

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,
Large Conference Room

3:00 PM

Monday, February 23, 2026

	Purpose	Page(s)
CALL TO ORDER		
WELCOME TO VISITORS		
CONSIDERATION OF MINUTES		
1. Consider approval of the minutes of the regular meeting of January 26, 2026.	Action	26-46 – 26-47
BUSINESS		
2. Director’s Report	Information	
3. Consider job announcement(s) for: Cafeteria Assistant, Instructional Assistant-Bilingual (Spanish), Instructional Paraprofessional-Driver, Instructional Paraprofessional-Extensive Needs, Instructional Paraprofessional, School Bus Driver-Non Public School, and School Bus Driver-Type 1.	Action	26-48 – 26-54
4. Consider eligibility list(s) for: Administrative Specialist, School Office Manager, Sr Grounds Worker, and Sr Maintenance Worker-Plumber.	Action	26-55 – 26-58
5. Consider seniority list(s) for: Administrative Specialist, Custodian, Instructional Paraprofessional, Instructional Paraprofessional-Driver, School Bus Driver-Type 2, and Parent Classroom Aide @ Parkview and Sierra View.	Action	26-59 – 26-68
6. Consider reinstatement for Evelyn Raya to Instructional Paraprofessional.	Action	
7. Discuss the proposed changes to the reclassification/reallocation procedure.	Discussion	26-69 – 26-71
8. Announce date of regular meeting, March 23, 2026.	Announcement	
9. Suggestions and comments. At this point in the meeting, visitors may submit their written views on any matter before the Commission, except those matters listed in section 207 of the Merit System Rules &	Discussion	

<p>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> <ol style="list-style-type: none"> a. Speakers will identify themselves and will direct their comments to the Chairperson. b. Speakers will be given 5 minutes to present their topic. c. Each topic will be limited to 15 minutes or 3 speakers. 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. e. Speakers will not be allowed to yield their time to other speakers. 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. 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. 		
10. Adjourn to Closed Session.	Closed Session	
11. Consider the evaluation of the Executive Director-Classified Human Resources.	Information	
12. Reconvene to Open Session.	Open Session	
ADJOURNMENT		

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

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 January 26, 2026

Regular Meeting

The Chico Unified School District Personnel Commission met in regular session at the administration building on January 26, 2026. The following were present:

Commission Members:

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

Staff Members:

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

Others:

Visitors

Gloria Bevers, Chairperson, called the meeting to order at 4:12 pm.	Call to Order
The minutes of the December 15, 2025 regular meeting were considered and approved. (MSC) Jones/Cox	Minutes Approved
<p>Mike Allen, Executive Director-Human Resources, reported:</p> <ul style="list-style-type: none"> • The CSPCA conference in San Diego is coming up on March 15-17, 2026. Two out of three Commissioners will be attending along with Mr. Allen and two Classified HR staff. • Sharyn Fields will be moving to the Certificated HR department on a limited term basis during the absence of an incumbent. The Classified HR department is now working on backfilling her position. • 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 Certificated Human Resources Assistant, Office Assistant Elementary Attendance, Preschool Assistant, School Office Manager, Sr Grounds Worker, and Targeted Case Manager-Bilingual (Hmong) were considered and approved. (MSC) Jones/Cox	Job Announcements Approved
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 were considered and approved. (MSC) Jones/Cox	Eligible Lists Approved
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 were considered and approved. (MSC) Jones/Cox	Seniority Lists Approved

The proposed changes to the reclassification/reallocation procedure were discussed.	Reclassification/Reallocation Discussed
The date of the next Personnel Commission meeting is scheduled for February 23, 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 4:50 pm.	Closed Session
The meeting reconvened to Open Session at 5:28 pm. There were no comments to report.	Open Session
The meeting was adjourned at 5:29 pm.	Adjournment

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

**CAFETERIA ASSISTANT
Starting Salary: \$19.56/Hour
Salary Range: \$19.56- \$27.54/Hour**

Salary Placement – Employment is at the third 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. Incomplete applications will not be accepted.

THE POSITION – The District is establishing an eligible list for **CAFETERIA ASSISTANT**. Positions usually work part-time, 180 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 paid or volunteer food preparation and kitchen maintenance experience, and formal or informal education or training, which ensures the ability to read and write at a level necessary for successful job performance. Specialized training or course work in food preparation, basic child nutrition or a related field is desirable.** All persons interested 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/gender (including pregnancy, childbirth, breastfeeding or related medical conditions,) sexual orientation, gender identity/gender expression, military/veteran status, marital status, medical condition or genetic information. 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 qualifying 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 will then consist of an Oral Exam (personal interview) which tests the knowledge and experience needed to perform the typical duties, weighted 100%. 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: **Tuesday, February 24, 2026, 12:00 PM**
- b. Date of Oral Exam (personal interview): **Tuesday, March 3, 2026 (during the day)**
- c. Certification shall be according to Merit System §1507.
- d. Selection interviews will be scheduled as needed following the exam process.

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.

For 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

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

**INSTRUCTIONAL ASSISTANT–BILINGUAL (SPANISH/ENGLISH)
Salary Range: \$20.04–\$31.11/Hour
Starting Salary: \$20.04/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 online 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. To claim disability Veterans' credit, applicant must include evidence of current receipt of disability benefit by the application closing date.
- D. **KEEP THE JOB ANNOUNCEMENT! If you have not received emailed notification for any part of the exam by the day prior to the date announced, call the Classified Human Resources Office at (530) 891-3000 x 20152.**
- E. Complete all parts of the application. 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 is establishing an eligible list for INSTRUCTIONAL ASSISTANT–BILINGUAL. Positions work part time at various sites, 181 days per year. The eligible list resulting from this recruitment will be used fill openings in this class for up to 6 months. Any combination equivalent to experience and training that would provide the required knowledge, skills and abilities would be qualifying. A typical way to obtain the knowledge, skills and abilities would be: **Some experience working in an organized education or child care setting; equivalent to the completion of the twelfth grade. The ability to read, write, speak and translate from and to English and Spanish is required.** 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 20 to 25 candidates will be invited to continue the exam process. **The District will determine the top candidates based solely on the information submitted with the application. Incomplete applications will not be accepted.** Those top candidates who need to meet the requirement for a qualifying Competency Test will be invited to the exam which tests competencies in English/Language Arts, the Ability to Assist in Instruction, and mathematics. **Candidates who submit proof, with the application, of a valid California teaching credential, passing the CBEST or holding an AA/AS degree or higher will not take the written exam. Credential certificates without a credential issuance date will not be accepted in lieu of printout showing date credential was issued.** Candidates in the top group who meet the competencies requirement will be invited to a Performance/Oral Exam (interview), weighted 50/50%, which evaluates both the ability to read, write and translate to and from English and Spanish and 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 Competency Test:
- c. Date of Oral/Performance Exam (interview):
- d. Certification shall be according to Merit System §1507.

**Tuesday, February 24th, 2026 12:00 PM
Tuesday, March 3rd, 2026 (during the day)
Tuesday, March 10th, 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.
5. **Sick Leave** – One day of sick leave is earned for each month worked, with unlimited accumulation.
6. **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.
7. **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.
8. **Social Security** – All classified employees are covered by Social Security and must contribute to the Social Security system.
9. **Credit Unions** – There are credit unions available for membership by all classified employees.

For further information, 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

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

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

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

GENERAL INFORMATION & INSTRUCTIONS:

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

THE POSITION:

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

EXAMINATION AND CERTIFICATION:

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

APPLICATION/EXAMINATION DATES & CERTIFICATION:

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

Wednesday, February 25th, 2026 12:00 PM
Wednesday, March 4th, 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.

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

JOB LINE (530) 891-3000

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

INSTRUCTIONAL PARAPROFESSIONAL-EXTENSIVE NEEDS
Starting Salary: \$22.11/Hour
Salary Range: \$21.06 - \$32.67/Hour

Salary Placement – **Employment is at the second step for new employees.** 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 the exam by the day prior to the date announced, call the Classified Human Resources Office at (530) 891-3000 x 20152.**
- E. Complete all parts of the application. The completed application and any requested attachments must be received by 12:00 PM on the closing date. **Late applications are not accepted.**

THE POSITION:

The District anticipates openings and is establishing an eligible list for Instructional Paraprofessional-Extensive Needs. 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: **(3) years' experience as an Instructional Paraprofessional, or; AA degree or higher, 48 units of college-level credit plus one (1) year of experience as an Instructional Paraprofessional, or; Para-educator certificate plus one (1) year of experience as an Instructional Paraprofessional.** All persons interested and who meet job related and essential qualifications are encouraged to apply. CUSD is an affirmative action employer and will not discriminate against employees or discriminate in employment of classified personnel with regard to age, ancestry, color, gender, gender expression, gender identity, genetic information, marital status, medical condition, mental disability, military and veteran status, national origin, physical disability, pregnancy, childbirth, breastfeeding or related medical conditions, race, religious creed, sex, or sexual orientation of any person. Bilingual candidates are encouraged to apply.

EXAMINATION AND CERTIFICATION:

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

APPLICATION/EXAMINATION DATES & CERTIFICATION:

- a. Closing date for filing applications: **Thursday, February 12th, 2026 12:00 PM**
- b. Date of Written Exam: **Wednesday, February 18th, 2026 (during the day)**
- c. Certification shall be according to Merit System §1507.

JOB DESCRIPTION INFORMATION (see reverse side)

EMPLOYMENT INFORMATION FOR BARGAINING UNIT CLASSIFICATIONS

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4. **Sick Leave** – One day of sick leave is earned for each month worked, with unlimited accumulation.
5. **Probationary Period** – All employees must serve a probationary period of six months in any classification for which they are hired, or which they transfer or promote into.
6. **Retirement** – All employees assigned 4 or more hours/day must join Public Employees' Retirement System (PERS).
7. **Social Security** – All classified employees are covered by Social Security and must contribute to the Social Security system.
8. **Credit Unions** – There are credit unions available for membership by all classified employees.

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

JOB LINE - (530) 891-3000

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

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

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

GENERAL INFORMATION & INSTRUCTIONS:

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

THE POSITION:

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

EXAMINATION AND CERTIFICATION:

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

APPLICATION/EXAMINATION DATES & CERTIFICATION:

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

**Wednesday, February 11th, 2026 12:00 PM
Wednesday, February 18th, 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.

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

**SCHOOL BUS DRIVER - Non Public School
Starting Salary: \$22.66/Hour
Salary Range: \$22.66 – \$35.14/Hour**

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

GENERAL INFORMATION & INSTRUCTIONS:

- A. Apply on-line at www.edjoin.org.
- B. **Read the job announcement prior to completing the application form.**
- C. To claim Veterans' credit on open entry-level exams, you must submit a copy of your DD214. Those claiming disability Veterans' credit must include evidence of current receipt of disability benefit by the closing date for filing applications.
- D. **KEEP THE JOB ANNOUNCEMENT! If you have not received emailed notification for any part of the exam by the day prior to the date announced, call the Classified Human Resources Office at (530) 891-3000 x 20152.**
- E. Complete all parts of the application. 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 is establishing an eligible list for School Bus Driver, Non Public School. The eligible list resulting from this recruitment will be used to fill openings in this classification for up to 6 months. *A typical way to obtain the knowledge, skills and abilities would be: Two years of experience in the operation of a motor vehicle, equivalent to the completion of the twelfth grade, and possession of a current, valid commercial driver's license with passenger and school bus endorsements is required. Must meet and maintain the requirements for a valid California School Bus Driver's Certificate with acceptable restrictions, with First Aid training and DMV Medical Examiner's Certificate and be at least 25 years of age. Acceptable restrictions are "automatic transmission only" and "first aid test waived, must comply with 12522(c) of the Vehicle Code". Copy of a current DMV printout obtained within the last month, and copies of the required licenses and certificates must be submitted with the application.* 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 will be invited to a Oral/Performance Exam (interview), weighted 50/50%, 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 (personal interview):
- C. Certification shall be according to Merit System §1507.

**Open Until Filled
To Be Determined (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.
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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 East Seventh Street, Chico, CA 95928 – (530) 891-3000. TTY (530) 895-4030

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

SCHOOL BUS DRIVER- Type 1
Starting Salary: \$22.66/Hour
Salary Range: \$22.66 – \$35.14/Hour

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

GENERAL INFORMATION & INSTRUCTIONS:

- A. Apply on-line at **www.edjoin.org**.
- B. **Read the job announcement prior to completing the application form.**
- C. To claim Veterans' credit on open entry-level exams, you must submit a copy of your DD214. Those claiming disability Veterans' credit must include evidence of current receipt of disability benefit by the closing date for filing applications.
- D. **KEEP THE JOB ANNOUNCEMENT! If you have not received emailed notification for any part of the exam by the day prior to the date announced, call the Classified Human Resources Office at (530) 891-3000 x 20152.**
- E. Complete all parts of the application. 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 is establishing an eligible list for School Bus Driver, Type 1. The eligible list resulting from this recruitment will be used to fill openings in this classification for up to 6 months. *A typical way to obtain the knowledge, skills and abilities would be:* **Two years of experience in the operation of a motor vehicle, equivalent to the completion of the twelfth grade, and possession of a current, valid commercial driver's license with passenger and school bus endorsements is required. Must meet and maintain the requirements for a valid California School Bus Driver's Certificate with acceptable restrictions, with First Aid training and DMV Medical Examiner's Certificate and be at least 25 years of age. Acceptable restrictions are "automatic transmission only" and "first aid test waived, must comply with 12522(c) of the Vehicle Code". Copy of a current DMV printout obtained within the last month, and copies of the required licenses and certificates must be submitted with the application.** 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 will be invited to a Oral/Performance Exam (interview), weighted 50/50%, 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 (personal interview):
- C. Certification shall be according to Merit System §1507.

**Open Until Filled
To Be Determined (during the day)**

JOB DESCRIPTION INFORMATION (see reverse side)

EMPLOYMENT INFORMATION FOR BARGAINING UNIT CLASSIFICATIONS

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2. **Holidays** – Employees in a paid status the day before or after the holiday are entitled to holiday pay.
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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 East Seventh Street, Chico, CA 95928 – (530) 891-3000. TTY (530) 895-4030

Eligible List: Administrative Specialist

Effective: January 26, 2026 - July 26, 2026

<i>Rank</i>	<i>Prom</i>	<i>Open</i>	<i>Last Name</i>	<i>First Name</i>
1		X	Hohberg	Julia
2	X		Meadows	Angela
3-TIE	X		Porter	Laura
3-TIE		X	Solberg	Asa
4-TIE		X	Martinusen	Jacquelyn
4-TIE		X	Blaylock	Andrea
5-TIE	X		Guild	Katherine
5-TIE		X	Mello	Alexandra
5-TIE		X	Williams	Heather
6		X	Perez	Elva
7		X	Gimble	Frank
8-TIE	X		Stier	Justin
8-TIE		X	Villett	Shalla
8-TIE		X	Brewer	Diane
8-TIE		X	Thomas	Lindsey
9		X	Hammon	Marsala
10		X	Culton	Steven
11		X	Khan	Iman
12		X	Cutler	Robin
13-TIE		X	Vega	Patricia
13-TIE	X		Starkey	Jennifer
14		X	Evers	Rita
15		X	Macmillan	Kellie



Mike Allen, Executive Director

CHICO UNIFIED SCHOOL DISTRICT
Personnel Commission

ADMINISTRATION OFFICES
1163 E. 7th Street
Chico, CA 95928-5999
(530) 891-3000

Eligible List: School Office Manager

Effective: February 11, 2026 - August 11, 2026

<i>Rank</i>	<i>Prom</i>	<i>Open</i>	<i>Last Name</i>	<i>First Name</i>
1		X	Krzys	Jamie
2	X		Porter	Laura
3		X	Duarte	Nesta
4		X	Seagraves	Deborah
5-TIE		X	Zancanella	Victoria
5-TIE		X	Flores	Kathy
6-TIE		X	Blaylock	Andrea
6-TIE		X	Lindquist	Kyle
7-TIE	X		Starkey	Jennifer
7-TIE		X	Hill	Natalie
7-TIE		X	Martinusen	Jacquelyn
8		X	Miramontes	Elaine
9		X	Mello	Alexandra
10		X	Ruiz	Leticia



Mike Allen, Executive Director

**PERSONNEL COMMISSION
Chico Unified School District**

**ADMINISTRATION OFFICES
1163 E. 7th Street
Chico, CA 95928-5999
(530) 891-3000**

**Eligible List For:
Senior Grounds Worker**

Effective: January 27th, 2026 – July 27th, 2026

Rank	Prom	Open	Last Name	First Name
1		X	Evans	Christopher
2		X	McMaster	Curtis
3-Tie		X	Mendoza	Gabriel
3-Tie		X	Colombo	Michael
4		X	Rangel	Reyes
5-Tie	X		Jaime	Francisco
5-Tie		X	Rutz	Robert



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: Sr Maintenance Worker - Plumber
Effective: February 11, 2026 – August 11, 2026

<i>Rank</i>	<i>Prom</i>	<i>Open</i>	<i>Last Name</i>	<i>First Name</i>
1		X	Burns	Robert
2	X		Gonzales	Julian
3		X	Palmquist	Chad



Mike Allen, Executive Director

SENIORITY LIST - Administrative Specialist
February 23, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	11/8/2021	Smead	Janessa
2	11/9/2021	Horn	Jennifer
3	11/1/2022	Gillaspie	Lori
4	11/8/2022	Baer	Kimberley
5	7/10/2023	Walker	Chantel
6	9/25/2023	Carriere	Michelle
7	6/20/2024	Schwartz	Karen
8	7/8/2024	Cobery	Cameo
9	9/3/2024	Hammond	Marla
10	6/16/2025	Seguine	Esme
11	6/16/2025	Nicoletti	Melissa
12	8/1/2025	Markusen	Laura
13	2/2/2026	Hohberg	Julia



Mike Allen, Executive Director-Human Resources

SENIORITY LIST - Custodian

February 23, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	7/28/1997	Hungate	Howard
2	2/17/2006	Johnston	Joseph
3	2/21/2006	Thao	Toua
4	11/9/2006	Yang	Houa
5	8/21/2012	Hammon	Keli
6	3/9/2015	Hitson	Denise
7	7/6/2015	Nemat-Nasser	David
8	7/6/2015	Stoklasa	Anthony
9	7/11/2016	Adams	Daniel
10	3/6/2017	Robinson	Austin
11	9/24/2018	Zavala	Yolanda
12	5/18/2020	Carroll	Katherine
13	1/19/2021	Jones	Jason
14	1/19/2021	Asosi	Mareko
15	1/19/2021	Villa	Sonia
16	1/21/2021	Lee	Lee
17	6/7/2021	Tourville	Tiffany
18	6/21/2021	Cisneros	Norma
19	10/27/2021	Aaron	Alzea
20	10/27/2021	Pimentel	Sain
21	10/28/2021	Greife	Joshua
22	2/10/2022	Figuero de	Hilda
23	2/10/2022	Gardner	Randal
24	4/8/2022	Sanders	Steven
25	6/28/2022	Godinez	Fidelina
26	7/18/2022	Santoyo	Maria
27	8/30/2022	Yang	Chao
28	11/23/2022	Wilson	Starr
29	2/21/2023	Rodriguez	Rocio
30	5/1/2023	Roberts	Frank
31	5/1/2023	Villa	Manuel
32	5/1/2023	Nakamoto	Joshua
33	5/18/2023	Baisley	Adam
34	8/10/2023	Brewer	Kimberly
35	8/21/2023	Decker	Tamala
36	9/19/2023	Zepeda	Roberto
37	10/9/2023	Matthews	Amber
38	11/20/2023	Jaime	Francisco
39	8/13/2024	Moeller	Christopher
40	8/26/2024	Taylor	Ryan
41	8/29/2024	Miranda	Refugio
42	9/18/2024	Valencia	Ana
43	5/29/2025	Sierra Aguilar	Eliasib
44	5/29/2025	Dobkins	Ryan
45	12/1/2025	Moua	Aliya
46	12/1/2025	Vazquez	Maria
47	12/1/2025	Lee	Yee
48	12/10/2025	Read	John
49	12/22/2025	Ferguson	Jim
50	1/14/2026	Swick	Heather
51	1/14/2026	Escobar	Maria
52	1/22/2026	Haskell	Adam
53	1/27/2026	Daleal	Ajairus

Mike Allen, Executive Director-Human Resources

SENIORITY LIST - Instructional Paraprofessional
 February 23, 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	Rank	Seniority Date within Class	Last	First
1	11/2/2000	Jones	Brett	42	2/28/2014	Rice-Capucion	Yvette
2	7/1/2002	Baker	Stacey	43	3/13/2014	Meier	Wendy
3	7/1/2002	Langseth	Christine	44	8/18/2014	Jackson	Rebecca
4	7/1/2002	Parker	Martin	45	8/18/2014	Corcoran	Carla
5	7/1/2002	Palmer	Barbara	46	8/18/2014	Main	Kimberly
6	7/1/2002	Gore-Zabala	Christine	47	10/15/2014	Nielsen	Terra
7	8/22/2002	Bodney	Teresa	48	10/24/2014	LeDuc	Michael
8	8/1/2003	Scovel	Jeanne	49	11/3/2014	Grebmeier	Wendy
9	8/19/2003	Ravetz	Angela	50	1/5/2015	Farwell	Austin
10	8/3/2004	Payne	Kristan	51	1/5/2015	Smith	Kristen
11	8/30/2004	Clement	Nicole	52	1/5/2015	Lucio	Patricia
12	3/1/2005	Watts	Christina	53	2/2/2015	Johnson	Sonja
13	3/15/2005	Olson	Janet	54	3/31/2015	Jack	Diana
14	4/11/2005	Scholar	Michele	55	8/17/2015	Graves	Patrice
15	8/16/2005	Feingold	Rod	56	8/17/2015	Connaughton	Anna
16	10/25/2005	Tracy	Jeffrey	57	8/18/2015	Gibson	Sarah
17	11/5/2005	English	Tammie	58	9/8/2015	Stratton	Marin
18	2/28/2006	Jolliff	Crystal	59	10/5/2015	Carrillo	Saleena
19	3/13/2006	Reise	Marcy	60	1/4/2016	Mecham	Christy
20	8/15/2006	Dorghalli	Aftonia	61	1/4/2016	Lessenger	Ova
21	1/18/2007	Chmelynski	Tiffany	62	1/4/2016	Mueller	Melissa
22	4/10/2007	Bhojak	Deborah	63	1/26/2016	Ward	Kristin
23	5/8/2007	Kingori	Miriam	64	2/29/2016	Waslewski	Abigail
24	6/19/2007	Robinson	Mitchell	65	5/18/2016	Gonsalves	Maria
25	5/27/2008	Nelson	Lindsey	66	8/18/2016	Smith	Teresa
26	8/30/2010	Hashemi	Sarah	67	8/18/2016	Mino	Mary
27	10/18/2010	Buenrostro	Deborah	68	8/18/2016	Pisani	Debra
28	10/25/2010	Schill	Angelina	69	8/18/2016	Brewer	Lisa
29	4/12/2011	Ryan	Patrick	70	8/31/2016	Avalos Huerta	Mayra
30	4/10/2012	Wootten	Rebekah	71	9/1/2016	Morton	Denise
31	7/1/2012	Weber	Lisa	72	9/6/2016	Alexander Graf	Kimberly
32	8/20/2012	Hull	Saythong	73	9/6/2016	Langston	Dennel
33	12/11/2012	Smithson	Birgitta	74	9/15/2016	Cummings	John
34	2/4/2013	Ludlow	Debra	75	12/19/2016	France	Brandy
35	4/22/2013	Woodbury	Jeanne	76	12/21/2016	Bellante	Lynne
36	4/30/2013	Ukei	Hiroko	77	1/9/2017	Miller	Stephanie
37	9/18/2013	Ravetz	Ariel	78	1/23/2017	Fashing	Kari
38	10/8/2013	Owen	Mary	79	3/6/2017	Lawrence	Malika
39	10/21/2013	Rikkelman	Jessica	80	3/20/2017	Ensign	Melonie
40	12/3/2013	Kavanagh	Colleen	81	3/20/2017	Hurd	Amanda
41	2/19/2014	Nelson	Jay	82	8/21/2017	Graubart	Tracy
				83	8/21/2017	Peterson Pierce	Hannah
				84	10/2/2017	Meza	Maja
				85	10/2/2017	Lyons	Sharon


 Mike Allen, Executive Director-Human Resources

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
132	1/3/2022	Ochoa	Amber	180	8/21/2023	White	Andrew
133	1/3/2022	Chrisenson	Kelli	181	8/21/2023	Honea	Melanie

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	Argenat	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'ihalangjie	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
228	8/16/2024	Rushton	Judith	276	8/18/2025	Katz	Andrea
229	8/16/2024	Zamora-Enriquez	Gloria	277	8/18/2025	Hernandez	Angelica

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	Evalua	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	354	1/20/2026	Sherrell	Alexis
314	8/18/2025	Branch	Broderick	355	1/26/2026	Chapel	Roby
315	8/18/2025	Salgado	Daniel	356	1/26/2026	Canfield	Kelcey
316	8/18/2025	Boone	Makayla	357	2/2/2026	Williams	Terry
317	8/18/2025	Donez	Helena	358	2/3/2026	Clark	Jesse
318	8/18/2025	Sullivan	Jillian				

SENIORITY LIST - IP-Driver

February 23, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	8/18/2025	Matlin	Dana
2	8/18/2025	Plumer	Ruthann
3	8/18/2025	Miller	Suzanne
4	8/18/2025	Williams	Janice
5	8/18/2025	Boyd	Donna
6	8/18/2025	Vlach	Monika
7	8/18/2025	Aceves Zepeda	Alma
8	8/18/2025	Kamph	Brent
9	8/18/2025	Smallhouse	Marcus
10	8/18/2025	Rechs	Lindsay
11	8/18/2025	Gutierrez	Amy
12	8/18/2025	Bless	Andreas
13	8/18/2025	Flanagan	Ciaran
14	8/18/2025	Espinosa	Michael
15	8/18/2025	Stremfel	Thomas
16	1/27/2026	Langhorst	Craig



Mike Allen, Executive Director-Human Resources

SENIORITY LIST - School Bus Driver-Type 2
February 23, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	12/11/2013	Robinson	Elizabeth
2	3/13/2014	Hoyt	Cheryl
3	4/30/2018	Stump, Jr	Norman
4	9/16/2019	Sabral	Tiffany
5	11/8/2021	Gildberg	Nancy
6	11/8/2021	Richardson	Rachel
7	8/22/2022	Cheung	Stephen
8	9/30/2022	Rodriguez	Rita
9	12/1/2022	Allison	Lew
10	12/16/2022	Nichols	Christopher
11	3/9/2023	Yanez	Laura
12	10/2/2023	Wyllie	Douglas
13	2/13/2025	Vollrath	Gloria
14	8/18/2025	Nasca	Laura
15	1/28/2026	Foutz	Gregory



Mike Allen, Executive Director-Human Resources

SENIORITY LIST - Parent Classroom Aide, Parkview
February 23, 2026 – ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	8/16/2018	Sheridan	Justyne
2	8/22/2023	Bamlet	Sabrina
3	8/28/2023	Brown-Kinnell	Lauren



Mike Allen, Executive Director-Human Resources

SENIORITY LIST - Parent Classroom Aide, Sierra View
February 23, 2026 – ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
	10/1/2025	Hartrum	Danica
	10/1/2025	Raftery	Danica


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.