

CHICO UNIFIED SCHOOL DISTRICT
Personnel Commission

ADMINISTRATION OFFICES
1163 East 7th Street
Chico, CA 95928-5999
(530) 891-3000 x 20132

MEETING AGENDA OF THE PERSONNEL COMMISSION of
CHICO UNIFIED SCHOOL DISTRICT

The Personnel Commission meets on the 4th Monday of each month at 4:00 pm in the Small Conference Room at the District Administration Office, unless otherwise noted.

ADMINISTRATION BUILDING,
Small Conference Room

4:00 PM

Monday, November 17, 2025

	Purpose	Page(s)
CALL TO ORDER		
WELCOME TO VISITORS		
CONSIDERATION OF MINUTES		
1. Consider approval of the minutes of the regular meeting of October 27, 2025.	Action	25-368 – 25-371
BUSINESS		
2. Director's Report	Information	
3. Consider job announcement(s) for: Cafeteria Satellite Manager, Instructional Paraprofessional, Instructional Paraprofessional-Driver, and Transportation Special Education Aide.	Action	25-372 – 25-375
4. Consider eligibility list(s) for: Custodian, Maintenance Worker, Maintenance & Operations Supervisor, and Roving Cafeteria Assistant Cook Manager.	Action	25-376 – 25-379
5. Consider seniority list(s) for: Cafeteria Assistant, Delivery Worker, Instructional Paraprofessional, Instructional Paraprofessional-Extensive Needs, Library Media Assistant, Passenger Van Driver, Preschool Assistant, Registrar, Sr Grounds Worker, Sr Library Media Assistant, Stock Clerk, and Transportation Manager.	Action	25-380 – 25-394
6. Review the 2025-26 CUMA Salary Schedule.	Action	25-395
7. Consider the 2024-25 Personnel Commission Fifty-Sixth Annual Report.	Action	Exhibit A
8. Announce date of regular meeting, December 15, 2025.	Announcement	
9. Suggestions and comments. At this point in the meeting, visitors may submit their written views on any matter before the Commission, except those matters listed in section 207 of the Merit System Rules & Regulations and will be provided with a reasonable opportunity to present their views orally. The Commission will consider their	Discussion	

comments and recommendations prior to arriving at a course of action. The Commissioners will not take action on items not appearing on the agenda. - Speakers will identify themselves and will direct their comments to the Chairperson. - Speakers will be given 5 minutes to present their topic. - Each topic will be limited to 15 minutes or 3 speakers. - Once 2 speakers have shared a similar viewpoint, the Chairperson will ask for a differing viewpoint. If no other viewpoint is represented, a 3rd speaker may present. - Speakers will not be allowed to yield their time to other speakers. - Speakers will respect the time limit granted for their presentation. Those speakers unwilling to respect the time limit will be asked to discontinue their presentation by the Chairperson. An unwillingness to halt a presentation after being directed will, at the discretion of the Chairperson, result in the meeting being called into "recess" until such time that the meeting can resume in an orderly fashion. - No disturbance or willful interruption of any Personnel Commission meeting shall be permitted. Persistence by an individual or group shall be grounds for the Chairperson to terminate the privilege of addressing the meeting. The Personnel Commission may remove disruptive individuals and order the room cleared if necessary. In this case, further Personnel Commission proceedings shall concern only matters appearing on the agenda.		
10. Adjourn to Closed Session.	Closed Session	
11. Consider the evaluation of the Executive Director-Classified Human Resources.	Information	
12. Reconvene to Open Session.	Open Session	
ADJOURNMENT		

Pursuant to Government Code §54957.5, a copy of all documents related to any item on this agenda that have been submitted to the Personnel Commission may be obtained from the Personnel Commission office, 1163 East 7th Street, Room 3, Chico, CA 95928 or may be viewed on the Chico Unified School District website: [http://www.chicousd.org/Departments/Human-Resources/Classified-Non-Teaching/Personnel-Commission/MEETING-
INFORMATION/index.html](http://www.chicousd.org/Departments/Human-Resources/Classified-Non-Teaching/Personnel-Commission/MEETING-
INFORMATION/index.html)

Persons requiring accommodation in order to view the agenda or participate in the meeting may make the request for accommodation to the Director-Classified Human Resources at 530-891-3000 ext 20132 at least 24 hours in advance of the meeting. (Government Code §54954.2 (a) 1.)

PERSONNEL COMMISSION

Minutes for October 27, 2025

Regular Meeting

The Chico Unified School District Personnel Commission met in regular session at the administration building on October 27, 2025. The following were present:

Commission Members:

Gloria Bevers, Chairperson
Scott Jones, Vice Chairperson
Susie Cox, Member

Staff Members:

Mike Allen, Executive Director-Human Resources
Christina Macaluso, Classified Human Resources Assistant

Others:

Visitors

Gloria Bevers, Chairperson, called the meeting to order at 4:08 pm.	Call to Order
There were no visitors in attendance.	
The minutes of the September 22, 2025 regular meeting were considered and approved. (MSC) Jones/Cox	Minutes Approved
Mike Allen, Executive Director-Human Resources, reported: • Kim Baer was hired as the new Administrative Specialist for the Front Desk at the District Office. • Mr. Allen reviewed the number of recruitments open, eligibility lists created, interviews scheduled or conducted, new hires processed, retirees, resignations, and position requests to be filled.	Director's Report
Job Announcement(s) for Campus Supervisor, Custodian, Instructional Paraprofessional-Driver, Maintenance Worker, Maintenance & Operations Supervisor, and Roving Cafeteria Assistant Cook Manager were considered and approved. (MSC) Jones/Cox	Job Announcements Approved
Eligibility List(s) for Cafeteria Satellite Manager, Campus Supervisor, Instructional Paraprofessional, Instructional Paraprofessional-Driver, Instructional Paraprofessional-Extensive Needs, Registrar, and Sr Library Media Assistant were considered and approved. (MSC) Jones/Cox	Eligible Lists Approved
Seniority List(s) for Administrative Specialist, Cafeteria Assistant, Cafeteria Satellite Manager, Campus Supervisor, Elementary Counseling Assistant, Human Resources Coordinator, IA-Vocational Ed, IA-Bilingual Spanish, Instructional Paraprofessional, IP-Extensive Needs, IPS-Hearing Impaired, Intensive Behavior Interventionist, Library Media Assistant, Maintenance Worker, Preschool Assistant, Sr Equipment Mechanic, Sr Maintenance Worker-HVAC, and Parent Classroom Aide @ Chapman, Little Chico Creek, Marigold, McManus, and Sierra View were considered and approved. (MSC) Jones/Cox	Seniority Lists Approved
Revised job description for Transportation Manager was considered and approved. (MSC) Jones/Cox	Revised Job Description Approved
Reallocation for Nutrition Specialist was considered and approved at Range 10 effective 11/1/2025 with the creation of a new Range 10 on the CUMA salary schedule. (MSC) Jones/Cox	Reallocation Approved
Reallocation for Facilities Use Coordinator was considered and approved at Range 8 effective 11/1/2025. (MSC) Jones/Cox	Reallocation Approved

The 2024-25 Personnel Commission Fifty-Sixth Annual Report was reviewed.	Annual Report Reviewed
Announcement of the Personnel Commissioner whose term expires in December 2025 is Scott Jones.	Announcement
The date of the next Personnel Commission meeting is scheduled for November 17, 2025.	Next Meeting
There were no suggestions or comments.	Suggestions and Comments
The meeting adjourned to Closed Session to consider the evaluation of the Executive Director-Human Resources at 4:53 pm.	Closed Session
The meeting reconvened to Open Session at 5:10 pm. There were no comments to report.	Open Session
The meeting was adjourned at 5:13 pm.	Adjournment

CAREY-IN

Facilities Use Coordinator

Facilities Use Coordinator	
Yuba City Unified School District	
Thermalito Union Elementary School District	
Shasta Union High School District	
Twin Rivers	
Marysville Joint Unified School District	
Natomas Unified School District	
Chico Unified School District	
Oroville Union High School District	
Corning Union High School	
Red Bluff Joint Union High School District	
Oroville City Elementary School District	
Paradise Unified School District	
San Juan Unified School District	
Corning Elementary School District	
Sutter Union High School District	
Palermo Union School District (K-8)	
CSEA Zone 2 Average	
The District is recommending	

Chico Unified School District Classified Management

Salary Placement Range 8

\$60,491

California Averages

Median Salary: Approximately \$62,920 per year.
Typical Range: From \$50,755 for entry-level positions to over \$75,000 for more experienced coordinators.

\$0	\$0
\$53,581	\$53,581
\$54,704	\$54,704
\$55,037	\$55,037
\$55,959	\$55,959
\$57,450	\$57,450
\$68,411	\$68,411
\$71,589	\$71,589
\$72,654	\$72,654
\$75,629	\$75,629
\$77,155	\$77,155
\$84,656	\$84,656
\$93,478	\$93,478
\$107,411	\$107,411
N/A	N/A

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CARRY-IN

Nutrition Specialist

Nutrition Specialist		SALARY	
Nutrition Specialist	JOB TITLE		
	Food Services Area (12 Month)	\$71,633	\$0
	Assistant Director of Child Nutrition Programs	\$59,870	\$0
	N/A	\$0	\$48,211
	Supervisor Administrative Dietitian	\$93,478	\$50,274
	Nutrition Site Manager III	\$102,170	\$59,870
	Coordinator	\$77,155	\$64,972
	Nutrition Specialist	\$71,046	\$69,264
	Food Service Director	\$74,506	\$71,046
	Director of Food Services	\$50,274	\$71,633
	Food and nutrition Supervisor	\$48,211	\$74,506
	Food Services Coordinator	\$81,431	\$77,155
	Director of Food Services	\$85,847	\$77,397
	Nutrition Services Supervisor Specialist	\$69,264	\$81,431
	Nutritional Services Supervisor	\$77,397	\$85,847
	N/A	\$0	\$93,478
	Director of Food Services	\$64,972	\$102,170
	TOTAL	\$1,027,253	
	Median	\$71,663	
	Chico Unified School District	\$71,046	
CSEA Zone 2 Average		\$73,375	
The District is recommending			
Chico Unified School District Classified Management		Salary Placement	Range 9.5 or New 10
			\$78,826

California Averages
Top Earners (90th percentile): \$86,727
Majority Range (25th-75th percentile): \$67,266 to \$80,125
Entry-Level (10th percentile): \$62,162

**CHICO UNIFIED SCHOOL DISTRICT
JOB ANNOUNCEMENT FOR
OPEN AND PROMOTIONAL COMPETITIVE EXAMINATION**

CAFETERIA SATELLITE MANAGER
Salary Range: \$19.56/Hour - \$30.34/Hour
Starting Salary: \$19.56 per hour

Salary Placement--Employment is at the first step for new employees. The Human Resources Office determines promotional employees' step placement.

GENERAL INFORMATION & INSTRUCTIONS:

- A. Apply on-line at www.EdJoin.org or pick up a job announcement and instructions on how to apply on-line in the lobby of CUSD Administration Building, 1163 E. 7th Street, Chico, CA.
- B. **Read the job announcement prior to completing the application form.**
- C. To claim Veterans' credit on open entry-level exams, you must submit a copy of your DD214. Those claiming disability Veterans' credit must include evidence of current receipt of disability benefit by the closing date for filing applications.
- ➡ D. **KEEP THE JOB ANNOUNCEMENT! If you have not received notification for any part of the exam by the day prior to the date announced, call the Classified Human Resources Office at (530) 891-3000, extension 20120.**
- E. Complete all parts of the application. Any requested attachments must be received by 12:00 p.m. on the closing date. Late applications are not accepted.

THE POSITION – The District is establishing an eligible list for CAFETERIA SATELLITE MANAGER. The eligible list resulting from this recruitment will be used to fill openings in this classification for up to 6 months. Substitutes to work on an on-call, as needed basis for regular employees will be selected from the established eligible list. Any combination equivalent to experience and training that would provide the required knowledge, skills and abilities would be qualifying. A typical way to obtain the knowledge, skills and abilities to meet the minimum requirements would be: **Two (2) years of institutional food preparation and kitchen maintenance experience, and formal or informal education or training that ensures the ability to read and write at a level necessary for successful job performance. Specialized training or course work in food preparation, basic child nutrition or a related field is desirable. Ability to obtain and maintain ServSafe and First Aid and CPR certification by the end of the 5th month of employment is required.** Top qualifying candidates will be invited to the written exam. All persons interested in this position and who meet job related and essential qualifications are encouraged to apply. CUSD is an affirmative action employer and will not discriminate against employees or discriminate in employment of classified personnel with regard to race/color, religious creed, national origin/ancestry, age, mental or physical disability, sex, sexual orientation, gender identity, veteran status, marital status, or medical condition. Bilingual candidates are encouraged to apply.

EXAMINATION AND CERTIFICATION

The examination consists of an Oral exam (personal interview) which tests the knowledge and experience needed to perform the typical duties, weighted 100%. The District will determine the top candidates based solely on the information submitted on the application. The top-scoring candidates will be invited to the Oral exam. Successful promotional candidates will have ¼ point added to the final score for each year of service up to a maximum of 5 points.

APPLICATION/EXAMINATION DATES & CERTIFICATION

- a. Closing date for filing applications:
- c. Date of Oral Exam (personal interview):
- d. Certification shall be according to Merit System §1507.
- e. Selection interviews will be scheduled as needed following the exam process.

Wednesday, November 26, 2025, 12:00 PM
Wednesday, December 3, 2025 (in the afternoon)

JOB DESCRIPTION INFORMATION (see reverse side)

EMPLOYMENT INFORMATION FOR BARGAINING UNIT CLASSIFICATIONS

The following employment information is a summary and is not intended to be all-inclusive. For specific details, see the Agreement between Chico Unified School District and the Chico Chapter #110, CSEA.

Vacation Credit--shall be accrued 1 day/month for 0-4 full years of service. Beyond 4 years refer to agreement. Each employee who is in a paid status less than 1/2 of the workdays in any month shall accrue 1/2 of a full month's vacation credit. Each employee in a paid status for 1/2 or more of the workdays in any month shall accrue a full month's vacation credit.

Holidays--Employees in a paid status the day before or after the holiday are entitled to holiday pay.

Health and Welfare Benefits-- Full-time employees of the District receive up to \$1,360/month to be applied towards a health plan for themselves and dependents. Part-time employees are eligible with the cost pro-rated based upon hours worked. The District pays \$113 toward the cost of the dental, and \$15 toward the cost of the vision plan for employees (and dependents) that work 6 hours or more per day. Any employee working less than 6 hours may elect dental and/or vision coverage at his/her cost. A term life insurance plan is also provided by the District to full-time employees and is available for part-time employees. Part-time employees may have these costs pro-rated based upon hours worked. Dependents may be covered with term insurance at employee expense. Income protection insurance is paid by the District for all bargaining unit positions.

Sick Leave--One day of sick leave is earned for each month worked, with unlimited accumulation.

Probationary Period--All employees must serve a probationary period of six months in any classification for which they are hired, or which they transfer or promote into.

Retirement--All employees assigned 4 or more hours/day must join Public Employees' Retirement System (PERS) for which a deduction is made from their salary.

Social Security--All classified employees are covered by Social Security and must contribute to the Social Security system.

Credit Unions--There are credit unions available for membership by all classified employees.

Questions, contact: CUSD, 1163 E. 7th St., Chico, CA 95928--(530) 891-3221 – TTY (530) 895-4030

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

JOB LINE = 530-891-3000 & PRESS 5-6

**CHICO UNIFIED SCHOOL DISTRICT
JOB ANNOUNCEMENT FOR
OPEN & PROMOTIONAL COMPETITIVE EXAMINATION**

**INSTRUCTIONAL PARAPROFESSIONAL
Salary Range: \$19.20 – \$29.79/Hour
Starting Salary: \$21.17/Hour**

Salary Placement – **Employment is at the third step for new employees.** There are additional steps for longevity. The Human Resources Office determines promotional employees step placement.

GENERAL INFORMATION & INSTRUCTIONS:

- A. Apply on-line at **www.edjoin.org**.
- B. **Read the job announcement prior to completing the application form.**
- C. To claim Veterans' credit on open entry-level exams, you must submit a copy of your DD214. If claiming disability Veterans' credit, applicant must include evidence of current receipt of disability benefit by the closing date for filing applications.
-  D. **KEEP THE JOB ANNOUNCEMENT! If you have not received e-mailed notification for any part of the exam by the day prior to the date announced, call the Classified Human Resources Office at (530) 891-3000 x 20152.**
- E. Complete all parts of the application. The completed application and any requested attachments must be received by 12:00 PM on the closing date. Late applications are not accepted.

THE POSITION:

The District anticipates openings and is establishing an eligible list for Instructional Paraprofessional. The eligible list resulting from this recruitment will be used to fill openings in this classification for up to 6 months. Any combination equivalent to experience and training that would provide the required knowledge, skills and abilities would be qualifying. A typical way to obtain the knowledge, skills and abilities would be: **some experience in an organized education or childcare setting and equivalent to the completion of the twelfth grade.** All persons interested and who meet job related and essential qualifications are encouraged to apply. CUSD is an affirmative action employer and will not discriminate against employees or discriminate in employment of classified personnel with regard to age, ancestry, color, gender, gender expression, gender identity, genetic information, marital status, medical condition, mental disability, military and veteran status, national origin, physical disability, pregnancy, childbirth, breastfeeding or related medical conditions, race, religious creed, sex, or sexual orientation of any person. Bilingual candidates are encouraged to apply.

EXAMINATION AND CERTIFICATION:

The examination consists of an evaluation of the application for education and experience that pertains to job related and essential qualifications. The top candidates will be invited to continue the exam process. **The District will determine the top candidates based solely on the information submitted with the application. Incomplete applications will not be accepted.** Those top candidates who need to meet the requirement for a qualifying Competency Test will be invited to the exam which tests competencies in English/Language Arts, Mathematics, and the Ability to Assist in Instruction. **Candidates who submit proof, with the application, of a valid California teaching credential, passing the CBEST or holding an AA/AS degree or higher will not take the written exam. Credential certificates without a credential issuance date will not be accepted in lieu of printout showing date credential was issued.** Successful promotional candidates will have ¼ point for each year of service up to a maximum of 5 points added to the final score.

APPLICATION/EXAMINATION DATES & CERTIFICATION:

- a. Closing date for filing applications:
- b. Date of Competency Test:
- c. Certification shall be according to Merit System §1507.

**Thursday, November 20th, 2025, 12:00 PM
Wednesday, December 3rd, 2025 (during the day)**

JOB DESCRIPTION INFORMATION (see reverse side)

EMPLOYMENT INFORMATION FOR BARGAINING UNIT CLASSIFICATIONS

The following employment information is a summary and is not intended to be all-inclusive. For specific details, see the Agreement between Chico Unified School District and the Chico Chapter #110, CSEA.

1. **Vacation Credit** – Shall be accrued 1 day/month for 0-4 full years of service. Beyond 4 years refer to agreement. Each employee who is in a paid status less than 1/2 of the workdays in any month shall accrue 1/2 of a full month's vacation credit. Each employee in a paid status for 1/2 or more of the workdays in any month shall accrue a full month's vacation credit.
2. **Holidays** – Employees in a paid status the day before or after the holiday are entitled to holiday pay.
3. **Health and Welfare Benefits** – Full-time employees of the District receive up to \$1,360/month to be applied towards a health plan for themselves and dependents. Part-time employees are eligible with the cost pro-rated based upon hours worked. The District pays the full cost of a dental and a vision plan for employees (and dependents) that work 6 hours or more per day. Any employee working less than 6 hours may elect dental and/or vision coverage at his/her cost. A term life insurance plan is also provided by the District to full-time employees and is available for part-time employees. Part-time employees may have these costs pro-rated based upon hours worked. Dependents may be covered with term insurance at employee expense. Income protection insurance is paid by the District for all employees.
4. **Sick Leave** – One day of sick leave is earned for each month worked, with unlimited accumulation.
5. **Probationary Period** – All employees must serve a probationary period of six months in any classification for which they are hired, or which they transfer or promote into.
6. **Retirement** – All employees assigned 4 or more hours/day must join Public Employees' Retirement System (PERS).
7. **Social Security** – All classified employees are covered by Social Security and must contribute to the Social Security system.
8. **Credit Unions** – There are credit unions available for membership by all classified employees.

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

JOB LINE 530-891-3000

CHICO UNIFIED SCHOOL DISTRICT
JOB ANNOUNCEMENT FOR
OPEN & PROMOTIONAL COMPETITIVE EXAMINATION

INSTRUCTIONAL PARAPROFESSIONAL-DRIVER
Salary Range: \$19.20 – \$29.79/Hour
Starting Salary: \$21.17/Hour

Salary Placement – **Employment is at the third step for new employees.** There are additional steps for longevity. The Human Resources Office determines promotional employees step placement.

GENERAL INFORMATION & INSTRUCTIONS:

- A. Apply on-line at www.edjoin.org.
- B. **Read the job announcement prior to completing the application form.**
- C. To claim Veterans' credit on open entry-level exams, you must submit a copy of your DD214. If claiming disability Veterans' credit, applicant must include evidence of current receipt of disability benefit by the closing date for filing applications.
- ➡ D. **KEEP THE JOB ANNOUNCEMENT! If you have not received e-mailed notification for any part of the exam by the day prior to the date announced, call the Classified Human Resources Office at (530) 891-3000 x 20104.**
- E. Complete all parts of the application. The completed application and any requested attachments must be received by 12:00 PM on the closing date. Late applications are not accepted.

THE POSITION:

The District anticipates openings and is establishing an eligible list for Instructional Paraprofessional-Driver. The eligible list resulting from this recruitment will be used to fill openings in this classification for up to 6 months. Any combination equivalent to experience and training that would provide the required knowledge, skills and abilities would be qualifying. A typical way to obtain the knowledge, skills and abilities would be: **Some experience working in an organized education or childcare setting; Two (2) years of experience in the operation of a motor vehicle and a continuous good driving record; Experience driving a van is highly desirable; Must be at least 25 years of age.** All persons interested and who meet job related and essential qualifications are encouraged to apply. CUSD is an affirmative action employer and will not discriminate against employees or discriminate in employment of classified personnel with regard to age, ancestry, color, gender, gender expression, gender identity, genetic information, marital status, medical condition, mental disability, military and veteran status, national origin, physical disability, pregnancy, childbirth, breastfeeding or related medical conditions, race, religious creed, sex, or sexual orientation of any person. Bilingual candidates are encouraged to apply.

EXAMINATION AND CERTIFICATION:

The examination consists of an evaluation of the application for education and experience that pertains to job related and essential qualifications. The top candidates will be invited to continue the exam process. **The District will determine the top candidates based solely on the information submitted with the application. Incomplete applications will not be accepted.** Those top candidates who need to meet the requirement for a qualifying Competency Test will be invited to the exam which tests competencies in English/Language Arts, Mathematics, and the Ability to Assist in Instruction. **Candidates who submit proof, with the application, of a valid California teaching credential, passing the CBEST or completion of 48+ college units will not take the written exam.** Successful promotional candidates will have ¼ point for each year of service up to a maximum of 5 points added to the final score.

APPLICATION/EXAMINATION DATES & CERTIFICATION:

- a. Closing date for filing applications:
- b. Date of Competency Test:
- c. Certification shall be according to Merit System §1507.

Monday, December 1st 2025, 12:00 PM
Tuesday, December 9th 2025 (during the day)

JOB DESCRIPTION INFORMATION (see reverse side)

EMPLOYMENT INFORMATION FOR BARGAINING UNIT CLASSIFICATIONS

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2. **Holidays** – Employees in a paid status the day before or after the holiday are entitled to holiday pay.
3. **Health and Welfare Benefits** – Full-time employees of the District receive up to \$1,360/month to be applied towards a health plan for themselves and dependents. Part-time employees are eligible with the cost pro-rated based upon hours worked. The District pays the full cost of a dental and a vision plan for employees (and dependents) that work 6 hours or more per day. Any employee working less than 6 hours may elect dental and/or vision coverage at his/her cost. A term life insurance plan is also provided by the District to full-time employees and is available for part-time employees. Part-time employees may have these costs pro-rated based upon hours worked. Dependents may be covered with term insurance at employee expense. Income protection insurance is paid by the District for all employees.
4. **Sick Leave** – One day of sick leave is earned for each month worked, with unlimited accumulation.
5. **Probationary Period** – All employees must serve a probationary period of six months in any classification for which they are hired, or which they transfer or promote into.
6. **Retirement** – All employees assigned 4 or more hours/day must join Public Employees' Retirement System (PERS).
7. **Social Security** – All classified employees are covered by Social Security and must contribute to the Social Security system.
8. **Credit Unions** – There are credit unions available for membership by all classified employees.

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

JOB LINE (530) 891-3000

**CHICO UNIFIED SCHOOL DISTRICT
JOB ANNOUNCEMENT FOR
OPEN AND PROMOTIONAL COMPETITIVE EXAMINATION**

TRANSPORTATION SPECIAL EDUCATION AIDE
Starting Salary: \$17.76/Hour
Salary Range: \$17.76 – \$27.54/Hour

Salary Placement – Employment is at the first step for new employees. Progression to the second step takes 6 months and further progressions are yearly through Step 5. There are additional steps for longevity. The Human Resources Office determines promotional employees' step placement.

GENERAL INFORMATION & INSTRUCTIONS:

- A. Apply on-line at www.edjoin.org.
- B. **Read the job announcement prior to completing the application form.**
- C. To claim Veterans' credit on open entry-level exams, you must submit a copy of your DD214. Those claiming disability Veterans' credit must include evidence of current receipt of disability benefit by the closing date for filing applications.
- D. **KEEP THE JOB ANNOUNCEMENT! If you have not received emailed notification for any part of the exam by the day prior to the date announced, call the Classified Human Resources Office at (530) 891-3000 x 20152.**
- E. Complete all parts of the application. Any requested attachments must be received by 12:00 PM on the closing date. **Late applications are not accepted.**

THE POSITION

The District is establishing an eligible list for Transportation Special Education Aide. The eligible list resulting from this recruitment will be used to fill openings in this class for up to 6 months. Any combination equivalent to experience and training that would provide the required knowledge, skills and abilities would be qualifying. A typical way to obtain the knowledge, skills and abilities would be: **Some experience in the care and supervision of students, equivalent to the completion of the 12th grade, possession of current certification in First Aid and CPR, and the ability to obtain specialized training as needed is required. Photo copies of current First Aid and CPR certificates must be submitted with the application. Online First Aid and CPR certificates will not be accepted.** All persons interested and who meet job related and essential qualifications are encouraged to apply. CUSD is an affirmative action employer and will not discriminate against employees or discriminate in employment of classified personnel with regard to race/color, religious creed, national origin/ancestry, age, mental or physical disability, sex, sexual orientation, gender identity, veteran status, marital status, or medical condition. Bilingual candidates are encouraged to apply.

EXAMINATION AND CERTIFICATION

The examination consists of an Oral Exam (personal interview) which tests the knowledge and experience needed to perform the typical duties, weighted 100%. **The District will determine the top candidates based solely on the information submitted with the application.** Successful promotional candidates will have ¼ point added to the final score for each year of service up to a maximum of 5 points.

APPLICATION/EXAMINATION DATES & CERTIFICATION

- a. Closing date for filing applications:
- b. Date of Oral Exam (personal interview):
- c. Certification shall be according to Merit System §1507.
- d. Selection interviews will be scheduled as needed following the exam process.

Tuesday, November 18th, 12:00 PM
Tuesday, December 2nd (during the day)

JOB DESCRIPTION INFORMATION (see reverse side)

EMPLOYMENT INFORMATION FOR BARGAINING UNIT CLASSIFICATIONS

The following employment information is a summary and is not intended to be all-inclusive. For specific details, see the Agreement between Chico Unified School District and the Chico Chapter #110, CSEA.

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2. **Holidays** – Employees in a paid status the day before or after the holiday are entitled to holiday pay.
3. **Health and Welfare Benefits** – Full-time employees of the District receive up to \$1,360/month to be applied towards a health plan for themselves and dependents. Part-time employees are eligible with the cost pro-rated based upon hours worked. The District pays the full cost of a dental and a vision plan for employees (and dependents) that work 6 hours or more per day. Any employee working less than 6 hours may elect dental and/or vision coverage at his/her cost. A term life insurance plan is also provided by the District to full-time employees and is available for part-time employees. Part-time employees may have these costs pro-rated based upon hours worked. Dependents may be covered with term insurance at employee expense. Income protection insurance is paid by the District for all employees.
4. **Sick Leave** – One day of sick leave is earned for each month worked, with unlimited accumulation.
5. **Probationary Period** – All employees must serve a probationary period of six months in any classification for which they are hired, or which they transfer or promote into.
6. **Retirement** – All employees assigned 4 or more hours/day must join Public Employees' Retirement System (PERS).
7. **Social Security** – All classified employees are covered by Social Security and must contribute to the Social Security system.
8. **Credit Unions** – There are credit unions available for membership by all classified employees.
9. For further information, contact: CUSD, 1163 E. 7th St., Chico, CA 95928 – (530) 891-3000. TTY (530) 895-4030

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

JOB LINE - (530) 891-3000

Eligible List: Custodian

Effective: October 21, 2025 -April 21, 2025
May 20, 2025 - November 20, 2025

Rank Prom Open Last Name First Name Final Score

1	X	Griffis	Jason
2-Tie	X	Caballero	Koby
2-Tie	X	Daleal	Ajarius
2-Tie	X	Moua	Aliya
2-Tie	X	Redmond	Hallie
3	X	Martin Jr.	Jerry
4-Tie	X	Rodrigues	Tylor
4-Tie	X	Haskell	Adam
5	X	Dunavant	Kiran
6-Tie	X	Linares-Castell	Alberto
6-Tie	X	Ogarrio	Delilah
7	X	Read	John
8	X	Esparza	Araceli
9	X	Ferguson	Jim
10	X	Holland	Mark
11-Tie	X	Lee	Yee
11-Tie	X	Cameron	Robert
12-Tie	X	Escobar	Maria
12-Tie	X	Garcia	Ethan
12-Tie	X	Vazquez	Maria
13-Tie	X	Swick	Heather
13-Tie	X	Figueroa	Cristobal



Mike Allen, Executive Director

CHICO UNIFIED SCHOOL DISTRICT
Personnel Commission

ADMINISTRATION OFFICES
1163 E. Seventh Street
Chico CA 95928-5999
(530) 891-3000

Eligible List: Maintenance Worker
Effective: October 24, 2025 - April 25, 2026

Rank	Prom	Open	Last Name	First Name
1		X	Jones	Jason
2		X	Buitron	Benjamin
3-TIE		X	Souza	Jonathan
3-TIE		X	Dana	Anthony
3-TIE		X	van Veen	Mark
4		X	Pierson	Garrett
5-TIE		X	Espinoza	Romeo
5-TIE		X	Aceves	Rudy
6-TIE		X	Griffis	Jason
6-TIE		X	Rupp	Bradley
7-TIE	X		Villa	Manuel
7-TIE		X	Windham	Verlon
8-TIE		X	Graham	Mark
8-TIE		X	Ferguson	Jerry
8-TIE		X	Williams	Robert
8-TIE		X	Williams	Spencer
8-TIE		X	Thompson	Taiyo


Mike Allen, Executive Director

CHICO UNIFIED SCHOOL DISTRICT
Personnel Commission

ADMINISTRATION OFFICES
1163 East Seventh Street
Chico, CA 95928
(530) 891-3000

Eligible List For: Maintenance & Operations Supervisor
Effective: October 24, 2025 – April 24, 2026

<i>Rank</i>	<i>Prom</i>	<i>Open</i>	<i>Last Name</i>	<i>First Name</i>
1	X		Aiello	Michael
2	X		Jones	Kevin
3	X		Caroll	Katherine
4		X	Burton	Ryan
5 - TIE		X	Espinoza	Romeo
5 - TIE	X		Barron	Ricardo
6		X	Thompson	Taiyo


Mike Allen, Executive Director

Eligible List For: Roving Caf. Asst. Cook Manager

Effective: October 21, 2025 - April 21, 2026

Effective: September 10, 2025 – March 10, 2026

<i>Rank</i>	<i>Prom</i>	<i>Open</i>	<i>Last Name</i>	<i>First Name</i>
1		X	Buell	Nicole
2	X		Hanoun	Lama
3		X	Bakke	Brandon
4		X	Granados	Norma
5		X	Gallegos	Oyuki
6		X	Owil	Mary



Mike Allen, Executive Director, Classified Human Resources

SENIORITY LIST - Cafeteria Assistant

November 17, 2025 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME				
1	2/20/2008	Filippi	Janice	27	1/22/2025	Benedict	Marie
2	8/21/2008	Vender-Heiser	Amy	28	4/28/2025	Allen	Kelly
3	10/27/2008	Martin	Theresa	29	9/2/2025	Rosasco	Kylee
4	10/27/2008	Weiss	Deena				
5	12/8/2010	Wong	Shelley				
6	1/6/2014	Dugan	Jeanne				
7	4/25/2016	Engelhart	Dawn				
8	10/9/2016	Jaradeh	Ikhlas				
9	2/4/2019	Breevaart	Josiah				
10	2/19/2019	Castaneda	Selene				
11	8/15/2019	Gaskell	Jeanette				
12	1/27/2020	Archuleta	Colleen				
13	1/27/2020	Hammon	Shawn				
14	1/28/2022	Johnson	Amber				
15	2/16/2022	Hwede	Sowsan				
16	8/15/2022	Eccles	Brisa				
17	10/3/2022	Jensen-Haselip	Danielle				
18	10/3/2022	Leach	Ashlee				
19	10/4/2022	Ryan	Mary				
20	10/19/2022	Saad Aldin	Oula				
21	1/30/2023	Delgado	Alice				
22	9/11/2023	Webster	Isabel				
23	9/9/2024	Urrutia	Jeovonna				
24	10/30/2024	Shinn	Eryn				
25	11/4/2024	Warner	Emily				
26	1/22/2025	Alimujiang	Shawuti				



Mike Allen, Executive Director-Human Resources

SENIORITY LIST - Delivery Worker

November 17, 2025 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	2/1/2017	Slyh	Gary
2	2/10/2022	Hafer	Andrew
3	5/4/2022	Ponciano	Thane
4	5/1/2023	Sands	Timothy
5	2/21/2025	Covarrubias	Jose
6	5/5/2025	Stier	Justin



Mike Allen, Executive Director-Human Resources

SENIORITY LIST - Instructional Paraprofessional
November 17, 2025 - ANY TIED DATES ARE BROKEN BY LOTTERY

Chico Unified School District
1163 East 7th Street
Chico, CA 95928

Rank	Seniority Date within Class	Last	First	Rank	Seniority Date within Class	Last	First
1	11/2/2000	Jones	Brett	40	10/8/2013	Owen	Mary
2	7/1/2002	Baker	Stacey	41	10/21/2013	Rikkelman	Jessica
3	7/1/2002	Langseth	Christine	42	12/3/2013	Kavanagh	Colleen
4	7/1/2002	Parker	Martin	43	2/19/2014	Nelson	Jay
5	7/1/2002	Palmer	Barbara	44	2/28/2014	Rice-Capucion	Yvette
6	7/1/2002	Gore-Zabala	Christine	45	3/13/2014	Meier	Wendy
7	8/22/2002	Bodney	Teresa	46	8/18/2014	Jackson	Rebecca
8	8/1/2003	Scovel	Jeanne	47	8/18/2014	Corcoran	Carla
9	8/19/2003	Marschall	Kim	48	8/18/2014	Main	Kimberly
10	8/19/2003	Ravetz	Angela	49	10/15/2014	Nielsen	Terra
11	8/3/2004	Payne	Kristan	50	10/24/2014	LeDuc	Michael
12	8/30/2004	Clement	Nicole	51	11/3/2014	Grebmeier	Wendy
13	3/1/2005	Watts	Christina	52	1/5/2015	Farwell	Austin
14	3/15/2005	Olson	Janet	53	1/5/2015	Smith	Kristen
15	4/11/2005	Scholar	Michele	54	1/5/2015	Lucio	Patricia
16	8/16/2005	Feingold	Rod	55	2/2/2015	Johnson	Sonja
17	10/25/2005	Tracy	Jeffrey	56	3/31/2015	Jack	Diana
18	11/5/2005	English	Tammie	57	8/17/2015	Graves	Patrice
19	2/28/2006	Jolliff	Crystal	58	8/17/2015	Connaughton	Anna
20	3/13/2006	Reise	Marcy	59	8/18/2015	Gibson	Sarah
21	8/15/2006	Dorghalli	Aftonia	60	9/8/2015	Stratton	Marin
22	1/18/2007	Chmelynski	Tiffany	61	10/5/2015	Carrillo	Saleena
23	4/10/2007	Bhojak	Deborah	62	1/4/2016	Mecham	Christy
24	5/8/2007	Kingori	Miriam	63	1/4/2016	Lessenger	Ova
25	6/19/2007	Robinson	Mitchell	64	1/4/2016	Mueller	Melissa
26	5/27/2008	Nelson	Lindsey	65	1/5/2016	Amaro	Patricia
27	7/23/2009	Ricci	Julie	66	1/26/2016	Ward	Kristin
28	8/30/2010	Hashemi	Sarah	67	2/29/2016	Waslewski	Abigail
29	10/18/2010	Buenrostro	Deborah	68	5/18/2016	Gonsalves	Maria
30	10/25/2010	Schill	Angelina	69	8/18/2016	Smith	Teresa
31	4/12/2011	Ryan	Patrick	70	8/18/2016	Mino	Mary
32	4/10/2012	Wootten	Rebekah	71	8/18/2016	Pisani	Debra
33	7/1/2012	Weber	Lisa	72	8/18/2016	Brewer	Lisa
34	8/20/2012	Hull	Saythong	73	8/31/2016	Avalos Huerta	Mayra
35	12/11/2012	Smithson	Birgitta	74	9/1/2016	Morton	Denise
36	2/4/2013	Ludlow	Debra	75	9/6/2016	Alexander Graf	Kimberly
37	4/22/2013	Woodbury	Jeanne	76	9/6/2016	Langston	Dennel
38	4/30/2013	Ukei	Hiroko	77	9/15/2016	Cummings	John
39	9/18/2013	Ravetz	Ariel	78	12/19/2016	France	Brandy
				79	12/21/2016	Bellante	Lynne
				80	1/9/2017	Miller	Stephanie
				81	1/23/2017	Fashing	Kari
				82	3/6/2017	Lawrence	Malika
				83	3/20/2017	Ensign	Melonie

Mike Allen, Executive Director Human Resources

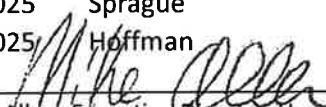
84	3/20/2017	Hurd	Amanda	132	1/3/2022	Wilcox	Bradley
85	8/21/2017	Graubart	Tracy	133	1/3/2022	Ventura	Nichole
86	8/21/2017	Peterson Pierce	Hannah	134	1/3/2022	Van Laan	Sandra
87	10/2/2017	Meza	Maja	135	1/3/2022	Barry	Keelin
88	10/2/2017	Lyons	Sharon	136	1/3/2022	Ochoa	Amber
89	12/6/2017	Bernson	Michelle	137	1/3/2022	Chrisenson	Kelli
90	1/9/2018	Taylor	Michelle	138	1/26/2022	Greenwood	Quinn
91	3/26/2018	Wahl	Sheila	139	2/10/2022	Alexander	Catherine
92	3/26/2018	Batman	Gerilynn	140	2/11/2022	Hildebrandt	Darlene
93	4/23/2018	Gordon-Cassidy	Ruth	141	2/15/2022	Gutierrez	Sabrina
94	5/8/2018	Watts	Kari	142	2/28/2022	Granados	Crystal
95	5/15/2018	Stewart	Lauren	143	3/3/2022	Finley	Kassandra
96	8/22/2018	Bettencourt	Meagan	144	3/21/2022	Davis	Kelley
97	1/8/2019	Emmons	Karen	145	4/13/2022	Bechtold	Terra
98	3/25/2019	Varicelli	Anthony	146	4/19/2022	Anrig	Doug
99	3/25/2019	Spini	Allison	147	8/15/2022	Fredrickson	Tiffany
100	7/18/2019	Gelles	Naomi	148	8/15/2022	Starks	Corrina
101	8/15/2019	Simpkins	Abbe	149	8/15/2022	Hammond	Joel
102	8/15/2019	Smith	Erin	150	8/15/2022	Hejl	Rebecca
103	8/15/2019	Huber	Stefanie	151	8/15/2022	Leaf	Karen
104	10/9/2019	Lattin	Jenny	152	8/15/2022	Fowler	Rebecca
105	10/9/2019	Arends	Yuki	153	8/15/2022	Renwick	Michalyn
106	10/29/2019	Rodrigues	Jennifer	154	8/15/2022	Starr-Flanagan	Jamie
107	12/2/2019	Brewster	Amy	155	8/23/2022	Bonnenfant	Jordan
108	2/28/2020	Masuda	Arielle	156	8/29/2022	Johnsen Rouse	Erin
109	3/9/2020	Baker	Kelly	157	8/30/2022	Fields	Elijah
110	3/9/2020	Gomez	Angelica	158	9/13/2022	Hawkins	Abigail
111	3/23/2020	Dugan	Jacqueline	159	9/19/2022	Rodriguez Nungaray	Esthefany
112	3/23/2020	McKeon	Kelly	160	9/20/2022	Hernandez	Nina
113	3/23/2020	O'Kelley	Danielle	161	9/21/2022	Dotson	Sierra
114	3/23/2020	Cortez	Savanna	162	9/29/2022	Hall	Ryan
115	3/23/2020	Pastor	Kristi	163	9/29/2022	Robertson	Natalie
116	10/12/2020	Sackrider	Tamra	164	10/3/2022	Sands	Jeremiah
117	1/11/2021	Mendoza	Rebecca	165	10/13/2022	Brighter	Lokelani
118	4/6/2021	Nielsen	Abigail	166	10/14/2022	Barron	Patricia
119	4/12/2021	Campos	Tara	167	10/19/2022	Allemandi-Schultz	Lynn
120	4/12/2021	Martin	Desiree	168	12/1/2022	Robins	Sarah
121	4/19/2021	Alonzo-Perez	Maria	169	1/9/2023	Hart	Quinn
122	8/16/2021	Silva	Amanda	170	2/9/2023	Wideman	Celeste
123	8/16/2021	Norris	Suzanne	171	2/16/2023	Sheridan	Justyne
124	8/16/2021	Burson	Adam	172	3/6/2023	Colvin Sebring	Emma
125	8/30/2021	Murphy	Julia	173	3/8/2023	Buccola	Anthony
126	9/24/2021	Silva	Charles	174	4/17/2023	Smith	Makayla
127	10/4/2021	Frazier	Sherrie	175	4/18/2023	Underwood	Kailey
128	10/14/2021	Estrada	Marcus	176	5/22/2023	Miller	Marysa
129	12/7/2021	Luther	Diana	177	8/21/2023	Payne	Brittany
130	1/3/2022	Fox	April	178	8/21/2023	Wesley	Joseph
131	1/3/2022	Villa	Lourdes	179	8/21/2023	Moncrief	Danielle

Instructional Paraprofessional, 11/17/2025

Mike Allen, Executive Director Human Resources

180	8/21/2023	Love	Michelle	228	8/16/2024	Perondi	Angela
181	8/21/2023	Bardo	Zandra	229	8/16/2024	Nash	Amber
182	8/21/2023	Fitzgerald	Jocelyn	230	8/16/2024	Rushton	Judith
183	8/21/2023	White	Andrew	231	8/16/2024	Zamora-Enriquez	Gloria
184	8/21/2023	Honea	Melanie	232	8/16/2024	Lomeli	Cristian
185	8/21/2023	Millard	Debbie	233	8/19/2024	Jackson-Hill	Endiyalynn
186	8/21/2023	Rodriguez Galvan	Sheyla	234	8/19/2024	Krzys	Jamie
187	9/13/2023	Jones	Kyle	235	8/19/2024	Surita	Tangi
188	9/18/2023	Baugh	Leslie	236	8/19/2024	Tindill	Taryn
189	9/18/2023	Jordan	Christine	237	8/26/2024	Santo	Crystal
190	9/18/2023	Cadena	Kimberly	238	8/26/2024	Daweed	Vargenya
191	9/25/2023	Lovell	Cassidy	239	10/7/2024	Hiller	Kenneth
192	10/3/2023	Argenal	Hailey	240	10/7/2024	Gilbert	Marie
193	10/3/2023	King	Marijke	241	10/21/2024	Saise	Melissa
194	10/3/2023	Keene	Robert	242	10/22/2024	Anderson	Charlene
195	10/3/2023	Banegas	Kassarah	243	10/28/2024	Raya	Evelyn
196	10/9/2023	Fay	Susan	244	11/12/2024	Centeno	Sonia
197	10/9/2023	Marshall	Emily	245	11/13/2024	Wilson	Maggie
198	10/18/2023	Hill	Krista	246	12/9/2024	Blackshire	Iyanah
199	10/23/2023	Gutierrez-James	Teresa	247	12/9/2024	Ward	Brianna
200	10/23/2023	Londry	Leah	248	12/9/2024	Duda	Heather
201	10/23/2023	Avila	Sabrina	249	12/9/2024	Graves	Melexcia
202	10/23/2023	Taylor-Vazquez	Marta	250	12/9/2024	Lynch	Haley
203	10/30/2023	MacGibbon	Emily	251	1/7/2025	Yasin	Lamees
204	11/7/2023	Rice	Melanie	252	1/16/2025	Tu'ihalangie	Carina
205	11/13/2023	Shelton	Jason	253	1/27/2025	Miller	Heather
206	11/29/2023	Partida	Karen	254	1/27/2025	Del Bosco	Anna
207	12/7/2023	Reribi	Halima	255	2/10/2025	Vallerga	Debra
208	1/8/2024	Lorenzo	Sherrie	256	2/10/2025	Mariscal	Laura
209	1/22/2024	Jones	Gabriella	257	2/10/2025	Guild	Katherine
210	1/24/2024	Britt	Summer	258	2/18/2025	Brogdon	Patricia
211	1/31/2024	Rye	Sydney	259	2/18/2025	Boykin	Savannah
212	2/5/2024	Schlager	Jayne	260	2/19/2025	Jones	Lori
213	2/5/2024	Brooks	Hilary	261	2/20/2025	Brighter	Renee
214	2/5/2024	Dilts	Ayrian	262	3/10/2025	Contreras	Jackeline
215	2/20/2024	Hurst	Khalid	263	3/10/2025	Herrera	Victoria
216	2/20/2024	Brannen	Kiana	264	3/10/2025	Kaufmann	Sienna
217	2/20/2024	Abouzeid	Isabella	265	3/24/2025	Walker	Latoya
218	4/10/2024	Favela	Monica	266	3/25/2025	Simmons	Georgia
219	4/22/2024	Contreras	Rosenda	267	3/26/2025	Granados	Danielle
220	4/23/2024	Heryford	Carley	268	3/26/2025	Walsemann	Erin
221	5/6/2024	Davidson-Mays	Ymonne'	269	3/26/2025	Galloway	Patricia
222	8/16/2024	Gill	Reina	270	3/28/2025	Long	Shanon
223	8/16/2024	Torres	Arlene	271	3/31/2025	Fortune	Stephenie
224	8/16/2024	Del Cid	Janeth	272	3/31/2025	Atkins	Melissa
225	8/16/2024	Kerr	Rebekah	273	4/10/2025	Wells	Amanda
226	8/16/2024	Campos	Liliana	274	4/14/2025	Sprague	Randi
227	8/16/2024	Spini	Gina	275	4/23/2025	Hoffman	Thomas

Instructional Paraprofessional, 11/17/2025


Mike Allen, Executive Director-Human Resources

276	4/28/2025	Prather	Elsie	311	8/18/2025	Rollins	Makayla
277	5/27/2025	Person	Erica	312	8/18/2025	Gallagher	Cooper
278	6/3/2025	Nielson	Katie	313	8/18/2025	Rosenberry	Richard
279	8/18/2025	Genato	Stacey	314	8/18/2025	Phillips	Ariel
280	8/18/2025	Katz	Andrea	315	8/18/2025	Horton	Randi
281	8/18/2025	Hernandez	Angelica	316	8/18/2025	Tovar-Tapiero	Ana
282	8/18/2025	Guidi	Angela	317	8/18/2025	Garcia	Amanda
283	8/18/2025	Slater	Angela	318	8/18/2025	Branch	Broderick
284	8/18/2025	Evalua	Malu	319	8/18/2025	Salgado	Daniel
285	8/18/2025	Montenegro	Allie	320	8/18/2025	Boone	Makayla
286	8/18/2025	Marchan	Jose	321	8/18/2025	Donez	Helena
287	8/18/2025	Sourivong	Chinaly	322	8/18/2025	Sullivan	Jillian
288	8/18/2025	Sayavong-Vann	Sahtiah	323	8/25/2025	Vanderbilt	Chantal
289	8/18/2025	Halverson	Alexa	324	9/25/2025	Burke	Leslie
290	8/18/2025	Baxter	Samantha	325	9/29/2025	Renteria-Graciano	Constantino
291	8/18/2025	Saber	Karima	326	9/30/2025	Merrill	Jessica
292	8/18/2025	Dempsey	Nicole	327	10/1/2025	Vina	Angelina
293	8/18/2025	Jahromi	Hannah	328	10/13/2025	Molchen	Joshua
294	8/18/2025	Gomez	Eric	329	10/17/2025	Brown	Jordan
295	8/18/2025	Montenegro	Jessica	330	10/17/2025	Peterson	Molly
296	8/18/2025	Cunningham	Kennedy	331	10/17/2025	Varicelli	Kayla
297	8/18/2025	Borja	Breanna	332	10/21/2025	Chavez	David
298	8/18/2025	Stever	Joshua	333	10/27/2025	Avalos	Isabella
299	8/18/2025	Johnson	Katie	334	10/27/2025	Cortez-Zamudio	Jennifer
300	8/18/2025	Mello	Dulce	335	10/27/2025	Buck	Bryan
301	8/18/2025	Karamanos	Vasili Eftemios	335	10/27/2025	Chacon	Adalia
302	8/18/2025	Stephens	Karen	336	10/30/2025	Eldridge	Brittany
303	8/18/2025	Yang	Rhonda	337	11/3/2025	Lopez	Jennifer
304	8/18/2025	Ghidossi	Amber	338	11/3/2025	Gerfen	Madison
305	8/18/2025	Ferrel	Isabell	339	11/3/2025	Keables	Tyler
306	8/18/2025	Thorne	Lacy	340	11/7/2025	Moran	Ashely
307	8/18/2025	Francis	Stephanie				
308	8/18/2025	Smith	Serina				
309	8/18/2025	Southward	Rayna				
310	8/18/2025	Thurman	Michelle				



SENIORITY LIST - IP-Extensive Needs

November 17, 2025 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	8/16/2024	Maganda	Ana
2	8/16/2024	Greif	Deann
3	8/16/2024	Hansen	Sarah
4	8/16/2024	Jordan	Laura
5	8/16/2024	Lacy Sr.	Dirk
6	8/16/2024	Phizackerley	Lisa
7	8/16/2024	Story	Glenn
8	10/14/2024	Boggess	Angelina
9	10/21/2024	Bettencourt	Kiara
10	11/5/2024	Knauth	Mackenzie
11	11/8/2024	West	Jeffrey
12	12/4/2024	Whitlock	Meghan
13	3/24/2025	Ingersoll	Trinity
14	8/18/2025	Carey	Lucas
15	8/18/2025	Kane	Megan
16	8/18/2025	Dessert	Brittany
17	8/18/2025	Pavich	Adriana
18	10/1/2025	Canfield	Kelcey
19	10/7/2025	Pacheco	Vanessa
20	10/27/2025	Rogoff	Alexandria
21	10/27/2025	Gibbs	Mai
22	10/27/2025	Bertotti	Devyn
23	11/12/2025	Phillips	Derek
24	11/12/2025	Lance	Arthur



Mike Allen, Executive Director-Human Resources

SENIORITY LIST - Library Media Assistant
November 17, 2025 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	3/22/2004	Evans	Amy
2	9/22/2011	Quan-Bell	Jane
3	11/14/2014	Rice-Capucion	Yvette
4	3/12/2015	Bertoni	Stephanie
5	8/23/2022	McClelland	Shanna
6	1/9/2023	Lefebvre	Gina
7	8/16/2024	LeHecka	Nella
8	8/5/2025	Waslewski	Abigail
9	8/5/2025	Haltom	Amanda
10	8/25/2025	Simicsak	Tabitha
11	10/27/2025	Weston	Christine
12	11/10/2025	Van Gooden	Rosalind



Mike Allen, Executive Director-Human Resources

SENIORITY LIST - Passenger Van Driver
November 17, 2025 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	8/8/2024	Daneau	Michael



Mike Allen, Executive Director-Human Resources

SENIORITY LIST - Preschool Assistant
November 17, 2025 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	5/31/2022	Lopez	Arely
2	7/17/2023	Bellante	Genevieve
3	6/17/2024	Munoz-Raya	Vanesa
4	7/23/2024	Magdaleno Puga	Isis
5	9/3/2024	Smith	Samantha
6	11/27/2024	Xiong	Yer
7	11/27/2024	Shorook	Meena
8	11/27/2024	Trent	Elisia
9	1/6/2025	Berry	Samantha
10	1/27/2025	Costner	Shannon
11	1/27/2025	Dillanes	Ashley
12	2/11/2025	Hill	Sara
13	4/9/2025	Wagner	Emily
14	9/18/2025	Fournier	Kerri
15	9/22/2025	Ford	Shera
16	9/29/2025	Torres	Jacqueline
17	10/6/2025	Williams	Shannon



Mike Allen, Executive Director-Human Resources

SENIORITY LIST - Registrar

November 17, 2025 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	12/18/2008	Melvin	Penny
2	8/23/2010	Dempsey	Andrea
3	10/5/2015	Martin	Sandra
4	6/25/2018	Farrell	Tami
5	10/1/2020	Bates	Sierra
6	2/7/2022	Ferris	Mary
7	7/1/2024	Novak	Deborah
8	11/3/2025	Lipski	Lindsey



Mike Allen, Executive Director-Human Resources

SENIORITY LIST - Sr Grounds Worker
November 17, 2025 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	8/29/2006	Patterson	William
2	9/5/2017	Carrillo	Hector
3	2/26/2018	Jones	Kevin
4	12/21/2021	McElveny	Terrance



Mike Allen, Executive Director-Human Resources

SENIORITY LIST - Sr Library Media Assistant
November 17, 2025 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	5/28/2019	McKeon	Katherine
2	11/29/2021	Picard	Elizabeth
3	11/4/2024	Moore	Jordan
4	4/24/2025	Markey-Ewers	Makenna
5	9/2/2025	Brown	Sierra



Mike Allen, Executive Director-Human Resources

SENIORITY LIST - Stock Clerk
November 17, 2025 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	10/23/2025	Allsup	Jason



SENIORITY LIST - Transportation Manager
November 17, 2025 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	11/1/2025	Ontiveros	Richard



CHICO UNIFIED SCHOOL DISTRICT
1163 East 7th Street | Chico, CA 95928-5999 | 530-891-3000



CLASSIFIED MANAGEMENT SALARY SCHEDULE - 2025/26											
Classification	Range	Step 1	Step 2	Step 3	Step 4	Steps 5-9	Steps 10-14	Steps 15-19	Steps 20-24	Steps 25-29	Steps 30 & above
M&O Supr, Product Chef, Facilities Use Coordinator	8	\$60,491	\$63,517	\$66,691	\$70,026	\$73,524	\$79,226	\$83,081	\$87,137	\$91,393	\$95,861
Constr Mgr, M&O Mgr, Transp Mgr, NS Supervisor	9	\$71,046	\$74,597	\$78,328	\$82,244	\$86,355	\$92,694	\$97,230	\$101,988	\$106,987	\$112,233
Nutrition Specialist	9.5	\$78,826	\$82,767	\$86,906	\$91,251	\$95,813	\$103,000	\$108,149	\$113,557	\$119,235	\$125,197
Info Svcs Supervisor	10	\$86,606	\$90,936	\$95,483	\$100,257	\$105,268	\$112,554	\$118,081	\$123,883	\$129,977	\$136,674
Fac Plan/Constr Supervisor	11	\$90,801	\$95,340	\$100,110	\$105,112	\$110,367	\$117,909	\$123,702	\$129,784	\$136,173	\$142,881
Dir-Communication & Community Relations	12	\$95,064	\$99,817	\$104,809	\$110,048	\$115,549	\$123,350	\$129,412	\$135,781	\$142,472	\$149,492
Dir-Fac & Constr, Dir-Fiscal Svcs, Dir-Nutrition Svcs	13	\$102,668	\$107,801	\$113,191	\$118,850	\$124,792	\$133,053	\$139,604	\$146,485	\$153,707	\$161,290
Director-Payroll/Benefits	14	\$105,467	\$110,601	\$115,987	\$121,647	\$127,588	\$135,851	\$142,403	\$149,282	\$156,506	\$164,088
	15	\$106,497	\$111,822	\$117,412	\$123,282	\$129,447	\$137,941	\$144,734	\$151,873	\$159,364	\$167,231
Dir-Maint/Op/Transp.	16	\$107,107	\$112,462	\$118,085	\$123,988	\$130,187	\$138,718	\$145,551	\$152,730	\$160,264	\$168,176
Dir-Info Tech, Dir-HR	17	\$119,757	\$125,748	\$132,032	\$138,632	\$145,566	\$154,864	\$162,507	\$170,532	\$178,956	\$187,804
Executive Director-HR	18	\$130,319	\$136,663	\$143,322	\$150,314	\$157,657	\$167,391	\$175,485	\$183,984	\$192,910	\$202,281
<i>Vacation days for Management Employees: 27 days/year</i>											

CLASSIFIED CONFIDENTIAL SALARY SCHEDULE - 2025/26											
Classification	Range	Step 1	Step 2	Step 3	Step 4	Steps 5-9	Steps 10-14	Steps 15-19	Steps 20-24	Steps 25-29	Steps 30 & above
Admin Analyst, Exec. Secretary to Supr	5	\$55,959	\$58,756	\$61,693	\$64,778	\$68,014	\$73,441	\$77,012	\$80,759	\$84,694	\$88,830
HR Coordinator	6	\$58,421	\$61,343	\$64,409	\$67,627	\$71,008	\$76,582	\$80,308	\$84,224	\$88,334	\$92,649
	7	\$59,070	\$62,024	\$65,124	\$68,380	\$71,798	\$77,411	\$81,180	\$85,137	\$89,291	\$93,658
Admin. Aide to Supr	8	\$60,491	\$63,517	\$66,691	\$70,026	\$73,524	\$79,226	\$83,081	\$87,137	\$91,393	\$95,861
Bus Svcs Asst, Cert HR Asst, Class HR Asst, Ed Svcs Asst	9	\$71,046	\$74,597	\$78,328	\$82,244	\$86,355	\$92,694	\$97,230	\$101,988	\$106,987	\$112,233
<i>Vacation days for Confidential Employees:</i>		13 days/yr - 0 through 4 yrs					22 days/yr - 13 through 17 yrs				
		16 days/yr - 5 through 7 yrs					27 days/yr - 18 or more yrs				
		19 days/yr - 8 through 12 yrs									

Effective 11/1/2025, PC Approved 11/17/2025



Personnel Commission

Fifty-Sixth Annual Report

2024-25

The Merit System

Very simply, the merit system is a method of personnel management which is designed to promote the efficiency and economy of the workforce and the good of the public by providing for the selection and retention of employees, promotional opportunities, in-service training, and other related matters, on the basis of merit, fitness and the principle of *"like pay for like work."*

► Who Started It?

The merit (civil service) system is not a new system.

Early in the 1800s, the "spoils system" of patronage was well established as a method of filling government jobs. It took the tragedy of the shooting of President John Garfield by a disgruntled office worker in 1881 to focus enough attention on the practice to spark legislative reform.

Two years later, the Congress passed the Civil Service Act of 1882 (the Pendleton Act) which set up the first civil service system for federal employees to guard against patronage appointments. In the following years, state and local civil service systems flourished, but it was not until 1936 that the first merit system law for school districts was established.

It was California that became the leader in the national movement to implement the merit system in school districts when, as a result of a disgraceful patronage system in the Los Angeles Unified School District, more than 700 employees were fired on the day after a school board election in order to make room for hiring political "spoils men" for their positions. The fired employees had no appeal rights.

► Who Needs it?

With the advent of collective bargaining in the public education field, functions performed by Personnel Commissions took on added significance. The necessity for objective information, classification decisions, appeals unaltered by Board and management pressures, protection of the rights of unrepresented employees and an independent body to hear employee appeals in an impartial manner, are all

vital to the efficient and economic operations of a school district and to the benefit of the public and employees.

► Who Uses it?

There are nearly 100 merit system school districts in California that employ almost 70 percent of the total classified school employees in the state.

A merit system may be voted into a district by a vote of the classified employees following the submission of a petition requesting an election. It takes a simple majority affirmative vote and the merit system becomes effective; then begins the process of appointing a three-member Personnel Commission and the appointment of a Director of Classified Personnel. This starts the transition into developing and putting into effect the system of personnel management based on the concept of merit and fitness

► Who Administers it?

The Personnel Commission is the mainstay of the merit system. It is an independent body composed of three persons appointed for three-year staggered terms.

Personnel Commissioners are laypersons who must be known adherents of the merit principle. The Personnel Commission is responsible for maintaining a merit system for classified employees of the school district and for fostering the advancement of a career service for such employees. To execute these responsibilities, the State Education Code provides that the Personnel Commissioners shall classify positions; hear appeals of disciplinary and dismissal matters, and protests involving examinations, selection and appointment procedures; and prescribe rules related to a variety of personnel practices.

Authority for Personnel Commission functions is provided in Sections 45220 through 45320 of the State Education Code.

► What Are the "Merit" Principles?

The Merit System encompasses these basic principles and concepts:

- Hiring and promoting employees on the basis of ability, with open competition in initial employment.
- Providing for compensation.
- Retaining employees on the basis of performance. Correcting inadequate performance and separating those who inadequate performance cannot be corrected.
- Training employees as needed for high quality performance.
- Assuring fair treatment of all applicants and employees in all aspects of personnel administration without regard race, religious creed, color, national origin, ancestry, physical disability, mental disability, reproductive health decision-making, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or veteran or military status of any person and with proper regard for their privacy and Constitutional rights as citizens.**
- Protecting employees against political coercion and prohibiting use of official positions to affect an election or nomination for office.

► What Are the Responsibilities of Personnel Commissioners?

Commissioners have threefold responsibility:

- The Personnel Commission ensures that classified employees receive fair and equitable treatment.
- Personnel Commissions represent the public's interest by providing a personnel system dedicated to the hiring and retaining of the best qualified employees.
- Personnel Commissions work in cooperation with the governing board and administrators in the quest for competent employees and good personnel administration.

PERSONNEL COMMISSION MEMBERS

July 1, 2024 – June 30, 2025

Gloria Bevers Appointee of the Chico Unified School District Board of Education

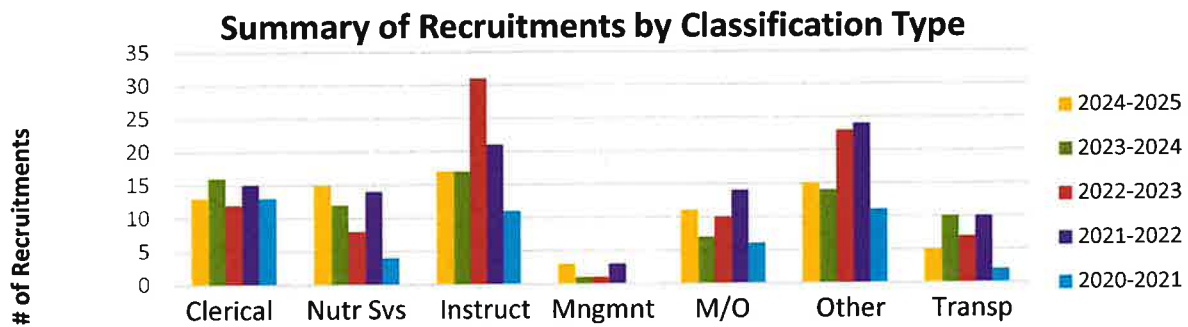
Position(s): Chairperson
Term: 3-year appointment
Appointed: December 1, 2002 (one-year term)
Reappointed: December 1, 2006, 12:01 pm
Term Expires: December 1, 2009, 12:00 noon
Reappointed: December 1, 2009, 12:01 pm
Term Expires: December 1, 2012, 12:00 noon
Reappointed: December 1, 2012, 12:01 pm
Term Expires: December 1, 2015, 12:00 noon
Reappointed: December 1, 2015, 12:01 pm
Term Expires: December 1, 2018, 12:00 noon
Reappointed: December 1, 2018, 12:01 pm
Term Expires: December 1, 2021, 12:00 noon
Reappointed: December 1, 2021, 12:01 pm
Term Expires: December 1, 2024, 12:00 noon
Reappointed: December 1, 2024, 12:01 pm
Term Expires: December 1, 2027, 12:00 noon

Scott Jones Appointee of the Classified School Employees Association of the Chico Unified School District

Position(s): Vice Chairperson
Term: 3-year appointment
Appointed: December 1, 2013, 12:01 pm
Term Expires: December 1, 2016, 12:00 noon
Reappointed: December 1, 2016, 12:01 pm
Term Expires: December 1, 2019, 12:00 noon
Reappointed: December 1, 2019, 12:01 pm
Term Expires: December 1, 2022, 12:00 noon
Reappointed: December 1, 2022, 12:01 pm
Term Expires: December 1, 2025, 12:00 noon

Susie Cox Appointee of the Personnel Commissioners

Position(s): Member
Term: 3-year appointment
Appointed: December 1, 2024, 12:01 pm
Term Expires: December 1, 2027, 12:00 noon



Classification Type

	2024-25	2023-24	2022-23	2021-22	2020-21
<i>Examinations Announced</i>					
Announcements (Recruitments)	79	77	90	101	46
Applications Received	1659	1378	1192	1100	694
Applications Approved	1237	934	927	958	646
<i>Examinations Conducted</i>					
Job Related Written Test	253	98	10	26	18
Performance/Technical Test	52	42	8	9	5
Competency Test (Instructional Positions)	42	40	16	12	8
Oral Exam	617	541	63	80	45
Total Exams Given (Test Takers)	746	707	580	680	593
Candidates Eligible	836	668	676	557	332
<i>% of Eligibles to Applicants</i>	67.58	71.52	72.92	58.14	51.39

	2024-25	2023-24	2022-23	2021-22	2020-21
Position Request Forms Processed	473	525	659	505	296
<i>Notices</i>					
Lateral Transfer Opportunity	68	68	88	74	51
Limited Term Opportunity	10	13	28	21	3
Provisional Opportunity	0	0	0	0	1

	2024-25	2023-24	2022-23	2021-22	2020-21
# of Employees					
Restricted	38	47	46	56	45
Bargaining Unit	820	795	675	711	691
Confidential	6	6	6	6	8
Classified Management	20	18	21	19	19
Total	884	866	748	792	764
Substitutes	311	453	237	268	296
Combined Total	1,195	1,319	985	1,060	1,059

FTE by Employee Type	2024-25	2023-24	2022-23	2021-22	2020-21
Restricted	40.8	42.8	46.1	41.9	38.4
Bargaining Unit	734.6	718.4	690.8	633.0	600.9
Confidential	6.0	6.0	6.0	7.0	7.0
Management	20.0	19.0	19.0	18.0	18.0

Reclassification & Reallocation Studies	2024-25	2023-24	2022-23	2021-22	2020-21
Total	7	9	2	2	9

- 2024-25: Sr Maintenance Worker – Carpenter, Electrician, HVAC, HVAC-Refrigeration, Locksmith, Plumber, and Sprinkler Systems
- 2023-24: Bakery Manager, Cafeteria Cook Manager 1, Cafeteria Cook Manager 2, Cafeteria Cook-Small School, Cafeteria Satellite Manager, Computer Technician, Director-Human Resources, Payroll/Benefits Technician, Sr Office Assistant, Transportation Coordinator
- 2022-23: Campus Supervisor and School Office Manager
- 2021-22: Office Assistant and Registrar
- 2020-21: Business Services Assistant, Certificated HR Assistant, Classified HR Assistant, Computer Technician-Training Specialist, Educational Services Assistant, Human Resources Coordinator, Instructional Paraprofessional, Security Systems-Locksmith, and Sr Account Clerk
- 2019-20: Administrative Specialist, IPS-Visually Impaired, Sr Library Clerk, Director-Information Technology
- 2018-19: M&O Coordinator, Transportation Driver Trainer Instructor, Network Analyst, Director-Nutrition Services
- 2017-18: None, pending the development of a list of Comparable Districts by Chico Unified School District and CSEA, Chapter #110

Board Actions

Appointments	2024-25	2023-24	2022-23	2021-22	2020-21
Open	293	248	319	248	212
Restricted	34	55	45	78	15
Limited Term	14	29	51	58	55
Provisional/Interim	0	0	0	1	1
Promotional	39	27	25	44	10
Reclassification/Reallocation	8	20	0	14	252
Reinstatement/Reemployment	2	1	0	1	2
Voluntary Demotion	15	0	4	0	0
Leaves of Absence (unpaid)	45	31	22	63	58
Total	450	411	466	507	605

Terminations

Placed on Re-employment List*	4	7	6	7	1
Resignations	90	101	84	69	66
Limited Term	21	5	22	32	58
Parent Restricted/School Aide*	22	15	14	16	22
Parent Restricted (Released)	2	3	1	1	7
Retirement	35	34	35	39	36
Death	1	2	2	0	0
Dismissals/Released during Probation*	12	13	11	9	4
Total	187	180	175	173	194
Total Turn-Over Ratio	21.13%	20.79%	23.40%	25.38%	28.01%
Voluntary Turn-Over Ratio	12.66%	13.39%	13.10%	10.86%	12.57%

Non-Board Actions

Exempt/Substitute Appointments	2024-25	2023-24	2022-23	2021-22	2020-21
Pupil Helper-Exempt	43	44	10	13	2
Substitute	389	225	144	97	29
Total	432	269	154	110	31

Exempt/Substitute Resignations

Pupil Helper-Exempt	1	26	0	28	19
Substitutes	35	36	26	38	40

Exempt/Substitute Dismissals

Pupil Helper-Exempt (Released)	6	0	3	0	1
Substitutes	63	46	101	118	75
Total	105	108	130	184	135

*Amend title from Layoff to Re-Employment List to Placed on Re-Employment List (eff 2021-22)

*Amend title from Dismissals to Dismissals/Released during Probation (eff 2021-22)

*School Aide resignations are included in Board Terminations (eff 2022-23)