

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, January 26, 2026

	Purpose	Page(s)
CALL TO ORDER		
WELCOME TO VISITORS		
CONSIDERATION OF MINUTES		
1. Consider approval of the minutes of the regular meeting of December 15, 2025.	Action	26-3 – 26-4
BUSINESS		
2. Director's Report	Information	
3. Consider job announcement(s) for: Certificated Human Resources Assistant, Office Assistant Elementary Attendance, Preschool Assistant, School Office Manager, Sr Grounds Worker, and Targeted Case Manager-Bilingual (Hmong).	Action	26-5 – 26-10
4. Consider eligibility list(s) for: Cafeteria Satellite Manager, Certificated Human Resources Assistant, Instructional Paraprofessional, Instructional Paraprofessional-Driver, Intensive Behavior Interventionist, Passenger Van Driver, Preschool Assistant, School Bus Driver-Type 2, Targeted Case Manager-Bilingual (Hmong), and Transportation Special Education Aide.	Action	26-11 – 26-21
5. Consider seniority list(s) for: Cafeteria Assistant, Cafeteria Satellite Manager, Campus Supervisor, Custodian, Elementary Counseling Assistant, IA-Bilingual (Spanish), Instructional Paraprofessional, Intensive Behavior Interventionist, Maintenance & Operations Supervisor, Registrar, Roving Cafeteria Assistant Cook Manager, School Office Manager, Sr Library Media Assistant, Transportation Special Education Aide, and Parent Classroom Aide @ Emma Wilson.	Action	26-22 – 26-39
6. Discuss the proposed changes to the reclassification/reallocation procedure.	Discussion	26-40 – 26-43

7. Announce date of regular meeting, February 23, 2026.	Announcement	
<p>8. 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 comments and recommendations prior to arriving at a course of action. The Commissioners will not take action on items not appearing on the agenda.</p> <p>a. Speakers will identify themselves and will direct their comments to the Chairperson.</p> <p>b. Speakers will be given 5 minutes to present their topic.</p> <p>c. Each topic will be limited to 15 minutes or 3 speakers.</p> <p>d. 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.</p> <p>e. Speakers will not be allowed to yield their time to other speakers.</p> <p>f. 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.</p> <p>g. 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.</p>	Discussion	
9. Adjourn to Closed Session.	Closed Session	
10. Consider the evaluation of the Executive Director-Classified Human Resources.	Information	
11. 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 December 15, 2025

Regular Meeting

The Chico Unified School District Personnel Commission met in regular session at the administration building on December 15, 2025. The following were present:

<u>Commission Members:</u>	Gloria Bevers, Chairperson
By Phone	Scott Jones, Vice Chairperson
	Susie Cox, Member
<u>Staff Members:</u>	Mike Allen, Executive Director-Human Resources
	Christina Macaluso, Classified Human Resources Assistant
<u>Others:</u>	Visitors

Gloria Bevers, Chairperson, called the meeting to order at 4:03 pm.	Call to Order
The minutes of the November 17, 2025 regular meeting were considered and approved. (MSC) Cox/Jones	Minutes Approved
Mike Allen, Executive Director-Human Resources, reported: <ul style="list-style-type: none">• The Human Resources departments are cross-training in preparation for a staff member to go out on leave in the Spring.• The Classified HR New Employee Orientations have continued each month and have received positive feedback.• 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 Administrative Specialist, Intensive Behavior Interventionist, Passenger Van Driver, and School Bus Driver-Type 2 were considered and approved. (MSC) Cox/Jones	Job Announcements Approved
Eligibility List(s) for Cafeteria Satellite Manager and Transportation Special Education Aide were considered and approved. (MSC) Cox/Jones	Eligible Lists Approved
Seniority List(s) for Cafeteria Satellite Manager, Campus Supervisor, Custodian, Instructional Paraprofessional, Maintenance Worker, and Roving Cafeteria Assistant Cook Manager were considered and approved. (MSC) Cox/Jones	Seniority Lists Approved
The new job description for School Bus Driver Non-Public School was considered and approved. (MSC) Cox/Jones	Job Description Approved
The amendment to the 2024-25 Personnel Commission Fifty-Sixth Annual Report was considered and approved. (MSC) Cox/Jones	Annual Report Approved
Reinstatement request for Kasey Martin to Elementary Counseling Assistant was considered and approved. (MSC) Cox/Jones	Reinstatement Approved
The re-appointment of Scott Jones as the "neutral" Personnel Commissioner for another three-year term was considered and approved. (MSC) Cox/Bevers	Re-appointment Approved
The election of Gloria Bevers to Personnel Commission Chairperson for 2026 was considered and approved. (MSC) Cox/Jones	Chairperson Election Approved
The election of Scott Jones to Personnel Commission Vice Chairperson for 2026 was considered and approved. (MSC) Cox/Bevers	Vice Chairperson Election Approved

The date of the next Personnel Commission meeting is scheduled for January 26, 2026.	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 4:28 pm.	Closed Session
The meeting reconvened to Open Session at 4:35 pm. There were no comments to report.	Open Session
The meeting was adjourned at 4:36 pm.	Adjournment

**CHICO UNIFIED SCHOOL DISTRICT
JOB ANNOUNCEMENT FOR
PROMOTIONAL ONLY COMPETITIVE EXAMINATION**

CERTIFICATED HUMAN RESOURCES ASSISTANT
Annual Salary Range: \$71,046 - \$112,233/Annually
+ Master's Degree Stipend

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 20152.**
- E. Complete all parts of the application. Any requested attachments must be received by 11:30 a.m. on the closing date. Late applications are not accepted.

THE POSITION (See Job Description Information on reverse)

Chico Unified School District has an opening for CERTIFICATED HUMAN RESOURCES ASSISTANT to work 12 months per year, 8 hours per day. 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: **Four (4) years of responsible administrative, secretarial, or clerical experience, preferably in a human resources office, including experience with teaching credentials. One (1) year experience in a school district is recommended. Associate's Degree or higher preferred, with an emphasis in Human Resources, Public or Business Administration, or other related field; Bachelor's Degree is preferred. Ability to obtain a Notary Public License and ability to type or operate a keyboard at a level proficient for successful job performance is required. Possession of a valid California Driver's License is also required, and a copy must be included with your application along with a cover letter and resume in order to be considered. Please see attached job description for full description of all requirements.** 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 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 experience and education that pertains to essential duties and 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 on the application.** The examination consists of an oral exam (personal interview) that tests the knowledge and experience needed to perform the typical duties of the position. The candidates who pass the oral exam will be placed on an eligibility list. Top ranked candidates on the eligibility list will be invited to continue in the process. 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. 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.

Tuesday, January 6th 2026, 12:00 PM
Date to be Determined (during the day)

EMPLOYMENT INFORMATION FOR CLASSIFIED MANAGEMENT & CONFIDENTIAL EMPLOYEES

The following employment information is a summary and is not intended to be all-inclusive. For specific details, see the Merit System Rules and Regulations and District Policy 4000.

VACATION - Classified Management employees shall be allowed 27 paid vacation days per year, pro-rated if work year is less than 12 months and/or work day is less than full time. Classified Confidential employees shall be allowed paid vacation as follows, pro-rated if work year is less than 12 months and/or work day is less than full time:

0-4 full years of service with CUSD	13 days/year	13-17 full years of service with CUSD	22 days/year
5-7 full years of service with CUSD	16 days/year	18 or more full years of service with CUSD	27 days/year
8-12 full years of service with CUSD	19 days/year		

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

HEALTH AND WELFARE BENEFITS - Full-time CUMA employees of the District receive up to \$964/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 \$119 toward the cost of a dental plan and \$15 toward the cost of 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. **SICK LEAVE** - One day (pro-rated according to hours worked per day) of sick leave is earned for each month worked, with unlimited accumulation. **SALARY RATE** - Salary placement is based upon experience as determined by the District.

PROBATIONARY PERIOD - Classified Management employees - 1 year; Classified Confidential employees - 6 months.

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 Street, Chico, CA 95928-(530) 891-3000 - TTY (530) 895-4030

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

JOB LINE = 530-891-3000, Press 5 then Press 6

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

OFFICE ASSISTANT ELEMENTARY ATTENDANCE
Starting Salary: \$19.08/Hour
Salary Range: \$19.08 – \$29.60/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.
- 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 PM on the closing date. **Late applications are not accepted.**

THE POSITION

The District is establishing an eligible list for **OFFICE ASSISTANT ELEMENTARY ATTENDANCE**. Positions usually work part time, 4 – 6 hours per day, 197 days per year. 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: **One year of general clerical experience, equivalent to the completion of the twelfth grade and ability to type or operate a keyboard at a level proficient for successful job performance.** The District will determine the top candidates based solely on the information submitted on the application. 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 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 a written test designed to test job related and essential qualifications, weighted 40%; and an oral exam (personal interview) which tests the knowledge and experience needed to perform the typical duties, weighted 60%. The top candidates will be invited to the written exam. **The District will determine the top candidates based solely on the information submitted on the application.** The top-scoring candidates who pass the written exam 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:
- b. Date of Written Exam
- c. Date of Oral Exam (personal interview):
- d. Certification shall be according to Merit System §1507.

Friday, January 30, 2026, 12:00 PM
Friday, February 6, 2026 (during the day)
Thursday, February 12, 2026 (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.

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.

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

Preschool Assistant
Starting Salary: \$20.04/Hour
Salary Range: \$20.04 - \$31.11/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. 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 Preschool Assistant. 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: 12 semester or 18 quarter units of Early Childhood Education or Child Development, possess and maintain Pediatric 1st Aid/CPR is required. Proof of immunizations for Measles/Mumps/Rubella (MMR) and Tetanus/Diphtheria/Pertussis (Tdap) is a required condition of employment for this classification. Copies of unofficial transcripts and current 1st Aid/CPR certificates must be submitted with application. Online 1st Aid/CPR certificates will not be accepted. Incomplete applications 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 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 meet the requirements will be invited to an oral exam (personal interview), weighted 100%, which evaluates the knowledge and experience needed to perform the typical duties of the position. 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 Oral Exam (personal interview):
- c. Certification shall be according to Merit System §1507.

Monday, December 29th, 2025
Wednesday, January 7th, 2026 (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.
9. For further information, contact: CUSD, 1163 E. 7th St., Chico, CA 95928 – (530) 891-3000. TTY (530) 895-4030

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

SCHOOL OFFICE MANAGER
Salary Range: \$23.22/Hour - \$36.02/Hour
Starting Salary is at the first step for new employees

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 School Office 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 would be: **Two years of responsible secretarial and clerical support experience that included decision making responsibilities and exercising of independent judgment, equivalent to the completion of the twelfth grade supplemented by specialized training in office practices or a related field, and ability to type or operate a keyboard at a level sufficient for successful job performance.** Experience in a school district is highly desirable. Ability to obtain and maintain certification in First Aid & CPR by the end of the 5th month of employment required. Please see job description for full description of all requirements. All persons interested in this position and who meet job related and essential qualifications are encouraged to apply. Top qualifying candidates will be invited to the written exam. The District will determine the top candidates based solely on the information submitted on the application. 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

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APPLICATION/EXAMINATION DATES & CERTIFICATION

- a. Closing date for filing applications:
- b. Date of written exam
- 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, January 28, 2026, 12:00 PM
Wednesday, February 4, 2026 (during the day)
Wednesday, February 11, 2026 (during the day)

JOB DESCRIPTION INFORMATION (see reverse side)

EMPLOYMENT INFORMATION FOR BARGAINING UNIT CLASSIFICATIONS

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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 \$115 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 AND PROMOTIONAL COMPETITIVE EXAMINATION**

SR. GROUNDS WORKER
Salary Range: \$20.04 - \$31.11/hour
+ longevity steps

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:

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- 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 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 and submit on-line. Any requested attachments not submitted on-line with the application, must be received by 4:30 p.m. on the closing date. Late applications are not accepted.

THE POSITION

The District is establishing an eligible list for Sr. Grounds Worker. The eligible list resulting from this recruitment will be used to fill openings in this classification for up to 6 months. **Incomplete applications will not be accepted.** 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: **Two years of experience cleaning and maintaining building areas, formal or informal education or training which ensures the ability to read and write at a level necessary for successful job performance, possess and maintain an appropriate, valid driver's license, possess and maintain required Local, State, and Federal job-related licenses and certificates.** 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 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 on the application.** Those top candidates will be invited to a Performance/Oral Exam (interview), weighted 40%/60%, which evaluates the knowledge and experience needed to perform the typical duties of the position. 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 Performance Exam
- 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.

Monday, January 5th, 2026, 12:00 PM
Tuesday, January 13th, 2026 (during the day)
Tuesday, January 20th, 2026 (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.

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 \$1,170/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.

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 or application forms, contact: CUSD, 1163 E. 7th St., Chico, CA 95928—(530) 891-3000 – TTY (530) 891-3000

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

JOB LINE = 530-891-3000

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

TARGETED CASE MANAGER/FAMILY LIAISON – Bilingual (Hmong)
Starting Salary: \$21.59/Hour
Salary Range: \$21.59 - \$33.49/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.
- 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. **Your application must be completed in full in order to be considered.** 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 TARGETED CASE MANAGER - BILINGUAL (Hmong). Positions may be full- or part-time. 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: **One (1) year of case management experience, the ability to speak and translate from English to Hmong, and to possess and maintain a valid driver's license is required. Coursework in the areas of social work, liberal studies, or Early Childhood Education preferred.** All persons interested in this position and who meet job related and essential qualifications are encouraged to apply. Top qualifying candidates will be invited to the Oral/Performance Exam. The District will determine the top candidates based solely on the information submitted on the application. 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 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 District will determine the top candidates based solely on the information submitted on the application.** Candidates in the top group who meet the minimum requirements will be invited to an Oral/Performance Exam (personal interview + performance exam), weighted 100%, which evaluates the knowledge and experience needed to perform the typical duties of the position. 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 Oral/Performance Exam:
- c. Certification shall be according to Merit System §1507.
- d. Selection interviews will be scheduled as needed following the exam process.

Monday, December 29, 2025, 12:00 PM
Tuesday January 13, 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.

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 \$115 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.

Eligible List For: Cafeteria Satellite Manager

Effective: December 4, 2025 - June 4, 2026

Effective: September 24, 2025 – March 24, 2026

<i>Rank</i>	<i>Prom</i>	<i>Open</i>	<i>Last Name</i>	<i>First Name</i>
1		X	Hunt	Laurel
2		X	Meredith	Alaynah
3		X	McLeod	Kenneth
4		X	Pratt	Christopher
5		X	Marisza	Lozada-Esquivel



Mike Allen, Executive Director

CHICO UNIFIED SCHOOL DISTRICT
Personnel Commission

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

Eligible List: Certificated Human Resources Assistant
Effective: January 16th, 2026 - July 16th, 2026

<i>Rank</i>	<i>Prom</i>	<i>Open</i>	<i>Last Name</i>	<i>First Name</i>
1	X		Fields	Sharyn
2	X		Barth-Duch	Terry
3	X		Meadows	Angela
4	X		Gillaspie	Lori



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: Instructional Paraprofessional

Effective: August 21, 2025-February 21, 2026
August 13, 2025-February 13, 2026
July 14, 2025- January 14 th , 2026
October 7, 2025- April 7, 2026
December 8, 2025 – June 8, 2026

Rank	Prom	Open	LastName	FirstName
1		x	Brown-Kinell	Lauren
2		x	Wilson	Emma
3- Tie		x	Bello	Chrystina (Chrys)
3- Tie		x	Cisneros-Meza	Melissa
3- Tie		x	Harris	Carol
3- Tie		x	Miranda	Timothy
3- Tie		x	Rosenquist	Carli
3- Tie		x	Uecker	Kelli
3-Tie		x	Cornwell	James
3-Tie		x	Dutra	Amanda
3-Tie		x	Porras	Marcelina
3-Tie		x	Shippen	William
3-Tie		x	Traeger	Samantha
3-Tie		x	Johnson	Erin
3-Tie		x	Remigio	Yulisa
4		x	Carter	Jared
5- Tie		x	Burke	Naomi
5- Tie		x	Carlos Silva	Melissa
5- Tie		x	Hughes	Macie
5- Tie		x	Pinales	Bonita
5- Tie		x	Sherrell	Alexis
5- Tie		x	Ward	Charis
5-Tie		x	Snyder-Behr	Sagejane
5-Tie		x	Bucholz	Kai
5-Tie		x	Shoemaker	Haiden
5-Tie		x	Ward	Alexis
5-Tie		x	Freid	Robert

5-Tie		x	Gallaher	Cooper
6- Tie		x	Castro	Jessica
6- Tie		x	Chapel IV	Roby
6- Tie		x	Clark	Jesse
6- Tie		x	Coombs	Elizabeth
6- Tie		x	Lotti	Sarah
6- Tie		x	Martinez-Garcia	Evelyn
6- Tie		x	Nelson	Briana
6- Tie		x	Rivers	Laney
6- Tie		x	Wiggley	Bernadine
6- Tie	x		Williams	Terry
6-Tie		x	Houbart	Romain
6-Tie		x	Rodriguez	Amanda
6-Tie		x	Whaley	Rebekah
6-Tie		x	Reed	Kierstyn
6-Tie		x	Nita	Anna
6-Tie		x	Schultz	Madalyn
6-Tie		x	Whaley	Rebekah
6-Tie		x	Caldera	Anette
6-Tie		x	Long	Haleigh
6-Tie		x	Martinez	Xochitcalli
6-Tie		x	Orndorff	Stacey
6-Tie		x	Sawtelle	Kali
7		x	Buell	Nicole
8		x	Layton	Scott
9		x	Guerrero	Isabella
10		x	Alvarez-Prado	Keren
11- Tie		x	Thorne	Lacy
12-Tie	x		Thomas	Joshua
12-Tie		x	Bravo	Francisco


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 For: Instructional Paraprofessional - Driver

Effective: December 10th, 2025 -June 10th, 2026

September 22, 2025- March 22, 2026

Rank	Prom	Open	Last Name	First Name
1		x	Silva	Amanda
2		x	Vojnovic	Elizabeth
3		x	Martin	Kurtis
4		x	Martin	Kai



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 For: Instructional Paraprofessional-Intensive Behavior Interventionist

Effective: December 8, 2025 - June 8, 2026

<i>Rank</i>	<i>Prom</i>	<i>Open</i>	<i>Last Name</i>	<i>First Name</i>
1	X		Gross	Matthew
2-TIE		X	Baser	Alyssa
2-TIE		X	Porras	Marcelina
2-TIE		X	Miranda	Timothy
3-TIE		X	Jaime	Diana
3-TIE		X	Sarment	Jesse
3-TIE		X	Griffin	Tara
4		X	Myvett	Reisden
5		X	Alfaro Sanchez	Sofia
6		X	Hagert	Bruce



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: Passenger Van Driver

Effective: December 10, 2025 - June 10, 2026

<u>Rank</u>	<u>Prom</u>	<u>Open</u>	<u>Last Name</u>	<u>First Name</u>
1		X	Perez	Eduardo
2		X	Lake	John
3-TIE		X	Herbert	Scott
3-TIE		X	Fiscus	Michael
4		X	Halsey	Chauncey

A handwritten signature in black ink, appearing to read "Mike Allen", is written over a horizontal line.

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: Preschool Assistant

Effective: December 29th, 2025 – June 29th, 2026
July 28th, 2025 – January 28th, 2026

Rank	Prom	Open	Last Name	First Name
1		X	Perez	Nayeli
2		X	Perez-Fortin	Alicia
3		X	Ward	Alexis
4-Tie		X	Mai	Jenna
4-Tie		X	Oropeza	Alma
5		X	Bugayong	Marissa
6		X	Miller	Kamil
7		X	Johnson	Sadrea
8		X	Guild	Katherine
9-TIE		X	Shelton	Julia
9-TIE		X	Miller	Heather
10		X	Rutherford	Alexsis
11	X		Cisneros	Saira
12		X	Koch	Lilli



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 For: School Bus Driver, Type 2

Effective: January 8, 2026 - July 8, 2026

<i>Rank</i>	<i>Prom</i>	<i>Open</i>	<i>Last Name</i>	<i>First Name</i>
1		X	Foutz	Gregory
2		X	Bustos	Laurel

A handwritten signature in blue ink, appearing to read "Mike A", with a long horizontal stroke extending to the right.

Mike Allen, Director

CHICO UNIFIED SCHOOL DISTRICT
Personnel Commission

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

Eligible List For: Targeted Case Manager Bilingual - Hmong
Effective: January 13, 2026 - July 13, 2026

<i>Rank</i>	<i>Prom</i>	<i>Open</i>	<i>Last Name</i>	<i>First Name</i>
1		X	Xiong	Tong
2		X	Lee	Hope



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: Transportation Special Education Aide

Effective: December 2nd 2025 - June 2nd, 2026 - Revised 12/18/2025

<i>Rank</i>	<i>Prom</i>	<i>Open</i>	<i>Last Name</i>	<i>First Name</i>
1		X	Rodriguez	Christopher
2		X	Galloway	Tehya



Mike Allen, Executive Director

SENIORITY LIST - Cafeteria Assistant
 January 26, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME				
1	2/20/2008	Filippi	Janice	27	4/28/2025	Allen	Kelly
2	8/21/2008	Vender-Heiser	Amy	28	9/2/2025	Rosasco	Kylee
3	10/27/2008	Martin	Theresa	29	1/13/2026	Bakke	Brandon
4	10/27/2008	Weiss	Deena				
5	1/6/2014	Dugan	Jeanne				
6	4/25/2016	Engelhart	Dawn				
7	10/9/2016	Jaradeh	Ikhlas				
8	2/4/2019	Breevaart	Josiah				
9	2/19/2019	Castaneda	Selene				
10	8/15/2019	Gaskell	Jeanette				
11	1/27/2020	Archuleta	Colleen				
12	1/27/2020	Hammon	Shawn				
13	1/28/2022	Johnson	Amber				
14	2/16/2022	Hwede	Sowsan				
15	8/15/2022	Eccles	Brisa				
16	10/3/2022	Jensen-Haselip	Danielle				
17	10/3/2022	Leach	Ashlee				
18	10/4/2022	Ryan	Mary				
19	10/19/2022	Saad Aldin	Oula				
20	1/30/2023	Delgado	Alice				
21	9/11/2023	Webster	Isabel				
22	9/9/2024	Urrutia	Jeovonna				
23	10/30/2024	Shinn	Eryn				
24	11/4/2024	Warner	Emily				
25	1/22/2025	Alimujiang	Shawuti				
26	1/22/2025	Benedict	Marie				

SENIORITY LIST - Cafeteria Satellite Manager
January 26, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	2/20/2002	Cooke	Jodie
2	12/18/2004	Jones	Polly
3	1/22/2018	Cheney	Karen
4	8/15/2018	Picard	Venus
5	4/1/2019	McDougal	Jessica
6	3/9/2022	John	Jacob
7	11/28/2022	Haynes	Angie
8	8/14/2023	Sanchez Moreno	Blanca
9	8/14/2023	McCaffrey	Alexande
10	8/12/2024	Keith	Debbie
11	6/9/2025	Pano Luviano	Itzel
12	10/9/2025	Escobar-Santiago	Angelica
13	11/14/2025	Cisneros Mancilla	Saira
14	12/11/2025	Hunt	Laurel



SENIORITY LIST - Campus Supervisor

January 26, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME				
1	10/7/1999	Coogan	Matthew	27	11/12/2025	Garcia	Timothy
2	12/20/2001	Apalit, Jr	V. James	28	1/8/2026	Renteria	Constantino
3	11/17/2003	O'Brien	Casey				
4	8/17/2004	Runnells	Marina				
5	10/4/2007	Collado	Josh				
6	1/13/2009	Nelson	Jay				
7	8/19/2013	Lamusga	Elizabeth				
8	4/24/2017	LeDuc	Michael				
9	8/21/2017	Ravetz	Ariel				
10	5/23/2019	Forayter	John				
11	8/15/2019	Leer	Wendi				
12	9/6/2019	Gomez	Angelica				
13	8/16/2021	Ramirez	Paula				
14	10/18/2021	Haddid	Nancy				
15	1/3/2022	Kimble	Valerie				
16	1/28/2022	Connaughton	Anna				
17	4/27/2022	Dorn	Shawna				
18	8/16/2022	Martinez	Savannah				
19	11/2/2022	Varicelli	Anthony				
20	11/29/2022	Hurd	Shannon				
21	1/18/2023	Shonk	Amy				
22	3/28/2023	Rodriguez	Fernando				
23	7/1/2023	Delgado	Kristina				
24	2/3/2025	Schultz	Christianne				
25	8/18/2025	Chew	Kyle				
26	8/28/2025	Gutierrez	Sabrina				

SENIORITY LIST - Custodian

January 26, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME				
1	7/28/1997	Hungate	Howard	27	8/30/2022	Yang	Chao
2	2/17/2006	Johnston	Joseph	28	11/23/2022	Wilson	Starr
3	2/21/2006	Thao	Toua	29	2/21/2023	Rodriguez	Rocio
4	11/9/2006	Yang	Houa	30	5/1/2023	Roberts	Frank
5	8/21/2012	Hammon	Keli	31	5/1/2023	Villa	Manuel
6	3/9/2015	Hitson	Denise	32	5/1/2023	Nakamoto	Joshua
7	7/6/2015	Nemat-Nasser	David	33	5/18/2023	Baisley	Adam
8	7/6/2015	Stoklasa	Anthony	34	8/10/2023	Brewer	Kimberly
9	7/11/2016	Adams	Daniel	35	8/21/2023	Decker	Tamala
10	3/6/2017	Robinson	Austin	36	9/19/2023	Zepeda	Roberto
11	9/24/2018	Zavala	Yolanda	37	10/9/2023	Matthews	Amber
12	5/18/2020	Carroll	Katherine	38	11/20/2023	Jaime	Francisco
13	1/19/2021	Jones	Jason	39	8/13/2024	Moeller	Christopher
14	1/19/2021	Asosi	Mareko	40	8/26/2024	Taylor	Ryan
15	1/19/2021	Villa	Sonia	41	8/29/2024	Miranda	Refugio
16	1/21/2021	Lee	Lee	42	9/18/2024	Valencia Mendoza	Ana
17	6/7/2021	Tourville	Tiffany	43	5/29/2025	Sierra Aguilar	Eliasib
18	6/21/2021	Cisneros	Norma	44	5/29/2025	Dobkins	Ryan
19	10/27/2021	Aaron	Alzea	45	12/1/2025	Moua	Aliya
20	10/27/2021	Pimentel	Sain	46	12/1/2025	Vazquez	Maria
21	10/28/2021	Greife	Joshua	47	12/1/2025	Lee	Yee
22	2/10/2022	Figuero de Hernandez	Hilda	48	12/10/2025	Read	John
23	2/10/2022	Gardner	Randal	49	12/22/2025	Ferguson	Jim
24	4/8/2022	Sanders	Steven	50	1/14/2026	Swick	Heather
25	6/28/2022	Godinez	Fidelina	51	1/14/2026	Escobar	Maria
26	7/18/2022	Santoyo	Maria				



Mike Allen, Executive Director-Human Resources

SENIORITY LIST - Elementary Counseling Assistant
January 26, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	10/5/2015	Martin	Jennifer
2	8/29/2016	Aicega	Dianna
3	4/15/2019	Fabian	Ryan
4	1/24/2023	Martin	Kasey
5	5/5/2023	Sautner	Sarah
6	11/27/2023	McLean	Claire
7	8/26/2024	Mendoza	Yadira
8	8/25/2025	Sheridan	Sagan
9	8/25/2025	Howell	Sabrina
10	8/25/2025	Perez-Miranda	Nayeli
11	10/14/2025	Corona	Hailey
12	10/16/2025	Parker	Jenna



SENIORITY LIST - IA-Bilingual (Spanish)
January 26, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	8/13/2008	Wong Espinal	Marlia
2	11/10/2014	Zavala	Maribel
3	1/20/2015	Chavez Cortes	Angelica
4	2/11/2015	Alexander	Maria
5	5/18/2015	Avalos Huerta	Mayra
6	8/18/2016	Martinez	Irma
7	5/18/2017	Zavala	Brenda
8	10/26/2020	Diaz	Patricia
9	9/20/2021	Alonso	Gisela
10	2/27/2023	Herrera-	Jennifer
11	5/1/2023	Hernandez	Norma
12	8/24/2023	Espinoza	Angela
13	8/16/2024	Salas	Luna
14	8/16/2024	Corona-Perez	Gabriela
15	8/16/2024	Brown	Adriann
16	8/27/2024	Colin	Jennifer
17	10/28/2024	Cuadros-Gonzalez	Elena
18	8/18/2025	Roldan-Mojica	Sandra
19	8/18/2025	Mello	Dulce
20	8/18/2025	Aparicio Loborio	Anika
21	8/18/2025	Ramos Garcia	Eduardo
22	8/18/2025	Arevalo	Isabel
23	8/18/2025	Alesandroni	Victoria



Mike Allen, Executive Director-Human Resources

SENIORITY LIST - Instructional Paraprofessional
January 26, 2026 - 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				
1	11/2/2000	Jones	Brett	40	12/3/2013	Kavanagh	Colleen
2	7/1/2002	Baker	Stacey	41	2/19/2014	Nelson	Jay
3	7/1/2002	Langseth	Christine	42	2/28/2014	Rice-Capucion	Yvette
4	7/1/2002	Parker	Martin	43	3/13/2014	Meier	Wendy
5	7/1/2002	Palmer	Barbara	44	8/18/2014	Jackson	Rebecca
6	7/1/2002	Gore-Zabala	Christine	45	8/18/2014	Corcoran	Carla
7	8/22/2002	Bodney	Teresa	46	8/18/2014	Main	Kimberly
8	8/1/2003	Scovel	Jeanne	47	10/15/2014	Nielsen	Terra
9	8/19/2003	Ravetz	Angela	48	10/24/2014	LeDuc	Michael
10	8/3/2004	Payne	Kristan	49	11/3/2014	Grebmeier	Wendy
11	8/30/2004	Clement	Nicole	50	1/5/2015	Farwell	Austin
12	3/1/2005	Watts	Christina	51	1/5/2015	Smith	Kristen
13	3/15/2005	Olson	Janet	52	1/5/2015	Lucio	Patricia
14	4/11/2005	Scholar	Michele	53	2/2/2015	Johnson	Sonja
15	8/16/2005	Feingold	Rod	54	3/31/2015	Jack	Diana
16	10/25/2005	Tracy	Jeffrey	55	8/17/2015	Graves	Patrice
17	11/5/2005	English	Tammie	56	8/17/2015	Connaughton	Anna
18	2/28/2006	Jolliff	Crystal	57	8/18/2015	Gibson	Sarah
19	3/13/2006	Reise	Marcy	58	9/8/2015	Stratton	Marin
20	8/15/2006	Dorghalli	Aftonia	59	10/5/2015	Carrillo	Saleena
21	1/18/2007	Chmelynski	Tiffany	60	1/4/2016	Mecham	Christy
22	4/10/2007	Bhojak	Deborah	61	1/4/2016	Lessenger	Ova
23	5/8/2007	Kingori	Miriam	62	1/4/2016	Mueller	Melissa
24	6/19/2007	Robinson	Mitchell	63	1/26/2016	Ward	Kristin
25	5/27/2008	Nelson	Lindsey	64	2/29/2016	Waslewski	Abigail
26	8/30/2010	Hashemi	Sarah	65	5/18/2016	Gonsalves	Maria
27	10/18/2010	Buenrostro	Deborah	66	8/18/2016	Smith	Teresa
28	10/25/2010	Schill	Angelina	67	8/18/2016	Mino	Mary
29	4/12/2011	Ryan	Patrick	68	8/18/2016	Pisani	Debra
30	4/10/2012	Wootten	Rebekah	69	8/18/2016	Brewer	Lisa
31	7/1/2012	Weber	Lisa	70	8/31/2016	Avalos Huerta	Mayra
32	8/20/2012	Hull	Saythong	71	9/1/2016	Morton	Denise
33	12/11/2012	Smithson	Birgitta	72	9/6/2016	Alexander Graf	Kimberly
34	2/4/2013	Ludlow	Debra	73	9/6/2016	Langston	Dennel
35	4/22/2013	Woodbury	Jeanne	74	9/15/2016	Cummings	John
36	4/30/2013	Ukei	Hiroko	75	12/19/2016	France	Brandy
37	9/18/2013	Ravetz	Ariel	76	12/21/2016	Bellante	Lynne
38	10/8/2013	Owen	Mary	77	1/9/2017	Miller	Stephanie
39	10/21/2013	Rikkelman	Jessica	78	1/23/2017	Fashing	Kari
				79	3/6/2017	Lawrence	Malika
				80	3/20/2017	Ensign	Melonie
				81	3/20/2017	Hurd	Amanda
				82	8/21/2017	Graubart	Tracy
				83	8/21/2017	Peterson Pierce	Hannah


Mike Allen, Executive Director-Human Resources

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

Instructional Paraprofessional, 1/26/2026


Mike Allen, Executive Director-Human Resources

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

Instructional Paraprofessional, 1/26/2026


Mike Allen, Executive Director-Human Resources

276	8/18/2025	Katz	Andrea	317	8/18/2025	Donez	Helena
277	8/18/2025	Hernandez	Angelica	318	8/18/2025	Sullivan	Jillian
278	8/18/2025	Guidi	Angela	319	8/25/2025	Vanderbilt	Chantal
279	8/18/2025	Slater	Angela	320	9/25/2025	Burke	Leslie
280	8/18/2025	Evalú	Malu	321	9/29/2025	Renteria-Graciano	Constantino
281	8/18/2025	Montenegro	Allie	322	9/30/2025	Merrill	Jessica
282	8/18/2025	Marchan	Jose	323	10/1/2025	Vina	Angelina
283	8/18/2025	Sourivong	Chinaly	324	10/13/2025	Molchen	Joshua
284	8/18/2025	Sayavong-Vann	Sahtiah	325	10/17/2025	Brown	Jordan
285	8/18/2025	Halverson	Alexa	326	10/17/2025	Peterson	Molly
286	8/18/2025	Baxter	Samantha	327	10/17/2025	Varicelli	Kayla
287	8/18/2025	Saber	Karima	328	10/20/2025	Wilson	Alethea
288	8/18/2025	Dempsey	Nicole	329	10/21/2025	Chavez	David
289	8/18/2025	Jahromi	Hannah	330	10/27/2025	Avalos	Isabella
290	8/18/2025	Gomez	Eric	331	10/27/2025	Cortez-Zamudio	Jennifer
291	8/18/2025	Montenegro	Jessica	332	10/27/2025	Buck	Bryan
292	8/18/2025	Cunningham	Kennedy	333	10/27/2025	Chacon	Adalia
293	8/18/2025	Borja	Breanna	334	10/30/2025	Eldridge	Brittany
294	8/18/2025	Stever	Joshua	335	11/3/2025	Lopez	Jennifer
295	8/18/2025	Johnson	Katie	336	11/3/2025	Gerfen	Madison
296	8/18/2025	Mello	Dulce	337	11/3/2025	Keables	Tyler
297	8/18/2025	Karamanos	Vasili Eftemios	338	11/7/2025	Moran	Ashely
298	8/18/2025	Stephens	Karen	339	11/17/2025	Lefever	Eric
299	8/18/2025	Yang	Rhonda	340	11/17/2025	Macias	Leticia
300	8/18/2025	Ghidossi	Amber	341	11/17/2025	Koskey	Faith
301	8/18/2025	Ferrel	Isabell	342	11/18/2025	Auvinen	Matt
302	8/18/2025	Thorne	Lacy	343	12/1/2025	Baldrige	Karen
303	8/18/2025	Francis	Stephanie	344	12/1/2025	Holt	Dora
304	8/18/2025	Smith	Serina	345	12/11/2025	Valdez	Brandy
305	8/18/2025	Southward	Rayna	346	12/15/2025	Rangel	Joel
306	8/18/2025	Thurman	Michelle	347	1/5/2026	Bucholz	Kai
307	8/18/2025	Rollins	Makayla	348	1/12/2026	Hernandez	Fidella
308	8/18/2025	Gallaher	Cooper	349	1/12/2026	Carter	Jared
309	8/18/2025	Rosenberry	Richard	350	1/13/2026	Thomas	Joshua
310	8/18/2025	Phillips	Ariel	351	1/13/2026	Layton	Scott
311	8/18/2025	Horton	Randi	352	1/14/2026	Ward	Charis
312	8/18/2025	Tovar-Tapiero	Ana	353	1/14/2026	Rosenquist	Carli
313	8/18/2025	Garcia	Amanda				
314	8/18/2025	Branch	Broderick				
315	8/18/2025	Salgado	Daniel				
316	8/18/2025	Boone	Makayla				

SENIORITY LIST - Intensive Behavior Interventionist
January 26, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	1/14/2022	Kemper	Nancy
2	1/18/2022	Starkey	Jennifer
3	4/29/2022	Willman	Richard
4	8/15/2022	Wright	Cathryn
5	11/2/2022	Ghiorso	Adam
6	11/14/2022	Allen	Phuong
7	1/23/2023	Sayre	Maria
8	2/2/2023	Ortiz	Tiahna
9	3/20/2023	Belson	Eyan
10	10/9/2023	Labrado	Melissa
11	10/10/2023	Silva	Charles
12	11/13/2023	Frank	Eric
13	4/24/2024	Cifuentes	Rafael
14	4/24/2024	Burwell	Benjamin
15	4/26/2024	Belser	Peyton
16	8/14/2024	Sanchez	Ashley
17	10/21/2024	O'Kelley	Maryann
18	10/29/2024	Jones	Kyle
19	8/14/2025	Seig	April
20	8/14/2025	Gonzalez	Anthony
21	10/6/2025	Gess	Wade
22	1/5/2026	Miranda	Timothy



Mike Allen, Executive Director-Human Resources

SENIORITY LIST - M & O Supervisor
January 26, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	9/13/2024	Catren	Michael
2	11/24/2025	Aiello	Michael

SENIORITY LIST - Registrar

January 26, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

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

SENIORITY LIST - Roving Cafeteria Assistant Cook Manager
January 26, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	12/1/2025	Granados	Norma


Mike Allen, Executive Director-Human Resources

SENIORITY LIST - School Office Manager
January 26, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	8/24/2000	Mallory	Charlotte
2	7/24/2009	McKeon	Denise
3	8/4/2011	Billingsley	Wendy
4	5/12/2014	Hess	Lesley
5	7/30/2014	Henri	Susan
6	2/22/2016	Barth-Duch	Terry
7	7/31/2017	Boyd	Jennifer
8	4/9/2018	Bales	Tennille
9	10/12/2020	Gampel	Lisa
10	6/8/2021	Stewart	Kristi
11	1/18/2022	Bolduc	Stephanie
12	1/27/2022	Redkey	Malia
13	7/27/2022	Rhoades	Jessica
14	9/6/2022	Rothi	Antonia
15	4/18/2023	Ponciano	Holly
16	4/10/2024	Serl	Kelley
17	8/5/2024	Thompson	Lauren
18	9/17/2024	Nava	Minelia
19	12/2/2024	Marroquin	Yolanda
20	8/1/2025	Campodonico	Anna

SENIORITY LIST - Sr Library Media Assistant
January 26, 2026 - 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

SENIORITY LIST - Transportation Special Education Aide
January 26, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	11/19/2003	Runnells	Marina
2	3/2/2012	Baker	Stacey
3	10/3/2022	Sandoval	James
4	8/21/2023	Douglas	Eva
5	8/21/2023	Stewart	Mieka
6	6/5/2024	White	David
7	11/18/2024	Landini	Ronald
8	1/5/2026	Finley	Kassie

SENIORITY LIST - Parent Classroom Aide, Emma Wilson
January 26, 2026 – ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	5/8/2017	Mendoza	Rebecca
2	8/16/2021	Jordan	Christine
3	3/28/2022	Gutierrez	Amy
4	1/9/2023	Wright	Samantha
5	10/10/2023	Thomas	Trista
6	1/5/2026	Hidalgo	Elias



Mike Allen, Executive Director-Human Resources

DRAFT

Reclassification & Reallocation Procedure

1. Purpose

The purpose of this procedure is to establish a clear, equitable, and transparent process for reviewing and potentially reclassifying or reallocating CSEA-represented classified positions. This annual process ensures internal alignment, external market competitiveness, and compliance with the Merit System and the Collective Bargaining Agreement (CBA).

2. Scope

This procedure applies to all classifications within the CSEA bargaining unit that fall under the Merit System and are placed on the district's Classified Salary Schedule (Levels 1–18).

3. Annual Timeline

The reclassification/reallocation process shall occur annually during a timeline mutually agreed upon by the Personnel Commission (PC), with recommendations from Chico Unified School District, and CSEA Chapter 110. The process typically begins at the start of the fiscal year and concludes prior to the adoption of the following year's budget.

4. Establishment of Classification Levels

All classifications represented by CSEA will be grouped by their current salary range (Level 1 through Level 18). For purposes of this procedure:

- **Level 1** contains entry-level classifications on the salary schedule.
- **Level 18** contains the highest-level classifications on the salary schedule.

A complete, updated list of classifications by level will be reviewed and approved annually by the Personnel Commission.

5. Randomized Level Ordering Process

To ensure fairness and neutrality in determining the sequence in which classifications are reviewed, the Personnel Commission will implement the following randomized selection process:

5.1 Randomization by Level

1. Beginning with **Level 1**, the Personnel Commission (or its designated staff) will place all classifications assigned to that level into a randomized drawing.
2. Classifications will be drawn **one at a time** and placed in order on the **Master Review List**.
3. The process will continue until all classifications in Level 1 are assigned to a sequential position.

5.2 Continuation Through All Levels

1. The Committee will then move to **Level 2**, repeating the randomization and placement process.
2. Sequentially, Levels 3 through 18 will be drawn and added to the Master Review List until all classifications are assigned to a place.

5.3 Annual Master Review List

1. The resulting Master Review List establishes the order in which classifications will be reviewed in the current year cycle.

6. Salary Survey & Analysis Process

Classifications will be reviewed in the order listed on the Master Review List.

6.1 Data Collection

For each classification under review, Human Resources/Personnel Commission staff will collect and present the following:

- Data from comparable school districts
- Internal alignment analysis
- Job Descriptions
- Position review questionnaires (if applicable)
- Organization structure and relational classification data
- Statutory and merit system compliance

6.2 Evaluation Criteria

The Personnel Commission will evaluate each classification using the following criteria:

- Duty alignment and Essential Function changes
- Internal salary alignment with related or adjacent classifications
- Significant increases in responsibility, scope, or required skill
- CSEA and District input, per the CBA and Merit Rules

6.3 Commission Recommendation

Based on the analysis, the Personnel Commission may recommend one of the following:

- **No Change** (classification appropriately placed)
- **Reclassification** (change in classification title or duties)
- **Reallocation** (movement to a different salary level/range)
- **Revision of job description** only

All decisions shall comply with Merit System rules, Education Code, and the CBA.

7. CBA Dollar-Limit Requirement

The CBA establishes an annual **financial cap** for reclassification/reallocation adjustments.

7.1 Applying the Dollar Limit

1. The Personnel Commission will move through the Master Review List **in order**, completing salary surveys and reallocation recommendations until the annual financial limit is reached.
2. Once the cost of approved reallocations meets the CBA-defined cap, the reclassification cycle for that fiscal year is concluded.

7.2 Classifications Not Reached

1. Classifications not reached before the dollar limit is met will be placed at the **top of the following year's Master Review List, in the same order**, before the next randomization cycle begins.
2. No classification loses priority due to the annual limit.
3. The district will retain its ability to conduct any reclassification or reallocation at any time. Any pulled by the district will not be deducted from the annual reclassification/reallocation allotment.

8. Implementation

All reclassification or reallocation decisions approved by the Personnel Commission shall be implemented:

- In compliance with Merit Rules,
- As outlined in the CBA, and
- With effective dates consistent with district budget timelines and legal requirements.

9. Communication

Following each Personnel Commission meeting, where actions are taken:

- HR/PC staff will notify CSEA, departments, and affected employees.
- Updated salary schedules and job descriptions will be posted on the district website.

10. Record Keeping

All documentation, including salary surveys, analysis reports, and Commission actions, will be securely maintained by the Personnel Commission Office in accordance with public records and Merit System requirements.

- An annual review of the process will be conducted by the Merit Committee and CUSD. All findings and/or recommendations will be sent to the Personnel Commission.