

**Willows Unified School District
Classified Salary Schedule
2025-2026**

RANGE ↓										3%	6%	9%	12%	15%	
STEP →	1	2	3	4	5	6	7	8	9	12 yrs	16 yrs	20 yrs	24 yrs	28 yrs	RANGE ↓
22	\$17.89	\$18.34	\$18.80	\$19.27	\$19.75	\$20.24	\$20.75	\$21.28	\$21.80	\$22.45	\$23.11	\$23.76	\$24.42	\$25.07	22
23	\$18.34	\$18.80	\$19.27	\$19.75	\$20.24	\$20.75	\$21.28	\$21.80	\$22.35	\$23.02	\$23.69	\$24.36	\$25.03	\$25.70	23
24	\$18.80	\$19.27	\$19.75	\$20.24	\$20.75	\$21.28	\$21.80	\$22.35	\$22.92	\$23.61	\$24.30	\$24.98	\$25.67	\$26.36	24
25	\$19.27	\$19.75	\$20.24	\$20.75	\$21.28	\$21.80	\$22.35	\$22.92	\$23.49	\$24.19	\$24.90	\$25.60	\$26.31	\$27.01	25
26	\$19.75	\$20.24	\$20.75	\$21.28	\$21.80	\$22.35	\$22.92	\$23.49	\$24.08	\$24.80	\$25.52	\$26.25	\$26.97	\$27.69	26
27	\$20.24	\$20.75	\$21.28	\$21.80	\$22.35	\$22.92	\$23.49	\$24.08	\$24.68	\$25.42	\$26.16	\$26.90	\$27.64	\$28.38	27
28	\$20.75	\$21.28	\$21.80	\$22.35	\$22.92	\$23.49	\$24.08	\$24.68	\$25.30	\$26.06	\$26.82	\$27.58	\$28.34	\$29.10	28
29	\$21.28	\$21.80	\$22.35	\$22.92	\$23.49	\$24.08	\$24.68	\$25.30	\$25.93	\$26.71	\$27.49	\$28.26	\$29.04	\$29.82	29
30	\$21.80	\$22.35	\$22.92	\$23.49	\$24.08	\$24.68	\$25.30	\$25.93	\$26.58	\$27.38	\$28.17	\$28.97	\$29.77	\$30.57	30
31	\$22.35	\$22.92	\$23.49	\$24.08	\$24.68	\$25.30	\$25.93	\$26.58	\$27.24	\$28.06	\$28.87	\$29.69	\$30.51	\$31.33	31
32	\$22.92	\$23.49	\$24.08	\$24.68	\$25.30	\$25.93	\$26.58	\$27.24	\$27.92	\$28.76	\$29.60	\$30.43	\$31.27	\$32.11	32
33	\$23.49	\$24.08	\$24.68	\$25.30	\$25.93	\$26.58	\$27.24	\$27.92	\$28.62	\$29.48	\$30.34	\$31.20	\$32.05	\$32.91	33
34	\$24.08	\$24.68	\$25.30	\$25.93	\$26.58	\$27.24	\$27.92	\$28.62	\$29.34	\$30.22	\$31.10	\$31.98	\$32.86	\$33.74	34
35	\$24.68	\$25.30	\$25.93	\$26.58	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.97	\$31.87	\$32.78	\$33.68	\$34.58	35
36	\$25.30	\$25.93	\$26.58	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.81	\$31.73	\$32.66	\$33.58	\$34.51	\$35.43	36
37	\$25.93	\$26.58	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.81	\$31.59	\$32.54	\$33.49	\$34.43	\$35.38	\$36.33	37
38	\$26.58	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.81	\$31.59	\$32.38	\$33.35	\$34.32	\$35.29	\$36.27	\$37.24	38
39	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.81	\$31.59	\$32.38	\$33.20	\$34.20	\$35.19	\$36.19	\$37.18	\$38.18	39
40	\$27.92	\$28.62	\$29.34	\$30.07	\$30.81	\$31.59	\$32.38	\$33.20	\$34.02	\$35.04	\$36.06	\$37.08	\$38.10	\$39.12	40
41	\$28.62	\$29.34	\$30.07	\$30.81	\$31.59	\$32.38	\$33.20	\$34.02	\$34.87	\$35.92	\$36.96	\$38.01	\$39.05	\$40.10	41
42	\$29.34	\$30.07	\$30.81	\$31.59	\$32.38	\$33.20	\$34.02	\$34.87	\$35.74	\$36.81	\$37.88	\$38.96	\$40.03	\$41.10	42
43	\$30.07	\$30.81	\$31.59	\$32.38	\$33.20	\$34.02	\$34.87	\$35.74	\$36.63	\$37.73	\$38.83	\$39.93	\$41.03	\$42.12	43
44	\$30.81	\$31.59	\$32.38	\$33.20	\$34.02	\$34.87	\$35.74	\$36.63	\$37.55	\$38.68	\$39.80	\$40.93	\$42.06	\$43.18	44
45	\$31.59	\$32.38	\$33.20	\$34.02	\$34.87	\$35.74	\$36.63	\$37.55	\$38.49	\$39.64	\$40.80	\$41.95	\$43.11	\$44.26	45
46	\$32.38	\$33.20	\$34.02	\$34.87	\$35.74	\$36.63	\$37.55	\$38.49	\$39.45	\$40.63	\$41.82	\$43.00	\$44.18	\$45.37	46
47	\$33.19	\$34.03	\$34.87	\$35.74	\$36.63	\$37.55	\$38.49	\$39.45	\$40.44	\$41.65	\$42.87	\$44.08	\$45.29	\$46.51	47
48	\$34.02	\$34.88	\$35.74	\$36.63	\$37.55	\$38.49	\$39.45	\$40.44	\$41.45	\$42.69	\$43.94	\$45.18	\$46.42	\$47.67	48

LONGEVITY:	3% longevity increase upon completion of 12 complete years with the District	Up to 5 years of prior California public school (K-14) service may be used to supplement these requirements.
	6% upon completion of 16 complete years with the District, in lieu of the previously awarded 3%	
	9% upon completion of 20 complete years with the District, in lieu of the previously awarded 6%	
	12% upon completion of 24 complete years with the District, in lieu of the previously awarded 9%	
	15% upon completion of 28 complete years with the District, in lieu of the previously awarded 12%	

PROFESSIONAL GROWTH:	Professional Growth Awards will be paid in one lump sum following the completion of each approved nine units. In successive years, the award will be paid in equal monthly payments.
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Note #	Change / Description:	Board Approved	Effective Date	Date Implemented
08	Reflects 2% increase for 2017-2018; Board Approved 2/2/2017	2/2/2017	7/1/2017	2/2/2017
09	Reflects 2% increase for 2018-2019; Board Approved 2/2/2017	2/2/2017	7/1/2018	7/1/2018
10	Reflects the addition of Range 20 to 23; Board Approved 4/5/2018	4/5/2018		4/5/2018
11	No change for 2019/20	N/A	N/A	N/A
12	All changes retroactive to July 1, 2020: eliminate Ranges 20 and 21; set hourly rate of Range 22, Step 1 at \$15.00 per hour to comply with minimum wage increases through January 1, 2022; square the salary schedule with increments for Steps 1 through 9 and Ranges 22 through 46 at 2.5%; move positions assigned to Range 20 to Range 22; individuals placed on Range 20 through 24 with prior advanced step placement due to minimum wage requirements will be placed on the appropriate range and step consistent with their position & experience; Secretary I incumbent placed at Range 33, Step 9 of Schedule A-2 will be grandfathered to Range 36, Step 9 of this schedule; Secretary II incumbent placed at Range 35, Step 9 of Schedule A-2 will be grandfathered to Range 38, Step 9 of this schedule.	6/23/2021	7/1/2020	6/24/2021
13	Reflects 4% increase to ranges 22 through 46, steps 1 through 9, for 2021-2022 retroactive to 7/1/21	5/5/2022	7/1/2021	6/10/2022
14	Reflects 5% increase to ranges 22 through 46, steps 1 through 9, for 2022-2023 retroactive to 7/1/22	8/3/2023	7/1/2022	8/3/2023
15	Reflects 5% increase to ranges 22 through 46, steps 1 through 9, and addition of ranges 47 and 48 at 2.5% increments for 2023-2024 retroactive to 7/1/23. Custodian Lead (District Wide)/Bus Driver increased from range 36 to range 41 and Maintenance III Lead (District Wide) increased from range 44 to range 48.	9/5/2024	7/1/2023	9/5/2024
16	Reflects 2% increase to ranges 22 through 48, steps 1 through 9, effective 7/1/2024.	9/5/2024	7/1/2024	9/5/2024
17	Reflects 2% increase to ranges 22 through 48, steps 1 through 9, effective 7/1/2025.	9/5/2024	7/1/2025	9/5/2024