AFL-CIO
California School Employees Association

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Adam Weinberger
Association President

Keith Pace
Executive Director

Member of the AFL-CIO

The nation's largest independent classified employee association

AEU

October 23, 2026

Sent Via Electronic Mail Only
cseawillows119@gmail.com

Kathleen Morrison
Chapter President #119

RE: Tentative Agreement Successor 2026 – 2029

Dear President, Morrison:

I have received the Successor Agreement tentatively agreed to between Willows Unified School District and California School Employees Association and its Willows Chapter #119 that will be in effect from July 1, 2026 through June 30, 2029.

It has been reviewed in accordance with Policy 610. I have found no apparent violation of law, CSEA's Constitution and Bylaws, or Policy.

Ratification for this tentative agreement **is** required. After the agreement has been ratified by the chapter, and signed by you, the district, and your Labor Relations Representative (LRR) Kurt Benfield, please provide your LRR with three (3) signed copies of the final agreement. Additionally, please provide your LRR with the ratification date so that we may update our records.

Please ensure your chapter complies with the Ratification Meeting requirements as identified in your chapter constitution and Policy 610 Ratification Notice.

I would like to take this opportunity to acknowledge the time and effort spent by you and the Negotiating Committee in negotiations. Your involvement and dedication are truly appreciated.

Please feel free to contact my office if you have any questions or concerns.

Congratulations on your agreement!

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Mauricio Vides
Field Director

Cc: Ron Walker, Area A Director
Kurt Benfield, Labor Relations Representative
Chapter Contract File #119

TENTATIVE AGREEMENT

between the

Willows Unified School District

and

California School Employees Association

and its

Willows Chapter No. 119 for the

2026-2029 Successor Year Negotiations

10/15/ 2026

The Willows Unified School District ("District"), and the California School Employees Association, and its Willows Chapter No. 119 ("CSEA") have negotiated and reached a tentative agreement on the 2026-2029 successor negotiations as described below:

Article 2 Non Discrimination

- This article was updated to include color, ancestry, creed, sex, gender identity and other updates as needed. (Reference attached article # 2)

Article 5 Organizational Rights

- This article was updated to better define District provided Employee Information requirements under AB 119 as it relates to existing and newly hired District employees and information provided. This article also includes specifics related to New Employee Orientation procedures and practices. (Reference attached article #5)

Article 6 Job Representatives

- This article was updated to enhance paid release time language for the purposes of representation, investigations and other representational duties. (Reference attached article # 6)

Article 7 Hours and Overtime

- This article further clarified a work week and workday. This article created and established a lactation room to be accessible to nursing mothers. Language changed to create equal rotational distribution of Overtime and enhanced the language regarding Call Back Time.(See Attached Article 7)

Article 8 Pay and Allowances

- 2026-2027 school year 5% increase to Classified Salary Schedule (Effective Jul 1, 2026)
- 2027-2028 school year 0% increase to the Classified Salary Schedule
- 2028-2029 school year re-open Article 8 Pay and allowances Article 10 Benefits

Article 9 Safety

- Changes to this article include the creation of an annual safety stipend to purchase safety shoes and boots annually for Cafeteria, Maintenance employees and added Transportation and Custodial employees

Article 10 Health and Welfare Benefits

- 2026-2027 school year No increase to the cap
- 2027-2028 school year No increase to the cap
- 2028-2029 school year re-open this article

Article 13 Leaves

- Statutory leaves updated and a newly created catastrophic leave section created. (see attached Article 13)

Article 19 Layoffs

- Updates to this article to match new requirements under AB 438 (Education Code 45117) (See attached Article 19 Layoffs)

Article 32 Duration

- Agreement for a new three-year term from July 1, 2026 through June 30, 2029

Article 33 Technology and Artificial Intelligence

- Creation of this article to provide protection and specify processes while addressing current usage of technology as well as advancements in Artificial Intelligence.

By: Kathleen Morrison
Kathleen Morrison / Chapter 119
Chapter President

Date: 10/15/26

By:
Emmett Koerperich
WUSD Superintendent

Date: 10/15/26

By:
Kurt Benfield/ Labor Relations Representative
CSEA

Date: 10/15/2026

TENTATIVE AGREEMENT BETWEEN
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS WILLOWS CHAPTER NO. 119 ("CSEA")
AND
THE WILLOWS UNIFIED SCHOOL DISTRICT ("DISTRICT")

Article 2: No Discrimination

Unless otherwise specified in this proposal, any sections or subsections of Article 2 not addressed herein shall remain unchanged and continue under the terms of the existing agreement.

2.1 Discrimination Prohibited: No employee in the bargaining unit shall be appointed, reduced, removed, or in any way favored or discriminated against because of his/her political opinions or affiliations, or because of race, color, ancestry, national origin, religion, creed, sex (including gender identity and expression), sexual orientation, or marital status, disability (physical, mental, or perceived), medical condition, genetic information, military or veteran status, age, or citizenship status, as prohibited by Gov. Code 12940 and Ed Code 44100. ~~and, to the extent prohibited by law, no person shall be discriminated against because of age, sex, or physical handicap~~.

CSEA KB

Agreed To Strikes 5/5/2024

Article 5: Organizational Rights

Unless otherwise specified in this proposal, any sections or subsections of Article 5 not addressed herein shall remain unchanged and continue under the terms of the existing agreement. The following new subsections are proposed to be added to Article 5:

5.5 DISTRICT NOTICE TO CSEA OF NEW HIRES

The District shall provide the CSEA Labor Relations Representative and Chapter President notice of any newly hired employee, within ten (10) days of date of hire, via an electronic mail. The notice shall include the following information: full legal name, date of hire, classification, and site.

5.6 EMPLOYEE INFORMATION

5.6.1 "Newly hired employee" or "new hire" means any employee, whether permanent, full time, part time, hired by the District, and who is still employed as of the date of the new employee orientation. It also includes all employees who are or have been previously employed by the District and whose current position has placed them in the bargaining unit represented by CSEA. For those latter employees, for purposes of this article only, the "date of hire" is the date upon which the employee's employee status changed such that the employee was placed in the CSEA unit.

5.6.2 The District shall provide CSEA with contact information on the new hires. The information will be provided to CSEA electronically in machine- readable Excel format via the CSEA-designated FTP site or service, on the last working day of the month in which they were hired. This contact information shall include the following items, with each field in its own column:

i. First Name;
ii. Middle initial;
iii. Last name;
iv. Suffix (e.g. Jr., III)
v. Job Title;
vi. Department;
vii. Primary worksite name;
viii. Work telephone number;
ix. Work Extension;
x. Home Street address (incl. apartment #)
xi. City
xii. State
xiii. ZIP Code (5 or 9 digits)
xiv. Home telephone number (10 digits);
xv. Personal cellular telephone number (10 digits);
xvi. Personal email address of the employee;
xvii. Last four numbers of the social security number;
xviii. Birth date;
xix. Employee ID;
xx. CalPERS status ("Y" if in CalPERS; "N" if not in CalPERS);
xxi. Hire date.

This information shall be provided to CSEA regardless of whether the newly hired employee was previously employed by the District.

In the event no one is hired on any particular month, the District shall send an e-mail to CSEA confirming they did not hire any new staff that month.

5.6.3 **Periodic Update of Contact Information: The District shall provide CSEA with a list of all bargaining unit members names and contact information on the last working day of September, January, and May. The information will be provided to CSEA electronically in machine-readable Excel format via the CSEA-designated FTP site or service. This contact information shall also include the following information, with each field listed in its own column:**

i. First Name;
ii. Middle initial;
iii. Last name;
iv. Suffix (e.g. Jr., III)
v. Job Title;
vi. Department;
vii. Primary worksite name;
viii. Work telephone number;
ix. Work Extension;
x. Home Street address (incl. apartment #)
xi. City
xii. State

xiii. ZIP Code (5 or 9 digits)
xiv. Home telephone number (10 digits);
xv. Personal cellular telephone number (10 digits);
xvi. Personal email address of the employee;
xvii. Last four numbers of the social security number;
xviii. Birth date;
xix. Employee ID;
xx. CalPERS status ("Y" if in CalPERS; "N" if not in CalPERS);
xxi. Hire date.

5.6.4 Separation of Bargaining Unit Members: The District shall provide to the CSEA Labor Relations Representative of record with a list of all bargaining unit members who have permanently separated from the CSEA bargaining unit on the last working day of the month in which they separated from the bargaining unit. The list does not need to be provided in the months of January, May, and September. The information will be provided to CSEA electronically in machine-readable Excel format via email to the CSEA Labor Relations Representative. The list shall include the following information, with each field listed in its own column:

i. First Name;
ii. Last name;
iii. Suffix (e.g. Jr., III)
iv. Job Title;
v. Last four numbers of the social security number;
vi. Last date of employment with Willows School District
vii. Reason for leaving (i.e. retirement, resignation, etc)

5.7 NEW EMPLOYEE ORIENTATION

5.7.1 "New employee orientation" means the onboarding process of a newly hired public employee, whether in person, online, or through other means or mediums, in which employees are advised of their employment status, rights, benefits, duties and responsibilities, or any other employment-related matters.

5.7.2 In the event the District conducts an individual or group new employee orientation, the District shall provide CSEA mandatory access to any such orientation. CSEA shall receive not less than ten (10) days' notice in advance of an orientation, except that a shorter notice may be provided in a specific
instance where there is an urgent need critical to the District's operations that was not reasonably foreseeable.

i. In the event the District conducts a group orientation, CSEA shall have one (1) hour of paid release time for two (2) CSEA representatives, including the Chapter President or designee, to conduct the orientation session. Said release time shall not be counted against the total release time contained elsewhere in the collective bargaining agreement. The CSEA Labor Relations Representative may also attend the orientation session.

ii. **In the event the District conducts one-on-one orientations with new employees, CSEA shall have thirty (30) minutes of paid release time for one (1) CSEA representative to conduct the orientation session. Said release time shall not be counted against the total release time contained elsewhere in the collective bargaining agreement. The CSEA Labor Relations Representative may also attend the orientation session.**

iii. **The orientation session shall be held on District property during the workday of the employee(s), who shall be on paid time. During CSEA's orientation session, no District manager or supervisor or non-unit employees shall be present.**

5.7.3 **In addition to the provisions regarding District-conducted orientations (section 3.2), CSEA shall have thirty (30) minutes of uninterrupted time to meet with each new hire at their assigned worksite during any period of their regular working hours for a CSEA orientation. The new hire shall be relieved of their duties for the purpose of attending the orientation on paid time. The District shall provide CSEA a minimum of thirty (30) minutes of paid release time, in addition to reasonable travel time, for one (1) CSEA representative to attend the orientation. Said release time shall not be counted against the total release time contained elsewhere in the collective bargaining agreement. The CSEA Labor Relations Representative may also attend the orientation. During the orientation, no District manager or other non-unit employee shall be present.**

WUSD		CSEA 119	
Name	Date 5/5/26	Name K Morrison	Date 5/5/26

CSEA – K Benjamin 5/5/26

CSEA Article 6: Job Representatives - WUSD Counter 5/5/26

6.1 Job Representatives: The Chapter may designate Job Representatives from among employees in the unit.

6.2 Selection of Job Representatives: The Chapter reserves the right to designate one (1) Job Representative for each site (Murdock, Willows High School, Willows Intermediate, W.C.H.S.). The Chapter shall notify the District in writing of the name of the Job Representative and the group they represent. If a change is made, the District shall be advised in writing of such a change.

6.3 Duties and Responsibilities of Job Representatives: The following shall be understood to constitute the duties and responsibilities of CSEA Chapter Job Representatives:

6.3.1 Upon the approval of the Board's representative, a job representative shall be permitted to leave his/her normal work area to assist in the processing of grievances. The job representative shall advise the Supervisor of the grievant of his/her presence. The job representative is permitted to discuss any problem with all employees immediately concerned, and if appropriate, to attempt to achieve settlement in accordance with the grievance procedure.

6.3.2 ~~If, due to an emergency, and an adequate level of service can be maintained in the absence of a job representative at the time of the notification mentioned in Paragraph 6.3.1, the job representative shall be permitted to leave his/her normal work area no later than two (2) hours after the job representative provides notification.~~

If an emergency or operational need prevents a Job Representative from leaving their work area at the time of notification under 6.3.1, the Job Representative shall be released as soon as practicable, but no later than two (2) hours after providing such notification, provided that adequate service levels can be maintained.

6.3.3 A Chapter member shall be granted release time with pay to accompany a CAL-OSHA representative conducting an on-site walk-around safety inspection of any area, department, division, or other subdivision for which the Representative has responsibilities.

Job Representatives shall receive reasonable paid release time (not to exceed four (4) hours per month per Job Representative, excluding grievance processing) to attend CSEA training or meetings related to representational duties, provided advance notice is given to the immediate supervisor. Such release time shall not be counted against any other release time provisions in the CBA. The District shall not discipline, retaliate against, or otherwise disadvantage a Job Representative for performing authorized duties under this section.

CSEA 5-5-2026

K. Harrison 5/5/24

Tentative Agreement WUSD

6/18/26

CSEA 6/18/26

TA

Copy of WUSD Counter 6/16/26

Article 7

Article 7: Hours and Overtime

Unless otherwise specified in this proposal, any sections or subsections of Article 7 not addressed herein shall remain unchanged and continue under the terms of the existing agreement.

The revised article maintains the core structure while striking outdated grandfathering provisions, redefining full-time status, enhancing protections for interrupted breaks, and adding definitions/clarifications. Estimated fiscal impact: Minimal (e.g., potential increase in comp time usage or lactation facilities setup; offset by improved retention).

7.1 Workweek:

7.1.1 The maximum ~~standard~~ workweek shall consist of five (5) consecutive days, Monday through Friday, of eight (8) hours per day and forty (40) hours per week unless otherwise mutually agreed upon. **Full time status is defined as any regular assignment of forty (40) hours or more per week.** This Article shall not restrict the extension of the regular workday or workweek on an overtime basis when such is necessary to carry on the business of the District, except as provided for in Paragraph 7.10.

~~7.1.2 All employees classified as either Account Clerk, School Secretary I and II and Library/Media Specialist, shall have a workweek as follows: The workweek shall consist of five (5) consecutive days, Monday through Friday, of seven and one-half (7 ½) hours per day and thirty-seven and one-half (37 ½) hours per week. This Article shall not restrict the extension of the regular workday or workweek on an overtime basis when such is necessary to carry on the business of the District, except as provided for in Paragraph 7.10. The provisions of this Section (7.1.2) shall only apply to a person who was employed in one of the listed classes on April 1, 2006 and who was full-time at 37.5 hours.~~

7.2 Workday:

The length of the workday shall be designated by the District for each classified assignment in accordance with the provisions set forth in this Agreement. Each bargaining unit employee shall be assigned a fixed, regular, and ascertainable minimum number of hours. **For full-time employees (as defined in 7.1.1), the workday shall not exceed eight (8) hours unless overtime provisions apply.**

7.4 Increase in Hours: When additional hours are assigned to a part-time position on a regular basis, the assignment shall first be offered to the employee with the greatest bargaining unit seniority, within that class or, if that be equal, the greater hire date seniority, and if that be equal, then the determination shall be made by lot. If the senior employee declines the assignment, it shall then be offered to the remaining employees in

the class in descending order of bargaining unit seniority until the assignment is made. ~~This process shall also apply to increases that would elevate a part-time assignment to full-time status (32+ hours per week).~~

7.5 **Lunch Periods:** All employees covered by this Agreement shall be entitled to a duty-free lunch period. Unless mutually agreed to otherwise, the length of time for such lunch period shall be for a period of no longer than one (1) hour nor less than one-half (½) hour and shall be scheduled for full-time employees at or about midpoint of each work shift. An employee required to work during his/her lunch period shall receive pay at the rate of time and one-half for all time worked during the normal lunch period.

~~If a duty-free lunch period is interrupted by the District (e.g., due to an emergency, meeting, or operational need), the employee shall be entitled to a new, uninterrupted duty-free lunch period of the full original duration as soon as practicable, at the regular rate of pay or overtime pay whatever is applicable. For field trips or off-site assignments where a duty-free lunch is not feasible (e.g., supervision required), the lunch period shall be considered paid work time at the regular rate, with no duty-free requirement.~~

7.6 **Rest Periods:**

7.6.1 All bargaining unit employees shall be granted rest periods which, insofar as practicable, shall be in the middle of each work period except as provided for in Paragraph 7.6.3, at the rate of fifteen (15) minutes per four (4) hours worked or major fraction thereof.

7.6.2 Specified periods may be designated only when the operations of the District require someone to be present at the employee's work site at all times. Such times shall be mutually agreed upon between employees and their Supervisors. ~~Rest periods shall be duty-free and uninterrupted unless the immediate operational needs of the District require otherwise (e.g., sole coverage in a critical area). In such cases, the District shall provide premium pay at one hour's regular rate per missed or interrupted rest period. Mutual agreement between employee and supervisor is required for any designated non-duty-free periods, and such agreements shall be documented in writing.~~

7.6.3 Rest periods of a total of thirty (30) minutes on evening or special work shifts shall be scheduled to the mutual convenience of the employees and Supervisors.

7.6.4 Rest periods are a part of the regular workday and shall be compensated at the regular rate of pay for the employee.

7.7 **Rest Facilities:** The District shall make available lunchroom, restroom, and lavatory facilities for classified employee use.

a) The District shall provide a clean, private, non-bathroom space suitable for lactation purposes, including access to a refrigerator for storage and a surface for hands-free operation. This space shall be available during all shifts and accessible without loss of pay.

7.11 Overtime – Equal Distribution: Overtime shall be distributed and rotated as equally as practical among employees in the bargaining unit within each department. Overtime will be offered on a continuing rotation with each subsequent opportunity being offered to the next person on the rotation list. ~~This right shall be extended first to the most senior qualified employee in the affected class before rotating to others. When an overtime assignment is offered to an employee per the seniority rotation list, that employee has the right to decline the assignment. If that employee declines, the assignment falls to the next lowest employee in seniority on the list. The assignment will be offered to each employee on the rotation list in seniority order until accepted. If all employees on the rotation list refuse the assignment, then the employee with the lowest seniority on the list will be required to work the assignment.~~

7.13 Right of Refusal: Any employee shall have the right to reject any offer or request for overtime or call back, on-call, or call-in time. ~~This right shall be extended first to the most senior qualified employee in the affected class before rotating to others. When an overtime / call back/on call/call in assignment is offered to an employee per the seniority rotation list, that employee has the right to decline the assignment. If that employee declines, the assignment falls to the next lowest employee in seniority on the list. The assignment will be offered to each employee on the rotation list in seniority order until accepted. If all employees on the rotation list refuse the assignment, then the employee with the lowest seniority on the list will be required to work the assignment.~~

7.14 All stand- by time shall be considered as regular hours worked and shall be compensated on a straight time or overtime basis as are other hours worked under this agreement.

7.15 Call-Back Time: Call-back time is defined as time worked after completing the regular assignment and leaving the worksite, requiring return for an unscheduled task. Any employee called back to work after completion of his/her regular assignment shall be compensated for at least two (2) hours of work at the overtime rate, irrespective of the actual time less than that required to be worked.

TA

CSEA Copy
ARTICLE 7
HOURS AND OVERTIME

7.17 **Compensation for an Employee Working out of Classification**: An employee shall not be required to perform duties not a part of his/her regular classification except as provided in Paragraph 7.17.1 and 7.17.2.

7.17.1: If assigned to duties normally performed by employees in a higher classification, the employees shall receive the regular rate of pay for that high class on the step on which he/she is assigned in his /her classification.

7.17.2: If assigned to duties normally performed by employees in a lower classification, the employees shall receive the regular rate of pay on the step on which he/she is assigned in his /her classification.

~~7.18: For a non-represented person substituting, the pay shall be Step 1 of the classification requiring a substitute.~~

Rationale:
We propose adding 7.17.2 to clarify current practice. We also propose eliminating 8.1.3 as this would now be part of 7.17.2.

~~**We propose adding 7.18 to clarify current practice.**~~ NO

Legend
WUSD = Red
CSEA = Blue
Agreement = Green

5/8/2026

WUSD
5/8/26

CSEA
5/8/26

Article 8

CSEA Counter 7/16/26
WUSD Counter Date 7/16/2026
CSEA Counter 7/16/2026
WUSD 7/23/2026

Tentative Agreement 8/17/2026

Article 8: Pay and Allowances

Unless otherwise specified in this proposal, any sections or subsections of Article 8 not addressed herein shall remain unchanged and continue under the terms of the existing agreement.

8.1.2 The District shall increase the Classified Salary schedule effective July 1, of every year below, as follows:

	WUSD	CSEA	WUSD	CSEA	WUSD
2026-27	~~2.41%~~	~~4%~~	~~3%~~	~~4%~~	5%
2027-28	~~1%~~	~~80% of COLA add 10th step~~	~~1%~~	~~0~~	0
2028-29	~~1%~~	~~80% of COLA~~	~~1%~~	~~Open Negotiations See Article 32.2.1~~	Re-open Article 8 & 10

Article 10: Health and Welfare Benefits

2026-27	No increase to the cap
2027-28	No increase to the cap
2028-29	Re-open Article 8 and Article 10

Article 32: Duration of Agreement

32.1 Term:

This agreement shall be effective July 1, 2026 through June 30, 2029

32.2 Re-Openers

32.2.1

2027-2028	No Re-Openers
2028-2029	Re-Openers shall be Article 8 salary and Article 10 benefits

Article 8: Pay and Allowances

8.1.5 ~~If any other bargaining unit in the District is granted a compensation increase for 2026/2027, 2027/2028, or 2028/2029 which is greater than that which CSEA agreed to herein, CSEA shall be entitled to that same compensation increase for the same school calendar year provided to the other bargaining units. This is provided that such additional compensation increase agreed to with another bargaining unit is not the result of cost-saving contractual concession. The District and CSEA shall meet and negotiate how the additional compensation shall be granted to CSEA. This would include any salary increase offered, including an on schedule (on going) salary increase or a one time (off schedule) increase~~

8.7 Promotion: Any employee in the bargaining unit receiving a promotion under the provisions of this Agreement shall be moved to the appropriate Range and Step of the new class to ensure at least a five percent (5%) increase as a result of that promotion. ~~Promotions shall prioritize internal candidates per Article 17~~

8.9 ~~Summer School~~: **In accordance with Education Code § 45102, the following provisions apply to bargaining unit members working summer ~~school~~ or intersession employment. For purposes of this section, every classified employee shall be deemed to be employed for 12 months during each school year regardless of the number of months in which the employee is normally in paid status.**

Bargaining unit members that perform summer work in a bargaining unit position, which is outside of their regular work calendar assignment, shall receive, on a pro rata basis, the following benefits:

- **Paid holidays pursuant to the collective bargaining agreement.**
- **Sick leave accrual.**
- **Vacation accrual.**
- **CalPERS credit for all hours worked during the summer months, which are not to be considered overtime.**

8.9.1 ~~Unit members who work in their regular classification(s) will maintain their current step on the salary schedule. Bargaining unit members working summer school in their regular classification shall maintain their current step and range on the Classified Salary Schedule (Attachment A-1) and receive compensation at their regular hourly rate and all benefits as per Education Code 45102.~~

Bargaining unit members ~~assigned accepting summer or intersession work to work during the summer~~ shall be compensated at the District established hourly rate(s) for summer and intersession work which may differ from the regular hourly rate based on recruitment, retention, program needs, and

8/17/26

Agreed 8/17/2026 KB

Agreed KB 8/17/2026

~~available funding. Compensation shall not be less than the employees current range/step on the salary scale.~~

8.9.2 ~~Unit members who work in a classification other than their regular classification(s) will be placed on Step 1 and will progress on the steps of the salary schedule each summer they work in that classification. Bargaining unit members working summer school in a classification other than their regular classification shall be placed at the appropriate range for that classification and compensated at Step 1 the matching current existing step in their regular classification.~~

~~8.9.3 All unit members employed before July 1, 2020 who are currently working in additional classifications or summer school will remain at their step on the salary schedule. These employees will be grandfathered.~~

8.9.3 ~~Time during which a bargaining unit member is working to perform services pursuant to this section shall be credited on a pro rata basis toward the member's regular work year for purposes of salary schedule advancement (step progression) and vacation accrual under Articles 8.13 and 12.~~

~~8.14 A Single Salary Schedule: Effective July 1, 2006, the work day for full-time employees shall be eight (8) hours. The parties agree, however, to grandfather unit members employed on April 1, 2006 whose "full-time" work day on that date was less than eight (8) hours, as defined in Article 7.1.2.~~

~~8.15 Participation in Classified School Employee Summer Assistance Program~~

~~Beginning in the 2027-28 school year, the parties agree to participate in the Classified School Employee Summer Assistance Program (CSESAP) going forward (subject to continued state authorization of the program). (CSESAP). Eligible bargaining unit members may voluntarily elect to participate in the CSESAP established under Education Code §§ 45500 et seq. The District shall facilitate enrollment by March 1 annually and ensure compliance with program reporting to the California Department of Education.~~

Tentative Agreement

Date: 8/17/26	8/17/26 Date:	Date: 8/17/26
Emmett Koerperich, Superintendent	CSEA Chapter 119 Representative K. Morrison	CSEA Labor Representative

CSEA proposal 1-5/8/2026
CSEA Counter 6/18/26
WUSD Counter 7/16/26
CSEA Counter 10/15/2026

Tentative Agreement 10/15/2026

ARTICLE 9: EMPLOYEE EXPENSES AND MATERIALS

9.3 **Safety Equipment**: Should the employment duties of an employee in the bargaining unit require use of any equipment or gear to ensure the safety of the employee or others, the District agrees to furnish such equipment or gear, including but not limited to:

For Yard Duty Supervisor / Crossing Guards:

- Safety vest: Hi-Vis ANSI Class 2 Minimum (provided by District)
- Stop Sign: Class 2 Minimum – 18" plus reflective (provided by District)
- Rain Gear: Reimbursement of up to $50 annually towards the purchase of a rain jacket or rain suit (Hi-Vis ANSI Class 2 minimum) and one pair of rain boots, suitable for assigned work, subject to District pre-approval.

For **Transportation** Maintenance, Grounds, and Custodians:

- Reimbursement of ~~**up to**~~ ~~$50~~ **up to $100** annually towards the purchase of ~~**one pair of**~~ work boots or shoes, suitable for assigned work, subject to District pre-approval.

For Food Service / Cafeteria Staff:

10/15/26 KH

- ~~Reimbursement of **up to** $25 **$50** **$100** annually towards the purchase of **one pair of** non-slip shoes, suitable for assigned work, subject to District pre-approval.~~

The district shall provide up to one hundred dollars ($100) annually toward the purchase of district approved slip resistant safety shoes for Food Service employees. Employees who elect to utilize the district's annual shoe contribution shall purchase their shoes through Shoes For Crews (https://www.shoesforcrews.com).

To facilitate the purchase, the employee shall meet with a designated district Accounts Payable staff member to complete the online transaction. The district shall purchase the shoes directly from the vendor on behalf of the employee, up to the annual maximum contribution of one hundred dollars ($100). Any cost exceeding the district's annual

contribution shall be the responsibility of the employee and shall be paid at the time of purchase.

The district reserves the right to approve specific shoe styles and models available through the vendor to ensure compliance with district safety standards.

As a condition of receiving the district's shoe contribution, employees shall wear the approved slip resistant safety shoes at all times while performing Food Service/Cafeteria duties.

Failure to wear the required footwear while on duty may result in the employee being required to reimburse the district for the cost of the shoe contribution provided during that fiscal year and may be subject to appropriate corrective action consistent with district policy and this agreement.

~~Employees who receive reimbursement under this Article but do not complete their probationary period (6 months) shall have the reimbursement amount deducted from their final paycheck.~~

Grounds, Transportation, and Food Service classifications shall wear appropriate closed toe footwear while on duty. The wearing of flip flops, open toed sandals, open heeled sandals, or similar footwear is strictly prohibited in these work assignments due to the risk of slips, trips, falls, exposure to hazardous materials, moving equipment, falling objects, hot surfaces, and other workplace hazards.

Failure to comply with this requirement may result in the employee being removed from duty until appropriate footwear is obtained and may be subject to appropriate corrective action consistent with district policy and this agreement.

Emmett Koperperich
Superintendent Willows Unified School District

Date 10/15/26

Kathleen Morrison
CSEA Willows 119 Chapter President

Date 10/15/26

Kurt Benfield
CSEA Labor Relations Representative

Date 10/15/2026

Article 13
CSEA 10/15/2026
Tentative Agreement 10-15-2026

Leaves

13.7.4 ~~Upon return, all time during which an individual is in involuntary unpaid status shall be counted~~

~~for seniority purposes not to exceed thirty-nine (39) months except that during such time the individual will not accrue vacation, sick leave, holidays, or other leave benefits.~~

Seniority for classified employees is based on hours in paid status. Time during which an individual is in involuntary unpaid status, including placement on a reemployment list, shall not accrue toward seniority, vacation, sick leave, holidays, or other leave benefits. Upon reemployment, employees retain the seniority they had accrued prior to layoff, but no additional seniority shall be credited for the period of unpaid status.

~~13. 10 Refer to current state or federally mandated leave language related to the following: Maternity and Pregnancy Disability Leave, Family Medical Leave Act and California Family Rights Act (FMLA and CFRA), Adoption Leave and Parental Leave.~~

13.10 Maternity and Pregnancy Disability Leave:

13.10.1 Unit members are entitled to use sick leave as set forth in Paragraph 13.4 for disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery there from, on the same terms and conditions governing leaves of absence from other illness or medical disability. Such leave shall not be used for childcare, child rearing, or preparation for child bearing, but shall be limited to those disabilities as set forth above. The length of such disability leave, including the date on which the leave shall commence and the date on which the duties are to be resumed, shall be determined by the unit member and the unit member's physician.

13.10.2 An employee shall take a leave of absence for expected maternity as determined by her physician. ~~The physician's statement of expected date of confinement shall be submitted to the District at least thirty (30) days prior to beginning such leave.~~ The employer may request at any time that the employee provide written documentation or certification from her physician attesting to the duration of the employee's incapacity.

13.10.3 Following the birth of the child or in the event of the loss of a child during maternity leave, the employee may return immediately to her position. ~~provided the physician certifies that she is in sound physical and emotional health.~~ The employer may

request at any time that the employee provide written documentation or certification from her physician attesting the employee can return to work.

13.10.4 An employee on maternity leave who plans to return to work at the beginning of the next school year, must give notice ~~by March 1 of the current school year~~ as soon as possible prior to the beginning of the next school year.

13.10.5 Any time an employee on Maternity or Pregnancy Disability leave is able to return to work, she shall be reinstated in her position without loss of pay or benefits.

13.10.6 ~~When the employee is on maternity leave, no salary will be paid after all paid leaves are exhausted.~~ Health benefits shall continue to be paid by the employer for a maximum of sixty (60) days. Thereafter, the employee may continue to reimburse the District for benefit costs in order to continue coverage.

13.11 Family Medical Leave Act and California Family Rights Act (FMLA and CFRA): All employees are entitled to leave provisions as authorized by FMLA and CFRA. Such leave may provide for absences due to extended illness of a qualifying family member, child-rearing, adoption, baby bonding, military provisions, and all other permitted provisions.

13.12 Adoption Leave: An employee who is adopting a child shall be entitled to three (3) days of paid leave for the purpose of processing the adoption.

13.13 Parental Leave: An employee shall be entitled to three (3) days of paid leave immediately following the birth of a child or the adoption of a child.

13.13.1 All full-time and part-time employees who have been employed for twelve (12) months are entitled to utilize unpaid parental leave.

13.14 General Leaves: When no other leaves are available, a leave of absence may be granted to an employee on a paid or unpaid basis at any time upon any terms acceptable to the District, the employee, and the Chapter.

13.15 Voluntary Leave Donation Program

13.15.1 Voluntary Leave Donations

13.15.1.1 A bargaining unit member may voluntarily donate accrued sick

leave to an approved recipient in accordance with this Article and Education Code section 44043.5.

13.15.1.2 A donor shall retain a minimum balance of ten (10) days, or the equivalent in hours based on the employee's regular work schedule, of accrued sick leave after the donation.

13.15.2 Administration

13.15.2.1 Requests for donated leave shall be submitted to the District.

13.15.2.2 Requests for donated leave shall be reviewed by a committee consisting of up to three (3) CSEA representatives appointed by CSEA and up to three (3) District representatives appointed by the Superintendent and/or designee. The committee shall determine eligibility and administer the Voluntary Leave Donation Program in accordance with Education Code section 44043.5 and the provisions of this Article.

13.15.2.3 Upon approval of a request, the District may notify CSEA bargaining unit members that voluntary leave donations are being accepted. The identity of the recipient shall remain confidential unless the employee authorizes disclosure.

13.15.2.4 Donated leave shall be transferred and administered in accordance to Education Code section 44043.5, applicable law, and District payroll procedures.

Tentative Agreement	
CSEA Chapter 119	**WUSD**
Kathleen Morrison 10/15/26	10/15/26
Signature Date	Signature Date
CSEA Labor Representative	
10/15/26	
Signature Date	

WUSD Counter 5/8/26
CSEA Counter 7/23/26
Tentative Agreement 8/17/2026

Unless otherwise specified in this proposal, any sections or subsections of Article 19 Layoff and Re-employment not addressed herein shall remain unchanged and continue under the terms of the existing agreement.

The following new subsections are proposed to be added to Article 19:

Article 19 (Subsection 19.2)
LAYOFFS AND RE-EMPLOYMENT

~~The below is meant to replace Current Article 19 (subsection 19.2 only)~~

19.2 Notice of Layoff: The District and the Chapter shall meet following the receipt of any notices of layoff to review the proposed layoffs. Notice to employees shall specify the reason for layoff and identify by name and classification the employees designated for layoff. Failure to give written notice under the provisions of ~~Paragraph 1~~ 19.2.1 and below shall invalidate the layoff.

~~(Note: This was a side agreement language after our last negotiations because the language wasn't decided upon before signing the Agreement.)~~

19.2.1 Whenever a permanent classified employee is to be laid off for lack of work or lack of funds, the District shall give to the employee, no later than March 15th, written notice of the recommendation, the reasons that the employee's services will not be required for the ensuing year, any bumping rights, reemployment rights, hearing rights and the District shall also adhere to the layoff procedures set forth in AB 438 (Education Code section 45117), ~~and the Administrative Procedures Act.~~ **and all applicable provisions of Education Code section 45117 and other applicable laws.**

19.2.2 Following the Board's decision, the District shall give final notice ~~of termination~~ **regarding layoff action** to the affected permanent classified employee(s) before May 15th unless a continuance was granted after a request for hearing was made, in which case such date may be extended by the number of days of the continuance.

19.2.3 If during the time between five days after the enactment of an annual Budget Act and August 15 of the fiscal year to which the Budget Act applies, the Board determines that the District's local control funding formula apportionment per unit of ADA for that fiscal year has not increased by at least two percent, and that it is therefore necessary to decrease the number of classified employees due to lack of work or lack of funds, the Board may ~~issue a District Statement of~~

~~Reduction in Force~~ take appropriate action consistent with Education Code section 45117 to those employees in accordance with a schedule of notice and hearing adopted by the Board, and layoff proceedings shall be carried out as required by law.

19.2.4 When classified positions are eliminated as a result of the expiration of a ~~specialty~~ **specially** funded program, the District shall give written notice to the affected employee(s) not less than 60 days prior to the effective date of the layoff informing the employee(s) of the layoff date, any displacement rights, bumping rights, hearing rights and re- employment rights.

19.2.5 The District is not required to provide a layoff notice to any person hired as a short-term employee for a period not exceeding 60 days whose service may not be extended or renewed.

19.2.6 Additionally, the District may release probationary classified employees without notice or hearing ~~for reasons other than lack of work or lack of funds.~~ **consistent with applicable law.**

19.2.7 ~~All probationary, short term, temporary or outside contracted employees shall be released~~

~~from employment with the District prior to any permanent employee of the District in the same classification.~~ **The District shall administer layoffs and reductions in force in accordance with applicable provisions of the Education Code, seniority requirements, and applicable law. The District retains the right to determine staffing, assignments, organizational structure, and the use of contracts consistent with law and the Management Rights article of this Agreement.**

19.4 **Any layoff shall be effected within a class. The order of layoff shall be based on seniority within that class, with employees having the least seniority laid off first. Seniority shall be based solely on hours in paid status in the class and does not include any period during which an employee is in involuntary unpaid status, including time on a reemployment list.**

Tentative Agreement

Date: 8/29/24	K Morrison Date: 8/28/24	Date: 8/29/24
Emmett Koerperich, Superintendent	**CSEA Chapter 119 Representative**	**CSEA Labor Representative**

CSEA AI Proposal 5/5/26 WUSD counter 5/5/26

CSEA Counter Proposal 7/23/26

WUSD Counter 7/23/2026

CSEA Counter Proposal 10/15/2026

CSEA AI Tentative Agreement (10-15-2026)

Definition of Technology

~~The term "technology" shall include, but not be limited to: all forms of automation, robotics, artificial intelligence,~~
~~large language models, information technology (hardware and software), augmented or virtual reality, electronic~~
~~devices or equipment such as phones, cameras, computers, tablets, any kind of listening or recording device, GPS or~~
~~any monitoring devices, that replace or substitute for, improve, alter, increase or decrease, track or monitor, evaluate,~~
~~or evolve the type or manner of work performed by employees in the workplace.~~

~~"Technology" means District provided or District approved systems, devices, software, or tools used to support District operations, instruction, safety, communication, or business functions, including but not limited to computers, mobile devices, software applications, network systems, cameras, and automated equipment. Nothing in this definition limits the District's management rights.~~

"Technology and Automation" includes all forms of hardware, software, robotics, artificial intelligence (AI), large language models, tracking and monitoring systems, and automated machinery used in the workplace.

~~The term "Workplace Automation Technology" shall include any technology that replaces the labor of a human~~
~~worker, including artificial intelligence or "AI" technologies, other forms of computerized automation, and automated machines such as self-driving vehicles and self-guided equipment (floor cleaners, mowers, etc.).~~

~~"Automation Technology" refers to tools that assist or improve efficiency of work processes.~~

"Workplace Automation Technology" refers to tools that assist, improve efficiency, or replace the labor of a human worker.

Employer Provision of Technology

~~The employer agrees that, to the extent that it requires the use of any electronic devices by employees, it will pay for and provide those devices and will meet and bargain with CSEA about the usage of those devices.~~

The District will provide necessary equipment when it requires employees to use specific District technology

to perform assigned duties. The District retains the right to determine the type of equipment provided. The District will meet and negotiate with CSEA over negotiable effects of such decisions, consistent with the Educational Employment Relations Act (EERA).

Bring Your Own Device (BYOD)

Employees may use personal electronic devices to access Employer-owned technology per the Employer's technology use policies.

~~However, if the Employer requires employees to install Employer technology on personal devices (e.g., apps on phones), such requirement is subject to bargaining.~~

Use of personal devices is voluntary. Employees shall not be required to use personal devices for work purposes. If work related applications are required, the District may provide a District issued alternative. The District will meet and ~~discuss~~ negotiate impacts and effects upon request.

~~Employees maintain the right to disconnect from outside regular work hours.~~

~~Employees are not expected to routinely respond to work communications outside assigned work hours unless previously scheduled, compensated, or required in emergencies.~~

Health and Safety

~~No Employer technology shall be introduced into the workplace absent a technology specific risk assessment regarding the health and safety hazards presented by the use of the technology, including impacts to employee mental health and employee online safety.~~

The District will comply with all applicable workplace safety laws and regulations, including Cal/OSHA requirements.

Right to Disconnect

~~When employees use personal or Employer-owned electronic devices to access Employer technology for professional purposes, employees have the right to disconnect… Employees will never be penalized for not responding outside of their regular working hours unless authorized and compensated under the CBA.~~

Employees are not expected to routinely respond to work communications outside assigned work hours unless previously scheduled, compensated, or required in emergencies. This provision does not restrict the District's ability to communicate operational or emergency information.

Labor-Management ~~Committee~~ Agreement on New Technology

~~CSEA and the Employer agree to form an advisory committee…~~

~~Upon mutual agreement, the District and CSEA may establish a labor-management committee to discuss technology. The committee is advisory only and does not substitute for collective bargaining.~~

~~The District and CSEA shall establish a joint advisory committee to study and provide feedback at least (60) days in advance of any District proposals to adopt new technology into the workplace~~

If there is not an agreement between the district and the impacted unit members on adopting new technology into the workplace, a joint advisory committee shall be established consisting of the district and impacted members of the unit to make a recommendation to the superintendent.

Algorithmic Management

~~The Employer shall provide full transparency… The Employer agrees to bargain… Decisions made solely by AI… must undergo human review…~~

The District retains the right to utilize technology tools, including systems that assist in operational decision making. The District will not rely solely on automated systems for disciplinary action without human review. The District will meet and negotiate over negotiable impacts and effects as required by law.

~~**Advance Notice of New Technology**~~

~~The Employer will provide CSEA advance notification of at least six months…~~

~~The District will provide reasonable notice of significant technological changes with foreseeable impacts on bargaining unit employees and will meet and negotiate over negotiable effects upon request.~~

~~The district will provide CSEA advanced written notice at least (90) calendar days prior to implementing new technology or software modifications to existing hardware that alters employee terms or conditions of employment. This requirement aligns to changes in work duties, job descriptions, work schedules, work hours, work locations, work processes, reduction of staff, or layoffs.~~

Implementation of Workplace Automation Technology

~~The Employer shall not implement… without first obtaining CSEA's written agreement…~~

The District retains the right to implement new technology. The District will meet and negotiate over negotiable impacts and effects as required by law.

~~**Bargaining Changes Due to New Technology**~~

~~The Employer shall promptly bargain any changes… (extensive list)…~~

~~The District will meet and negotiate over negotiable impacts and effects on wages, hours, and other terms and conditions of employment consistent with EERA.~~

Reservation of Bargaining Rights

~~CSEA reserves the right… (extensive list)…~~

Nothing in this article waives either party's rights under EERA.

Notice to Employees Regarding Monitoring

~~All bargaining unit members shall be notified… including… (a–c)… statement that Employer will not use… for~~

~~disciplinary purposes…~~

The District will notify employees of the general use of workplace monitoring systems consistent with law and District policy. Such systems may be used for legitimate business purposes, including safety and security. ~~and investigations. The employer will not utilize the technologies to monitor employees engaged in day to day activities and may not use the systems for investigations unless there is a bonafide complaint against said employee(s)~~The District will not use such systems to interfere with protected rights under EERA.

~~**Limitations on Use of Technology**~~

~~Employers may not use data… for disciplinary purposes…~~
~~Technology shall not… displace employees…~~
~~Technology shall not… monitor employees…~~

~~**Technology and related data may be used for legitimate business purposes, including supervision, safety, and investigation of misconduct, consistent with law. The District will not rely solely on technology as the basis for discipline without appropriate review. Nothing limits the District's management rights.**~~

Job Training

~~The Employer will provide free re-training… preference for hiring…~~

The District will provide reasonable training necessary for employees to use required technology, when feasible during work hours.

Employee Data Privacy

~~The Employer shall ensure… shall not be shared… without consent…~~

The District will comply with applicable state and federal data privacy laws. Employee data will be used for legitimate business purposes, and the District will take reasonable measures to safeguard such data.

Data Breaches

~~The Employer shall notify within 24 hours… cover all costs… credit repair…~~

The District will provide notice of data breaches consistent with applicable law and will comply with legally required remedies.

~~**Displacement and Reemployment Rights**~~

~~The Employer shall offer… by order of seniority…~~

~~**The District will follow applicable Education Code and contract provisions regarding layoff and reemployment.**~~

~~**Severance**~~

~~The Employer shall provide a severance payment…~~

~~Layoffs and benefits shall be governed by applicable law and the collective bargaining agreement.~~

Personal Use of Technology

~~The Employer may not under any circumstances access such data.~~

Employees may use personal devices in accordance with District policy. The District will not access personal data except as required by law.

~~Surveillance~~ Technology Usage

~~The Employer shall not use surveillance technology to identify workers exercising protected rights.~~

The District will not use ~~surveillance~~ technology for the purpose of interfering with rights protected under EERA, but retains the right to use ~~surveillance~~ technology for legitimate business purposes. ~~including safety, security, and investigations, based on an active bona fide complaint.~~

CSEA Access Rights in Disciplinary Actions:

Right to Review Evidence: CSEA will be granted full access to review the unedited complete video and audio files corresponding to the active ~~bona fide~~ investigation or incident in question prior to any disciplinary meeting, investigatory interview, or pre-disciplinary hearing.

Due Process: No disciplinary action, negative evaluation, or formal documentation may be issued relying on ~~surveillance~~ technology data unless CSEA has been provided an equal opportunity to review the exact evidence relied upon by the District.

Tentative Agreement	
CSEA Chapter 119	**WUSD**
Kathleen Morrison 10/15/26	10/15/26
Signature Date	Signature Date
CSEA Labor Representative	
10/15/26	
Signature Date	

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 leiu of the previously awarded 3%	
	9% upon completion of 20 complete years with the District, in leiu of the previously awarded 6%	
	12% upon completion of 24 complete years with the District, in leiu of the previously awarded 9%	
	15% upon completion of 28 complete years with the District, in leiu of the previously awarded 12%	

PROFESSIONAL GROWTH:	Professional Growth Awards will be paid in one lump sum following the completion of each approved nine units. In successive years, the award will be paid in equal monthly payments.

Note #	Change / Description:	Board Approved	Effective Date	Date Implemented
08	Reflects 2% increase for 2017-2018; Board Approved 2/2/2017	2/2/2017	7/1/2017	2/2/2017
09	Reflects 2% increase for 2018-2019; Board Approved 2/2/2017	2/2/2017	7/1/2018	7/1/2018
10	Reflects the addition of Range 20 to 23; Board Approved 4/5/2018	4/5/2018		4/5/2018
11	No change for 2019/20	N/A	N/A	N/A
12	All changes retroactive to July 1, 2020: elminate Ranges 20 and 21; set hourly rate of Range 22, Step 1 at $15.00 per hour to comply with minimum wage increases through January 1, 2022; square the salary schedule with increments for Steps 1 through 9 and Ranges 22 through 46 at 2.5%; move positions assigned to Range 20 to Range 22; individuals placed on Range 20 through 24 with prior advanced step placement due to minimum wage requirements will be placed on the appropriate range and step consistent with their position & experience; Secretary 1 incumbent placed at Range 33, Step 9 of Schedule A-2 will be grandfathered to Range 36, Step 9 of this schedule; Secretary II incumbent placed at Range 35, Step 9 of Schedule A-2 will be grandfathered to Range 38, Step 9 of this schedule.	6/23/2021	7/1/2020	6/24/2021
13	Reflects 4% increase to ranges 22 through 46, steps 1 through 9, for 2021-2022 retroactive to 7/1/21	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 Mainenance 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