	77,449	78,996	80,576	1	
2	76,685	78,609	80,576	82,590	2	
3	77,452	79,790	82,188	84,655	3	
4	77,452	80,985	83,833	86,772	4	
5	77,452	82,199	85,509	88,941	5	
6	77,452	83,432	87,218	91,166	6	
7	77,452	84,684	88,962	93,442	7	
8	77,452	85,954	90,741	95,780	8	
9	77,452	87,244	92,556	98,174	9	
10	77,452	88,552	94,409	100,627	10	
11	77,452	88,552	96,297	103,144	11	
12	77,452	88,552	98,222	105,723	12	
13	77,452	88,552	100,185	108,366	13	
14	77,452	88,552	102,191	111,074	14	
15	77,452	88,552	104,234	113,851	15	
16	77,452	88,552	104,234	116,698	16	
17	77,452	88,552	104,234	119,615	17	
18	77,452	88,552	104,234	122,606	18	
19	77,452	88,552	104,234	125,670	19	
20	77,452	88,552	104,234	128,812	20	

Masters Degree = \$1,500 additional
 Doctorate Degree = \$1,500 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.

Note:	Description of Change to Schedule		Board Approved
1	2020-21: High School Counselor Salary Schedule Implemented 7/1/2020		1/7/2021
2	2021-22: Incr of 7.146% and 2 additional work days to each cell		8/5/2021
3	2023-24: Incr of 7.5% to all cells of schedule, increase Masters' Stipend from \$1,000 per year to \$1,500 per year and increase Doctorate Stipend from an additional \$1,000 per year to additional \$1,500 per year. All increases are retroactive to 7/1/2023.		9/5/2024
4	2024-25: Incr of 2% to each cell effective 7/1/2024		9/5/2024
5	2025-26: Incr of 2% to each cell based on re-opener in Spring 2026		

**WILLOWS UNIFIED SCHOOL DISTRICT
ELEMENTARY AND INTERMEDIATE SCHOOL COUNSELOR SALARY SCHEDULE
Settled from 2025-26 Re-Opener**

2025-26

DAYS / YR:					
	193				
STEP	CLASS II BA < 30 semester hours	CLASS III BA + 30 semester hours	CLASS IV BA + 45 OR MASTERS semester hours	CLASS V	STEP
				BA + 60 OR	
				MASTERS +15	
				semester hours	
1	77,741	79,300	80,886	82,504	1
2	78,521	80,490	82,504	84,567	2
3	79,304	81,698	84,154	86,682	3
4	79,304	82,922	85,837	88,847	4
5	79,304	84,166	87,555	91,068	5
6	79,304	85,429	89,304	93,345	6
7	79,304	86,711	91,091	95,679	7
8	79,304	88,011	92,914	98,072	8
9	79,304	89,332	94,770	100,523	9
10	79,304	90,672	96,666	103,035	10
11	79,304	90,672	98,600	105,612	11
12	79,304	90,672	100,572	108,252	12
13	79,304	90,672	102,583	110,958	13
14	79,304	90,672	104,635	113,732	14
15	79,304	90,672	106,727	116,576	15
16	79,304	90,672	106,727	119,491	16
17	79,304	90,672	106,727	122,479	17
18	79,304	90,672	106,727	125,539	18
19	79,304	90,672	106,727	128,676	19
20	79,304	90,672	106,727	131,894	20

Masters Degree = \$1,500 additional
 Doctorate Degree = \$1,500 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.

Note:	Description of Change to Schedule		Board Approved
1	2020-21: High School Counselor Salary Schedule Implemented 7/1/2020		1/7/2021
2	2021-22: Incr of 7.146% and 2 additional work days to each cell		8/5/2021
3	2023-24: Incr of 7.5% to all cells of schedule, increase Masters' Stipend from \$1,000 per year to \$1,500 per year and increase Doctorate Stipend from an additional \$1,000 per year to additional \$1,500 per year. All increases are retroactive to 7/1/2023.		9/5/2024
4	2024-25: Incr of 2% to each cell effective 7/1/2024		9/5/2024
5	2025-26: Incr of 2% to each cell based on re-opener in Spring 2026		

**WILLOWS UNIFIED SCHOOL DISTRICT
 PROPOSED CERTIFICATED MES TOSA SALARY SCHEDULE
 Settled from 2025-26 Re-Opener
2025-26**

days **190**

STEP ↓	Daily	CLASS II BA < 30 semester hours	Daily	CLASS III BA + 30 semester hours	Daily	CLASS IV BA + 45 OR MASTERS semester hours	Daily	CLASS V BA + 60 OR MASTERS +15 semester hours	STEP ↓
1	422.95	80,360	431.43	81,971	440.05	83,610	448.85	85,282	1
2	427.18	81,165	437.90	83,201	448.85	85,282	460.08	87,415	2
3	431.45	81,975	444.47	84,449	457.83	86,988	471.59	89,601	3
4	431.45	81,975	451.13	85,715	466.99	88,728	483.37	91,840	4
5	431.45	81,975	457.90	87,001	476.33	90,503	495.45	94,135	5
6	431.45	81,975	464.77	88,306	485.85	92,312	507.84	96,489	6
7	431.45	81,975	471.74	89,631	495.57	94,159	520.54	98,902	7
8	431.45	81,975	478.81	90,974	505.49	96,043	533.55	101,375	8
9	431.45	81,975	486.00	92,340	515.59	97,962	546.89	103,909	9
10	431.45	81,975	493.29	93,725	525.91	99,922	560.55	106,505	10
11	431.45	81,975	493.29	93,725	536.42	101,921	574.57	109,168	11
12	431.45	81,975	493.29	93,725	547.15	103,959	588.93	111,897	12
13	431.45	81,975	493.29	93,725	558.10	106,038	603.66	114,695	13
14	431.45	81,975	493.29	93,725	569.26	108,159	618.75	117,563	14
15	431.45	81,975	493.29	93,725	580.64	110,322	634.22	120,502	15
16	431.45	81,975	493.29	93,725	580.64	110,322	650.08	123,515	16
17	431.45	81,975	493.29	93,725	580.64	110,322	666.33	126,603	17
18	431.45	81,975	493.29	93,725	580.64	110,322	682.98	129,767	18
19	431.45	81,975	493.29	93,725	580.64	110,322	700.05	133,010	19
20	431.45	81,975	493.29	93,725	580.64	110,322	717.56	136,336	20

Required Extra Credential = \$ 700 additional / year		
Masters Degree = \$ 1,500 additional / year		(See A.8.8 of WUTA Contract)
Doctorate Degree = \$1,500 additional / year		

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.

Note:	Description of Change to Teachers Salary Schedule	Board Approved
1	2024-25: 5% Responsibility Factor add to Teacher Salary Schedule	6/26/2025
2	2025-26: Revised based on re-opener in Spring 2026, increase all cells by 2%	

**WILLOWS UNIFIED SCHOOL DISTRICT
 CERTIFICATED WIS-WHS TOSA SALARY SCHEDULE
 Settled from 2025-26 Re-Opener
 2025-26**

days **200**

STEP ↓	Daily	CLASS II BA < 30 semester hours	Daily	CLASS III BA + 30 semester hours	Daily	CLASS IV BA + 45 OR MASTERS semester hours	Daily	CLASS V BA + 60 OR MASTERS +15 semester hours	STEP ↓
1	422.95	84,589	431.43	86,285	440.05	88,010	448.85	89,771	1
2	427.18	85,437	437.90	87,580	448.85	89,771	460.08	92,016	2
3	431.45	86,290	444.47	88,894	457.83	91,566	471.59	94,317	3
4	431.45	86,290	451.13	90,226	466.99	93,398	483.37	96,673	4
5	431.45	86,290	457.90	91,580	476.33	95,266	495.45	99,089	5
6	431.45	86,290	464.77	92,953	485.85	97,171	507.84	101,567	6
7	431.45	86,290	471.74	94,349	495.57	99,115	520.54	104,107	7
8	431.45	86,290	478.81	95,763	505.49	101,098	533.55	106,710	8
9	431.45	86,290	486.00	97,200	515.59	103,118	546.89	109,378	9
10	431.45	86,290	493.29	98,658	525.91	105,182	560.55	112,111	10
11	431.45	86,290	493.29	98,658	536.42	107,285	574.57	114,914	11
12	431.45	86,290	493.29	98,658	547.15	109,430	588.93	117,787	12
13	431.45	86,290	493.29	98,658	558.10	111,619	603.66	120,732	13
14	431.45	86,290	493.29	98,658	569.26	113,851	618.75	123,750	14
15	431.45	86,290	493.29	98,658	580.64	116,128	634.22	126,844	15
16	431.45	86,290	493.29	98,658	580.64	116,128	650.08	130,016	16
17	431.45	86,290	493.29	98,658	580.64	116,128	666.33	133,266	17
18	431.45	86,290	493.29	98,658	580.64	116,128	682.98	136,596	18
19	431.45	86,290	493.29	98,658	580.64	116,128	700.05	140,011	19
20	431.45	86,290	493.29	98,658	580.64	116,128	717.56	143,512	20

Required Extra Credential = \$ 700 additional / year		
Masters Degree = \$ 1,500 additional / year		(See A.8.8 of WUTA Contract)
Doctorate Degree = \$1,500 additional / year		

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.

Note:	Description of Change to Teachers Salary Schedule	Board Approved
1	2024-25: 5% Responsibility Factor add to Teacher Salary Schedule	6/26/2025
2	2025-26: Revised based on re-opener in Spring 2026, increase all cells by 2%	