

CHICO UNIFIED SCHOOL DISTRICT
Personnel Commission

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

MEETING AGENDA OF THE PERSONNEL COMMISSION of
CHICO UNIFIED SCHOOL DISTRICT

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

ADMINISTRATION BUILDING,
Small Conference Room

4:00 PM

Monday, October 26, 2026

	Purpose	Page(s)
CALL TO ORDER		
WELCOME TO VISITORS		
CONSIDERATION OF MINUTES		
1. Consider approval of the minutes of the regular meeting of September 28, 2026.	Action	26-341 – 26-342
BUSINESS		
2. Director's Report	Information	
3. Consider job announcement(s) for: Accounting Technician, Director-Facilities and Construction, Instructional Paraprofessional, Instructional Paraprofessional-Driver, Preschool Assistant, and Sr Equipment Mechanic.	Action	26-343 – 26-348
4. Consider eligibility list(s) for: Cafeteria Cook Manager 1, IA-Bilingual (Spanish), Instructional Paraprofessional, Instructional Paraprofessional-Driver, Office Assistant Elementary Attendance, and Sr Equipment Mechanic.	Action	26-349 – 26-356
5. Consider seniority list(s) for: Campus Supervisor, Custodian, Instructional Paraprofessional, IP-Extensive Needs, Intensive Behavior Interventionist, Office Assistant Elementary Attendance, Passenger Van Driver, and Parent Classroom Aide @ Marigold.	Action	26-357 – 26-368
6. Review the 2025-26 Personnel Commission Fifty-Seventh Annual Report.	Review	Exhibit A
7. Announce the name of the Commissioner whose term expires December 1, 2026.	Announcement	
8. Announce date of regular meeting, November 16, 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	Discussion	

those matters listed in section 207 of the Merit System Rules & Regulations and will be provided with a reasonable opportunity to present their views orally. The Commission will consider their comments and recommendations prior to arriving at a course of action. The Commissioners will not take action on items not appearing on the agenda. - Speakers will identify themselves and will direct their comments to the Chairperson. - Speakers will be given 5 minutes to present their topic. - Each topic will be limited to 15 minutes or 3 speakers. - Once 2 speakers have shared a similar viewpoint, the Chairperson will ask for a differing viewpoint. If no other viewpoint is represented, a 3rd speaker may present. - Speakers will not be allowed to yield their time to other speakers. - Speakers will respect the time limit granted for their presentation. Those speakers unwilling to respect the time limit will be asked to discontinue their presentation by the Chairperson. An unwillingness to halt a presentation after being directed will, at the discretion of the Chairperson, result in the meeting being called into “recess” until such time that the meeting can resume in an orderly fashion. - No disturbance or willful interruption of any Personnel Commission meeting shall be permitted. Persistence by an individual or group shall be grounds for the Chairperson to terminate the privilege of addressing the meeting. The Personnel Commission may remove disruptive individuals and order the room cleared if necessary. In this case, further Personnel Commission proceedings shall concern only matters appearing on the agenda.		
10. Adjourn to Closed Session.	Closed Session	
11. Consider the evaluation of the Executive Director-Classified Human Resources.	Information	
12. Reconvene to Open Session.	Open Session	
ADJOURNMENT		

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

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

PERSONNEL COMMISSION

Minutes for September 28, 2026

Regular Meeting

The Chico Unified School District Personnel Commission met in regular session at the administration building on August 24, 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 4:04 pm.	Call to Order
The minutes of the August 24, 2026 regular meeting were considered and approved. (MSC) Jones/Cox	Minutes Approved
Mike Allen, Executive Director-Human Resources, reported: - NVSIG Board Members Mike Allen, Christina Macaluso, and Greg Blak, along with NVSIG Committee Chair Jennifer Horn, attended the CAJPA conference in Tahoe earlier this month. - The Classified HR office has continued to remain busy and at capacity with Sharyn Fields remaining in the Certificated HR office during the absence of an incumbent. - 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 Cafeteria Cook Manager 1, IA-Bilingual (Spanish), IP-Driver, Office Assistant Elementary Attendance, and Passenger Van Driver. (MSC) Jones/Cox	Job Announcements Approved
Eligibility List(s) for Cafeteria Satellite Manager, Custodian, Elementary Counseling Assistant, and Instructional Paraprofessional were considered and approved. (MSC) Jones/Cox	Eligible Lists Approved
Seniority List(s) for Campus Supervisor, Custodian, Elementary Counseling Assistant, IA-Bilingual (Spanish), Instructional Paraprofessional, IP-Extensive Needs, Intensive Behavior Interventionist, Library Media Assistant, Maintenance Worker, Office Assistant Elementary Attendance, Preschool Assistant, School Bus Driver-Type 2, School Bus Driver/Utility Worker, Sr Equipment Mechanic, and Parent Classroom Aide @ Marigold, Shasta, and Sierra View were considered and approved. (MSC) Jones/Cox	Seniority Lists Approved
The revised job description(s) for Instructional Paraprofessional was considered and approved. (MSC) Jones/Cox	Job Descriptions Approved

The revised job description(s) for IP-Intensive Behavior Interventionist was considered and approved. (MSC) Jones/Cox	Job Descriptions Approved
The revised job description(s) for Director-Facilities and Construction was considered and approved. (MSC) Jones/Cox	Job Descriptions Approved
The date of the next Personnel Commission meeting is scheduled for October 26, 2026.	Next Meeting
There were no suggestions or comments.	Suggestions and Comments
The meeting adjourned to Closed Session to consider the evaluation of the Executive Director-Human Resources at 4:27 pm.	Closed Session
The meeting reconvened to Open Session at 4:45 pm. There were no comments to report.	Open Session
The meeting was adjourned at 4:46 pm.	Adjournment

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

**ACCOUNTING TECHNICIAN
Salary Range - \$25.07 – \$38.94/Hour
Starting Salary: \$25.07/Hour**

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

GENERAL INFORMATION & INSTRUCTIONS:

- A. Apply on-line at www.edjoin.org or contact Human Resources at 530-891-3000, extension 20120, for details on how to apply.
- 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 20185.**
- E. Complete all parts of the application. Any requested attachments must be received by 11:59 p.m. on the closing date. Late applications, or application not completed in full, are not accepted.

THE POSITION

The District is establishing an eligible list for **ACCOUNTING TECHNICIAN**. Positions are full-time or part-time, and typically work 214 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 would be: Three years of increasingly responsible experience in the maintenance of financial or statistical records (preferably including some experience in the specific area of assignment,) equivalent to the completion of the twelfth grade supplemented by specialized training or course work in accounting, financial record keeping, or a related field, and ability to type or operate a keyboard at a level proficient for successful job performance. PLEASE NOTE: A cover letter, resume, and 3 letters of reference must be submitted with your application in order to be considered.* All persons interested in this position and who meet job related and essential qualifications are encouraged to apply. CUSD is an affirmative action employer and will not discriminate against employees or discriminate in employment of classified personnel with regard to race/color, religious creed, national origin/ancestry, age, mental or physical disability, sex/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 a written test designed to test job related and essential qualifications, weighted 40%; and an oral exam (personal interview) which tests the knowledge and experience needed to perform the typical duties, weighted 60%. The top-scoring candidates who pass the written test will be invited to the oral exam/interview. 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: **Monday, October 12, 2026 @ 11:59 PM**
- b. Date of written exam: **Thursday, October 22, 2026 (during the day)**
- c. Date of oral exam (personal interview): **Thursday, October 29, 2026 (during the day)**
- d. Certification shall be according to Merit System §1507.
- e. 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.

Service Fee—Every employee represented by Chico Chapter #110, CSEA must apply for membership to the organization or execute an authorization for dues/service fee deduction within thirty (30) days of the date of employment. Failure to do so shall result in discharge of the employee, unless a religious sect does not permit its members to pay such a fee. In this case, an amount equal to the fee must be paid to the Chico Community Scholarship Fund.

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 \$1,453/month to be applied towards a health plan for themselves and dependents. Part-time employees are eligible with the cost pro-rated based upon hours worked. The District pays \$115 toward the cost of the dental plan 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 employees. **Sick Leave**—One day of sick leave is earned for each month worked, with unlimited accumulation. **Probationary Period**—All employees must serve a probationary period of six months in any classification for which they are hired, or which they transfer or promote into. **Retirement**—All employees assigned 4 or more hours/day must join Public Employees' Retirement System (PERS) for which a deduction is made from their salary. **Social Security**—All classified employees are covered by Social Security and must contribute to the Social Security system.

Credit Unions—There are credit unions available for membership by all classified employees. Questions, contact: CUSD, 1163 E. 7th St., Chico, CA 95928--(530) 891-3221 -- TTY (530) 895-4030

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER JOB LINE = 530-891-3000 & PRESS 5-6

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

Director – Facilities and Construction
Salary Range: \$108,274 –\$170,097/Annually

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 mailed or 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, extension 20152.**
- E. Complete all parts of the application. Any requested attachments must be received by 12:00 PM on the closing date. Late and/or incomplete applications will not be accepted.

THE POSITION:

Chico Unified School District has an opening for **Director – Facilities and Construction** to work 12 months/year, 8 hours/day. The eligible list resulting from this recruitment will be used to fill openings in this class for up to 6 months. Any combination equivalent to experience and training that would provide the required knowledge, skills and abilities would be qualifying. A typical way to obtain the knowledge, skills and abilities would be: **Five (5) years of professional or management level experience in facilities planning, building construction, or a related field, including supervisory and management experience. Five (5) years of experience in California school planning and construction is desirable. Equivalent to the completion of a Bachelor's degree or higher in engineering, architecture, construction management, civil or structural engineering, or a closely related field. Possession of a valid California driver's license and safe driving record is required. Insurability by the District's liability insurance carrier is a condition of employment. PLEASE NOTE: A cover letter, résumé, 3-5 letters of recommendation, a copy of a valid California driver's license, and a current 3-year DMV printout obtained within the last 30 days must be submitted with the application.** All persons interested in this position and who meet job related and essential qualifications are encouraged to apply. CUSD is an affirmative action employer and will not discriminate against employees or discriminate in employment of classified personnel with regard to age, ancestry, color, gender, gender expression, gender identity, genetic information, marital status, medical condition, mental disability, military and veteran status, national origin, physical disability, pregnancy, childbirth, breastfeeding or related medical conditions, race, religious creed, sex, or sexual orientation of any person. Bilingual candidates are encouraged to apply.

EXAMINATION AND CERTIFICATION

The examination consists of an evaluation of the application for experience and education that pertains to essential duties and qualifications. The top candidates will be invited to continue the exam process. The examination consists of an oral exam (personal interview) that 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:
- b. Date of Oral Exam (personal interview):
- d. Certification shall be according to Merit System §1507.
- e. Selection interviews will be scheduled as needed following the exam process.

October 23rd, 2026, 12:00 PM
November 3rd, 2026 (during the day)

AN EQUAL OPPORTUNITY/AFF EMPLOYMENT INFORMATION FOR CLASSIFIED MANAGEMENT & CONFIDENTIAL EMPLOYEES

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

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

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

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

HEALTH AND WELFARE BENEFITS: The District pays partial health plan costs for full-time, classified employees and their 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) who 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 available – the full cost is paid by the District for full-time employees, and part-time employees may have these costs pro-rated based upon hours worked. Dependents may be covered with term insurance at employee expense.

SICK LEAVE: One day (pro-rated according to hours worked per day) of sick leave is earned for each month worked, with unlimited accumulation.

SALARY RATE: Salary placement is based upon experience as determined by the District.

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

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

SOCIAL SECURITY: All classified employees are covered by Social Security and must contribute to the Social Security system.

CREDIT UNIONS: There are credit unions available for membership by all classified employees.

Questions, contact: CUSD, 1163 E. 7th Street, Chico, CA 95928--(530) 891-3000 – TTY (530) 895-4030

For questions, please contact: Chico Unified School District | 1163 East 7th Street, Chico, CA 95928 | (530) 891-3000

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

INSTRUCTIONAL PARAPROFESSIONAL
Salary Range: \$20.25 – 31.42/Hour
Starting Salary: \$22.33/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.

**Open Until Filled
TBD (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 \$1,453/month to be applied towards a health plan for themselves and dependents. Part-time employees are eligible with the cost pro-rated based upon hours worked. The District pays the full cost of a dental and a vision plan for employees (and dependents) that work 6 hours or more per day. Any employee working less than 6 hours may elect dental and/or vision coverage at his/her cost. A term life insurance plan is also provided by the District to full-time employees and is available for part-time employees. Part-time employees may have these costs pro-rated based upon hours worked. Dependents may be covered with term insurance at employee expense. Income protection insurance is paid by the District for all employees.
4. **Sick Leave** – One day of sick leave is earned for each month worked, with unlimited accumulation.
5. **Probationary Period** – All employees must serve a probationary period of six months in any classification for which they are hired, or which they transfer or promote into.
6. **Retirement** – All employees assigned 4 or more hours/day must join Public Employees' Retirement System (PERS).
7. **Social Security** – All classified employees are covered by Social Security and must contribute to the Social Security system.
8. **Credit Unions** – There are credit unions available for membership by all classified employees.

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

JOB LINE 530-891-3000

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

INSTRUCTIONAL PARAPROFESSIONAL-DRIVER
Salary Range: \$20.25 – \$31.42/Hour
Starting Salary: \$22.33/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.

**Open Until Filled
TBD**

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 \$1,453/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**

**Preschool Assistant
Starting Salary: \$21.13/Hour
Salary Range: \$21.13 - \$32.81/Hour**

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

GENERAL INFORMATION & INSTRUCTIONS:

- A. Apply on-line at www.edjoin.org.
- B. **Read the job announcement prior to completing the application form.**
- C. To claim Veterans' credit on open entry-level exams, you must submit a copy of your DD214. If claiming disability Veterans' credit, applicant must include evidence of current receipt of disability benefit by the closing date for filing applications.
-  D. **KEEP THE JOB ANNOUNCEMENT! If you have not received e-mailed notification for any part of the exam by the day prior to the date announced, call the Classified Human Resources Office at (530) 891-3000 x 20185.**
- E. Complete all parts of the application. The completed application and any requested attachments must be received by 11:59 PM on the closing date. Late applications are not accepted!

THE POSITION:

The District anticipates openings and is establishing an eligible list for Preschool Assistant. The eligible list resulting from this recruitment will be used to fill openings in this classification for up to 6 months. Any combination equivalent to experience and training that would provide the required knowledge, skills and abilities would be qualifying. A typical way to obtain the knowledge, skills and abilities would be: **12 semester or 18 quarter units of Early Childhood Education or Child Development, possess and maintain Pediatric 1st Aid/CPR is required. Proof of immunizations for Measles/Mumps/Rubella (MMR) and Tetanus/Diphtheria/Pertussis (Tdap) is a required condition of employment for this classification. Copies of unofficial transcripts and current 1st Aid/CPR certificates must be submitted with application. Online 1st Aid/CPR certificates will not be accepted.** Incomplete applications will not be accepted. All persons interested and who meet job related and essential qualifications are encouraged to apply. CUSD is an affirmative action employer and will not discriminate against employees or discriminate in employment of classified personnel with regard to race/color, religious creed, national origin/ancestry, age, mental or physical disability, sex, sexual orientation, gender identity, veteran status, marital status, or medical condition. Bilingual candidates are encouraged to apply.

EXAMINATION AND CERTIFICATION:

The examination consists of an evaluation of the application for education and experience that pertains to job related and essential qualifications. The top candidates will be invited to continue the exam process. **The District will determine the top candidates based solely on the information submitted with the application. Incomplete applications will not be accepted.** Those top candidates who meet the requirements will be invited to an oral exam (personal interview), weighted 100%, which evaluates the knowledge and experience needed to perform the typical duties of the position. Successful promotional candidates will have ¼ point for each year of service up to a maximum of 5 points added to the final score.

APPLICATION/EXAMINATION DATES & CERTIFICATION:

- a. Closing date for filing applications:
- b. Date of Oral Exam (personal interview):
- c. Certification shall be according to Merit System §1507.

**Thursday, October 8, 2026 @ 11:59 PM
Friday, October 16, 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 \$1,453/month to be applied towards a health plan for themselves and dependents. Part-time employees are eligible with the cost pro-rated based upon hours worked. The District pays the full cost of a dental and a vision plan for employees (and dependents) that work 6 hours or more per day. Any employee working less than 6 hours may elect dental and/or vision coverage at his/her cost. A term life insurance plan is also provided by the District to full-time employees and is available for part-time employees. Part-time employees may have these costs pro-rated based upon hours worked. Dependents may be covered with term insurance at employee expense. Income protection insurance is paid by the District for all employees.
4. *Sick Leave* – One day of sick leave is earned for each month worked, with unlimited accumulation.
5. *Probationary Period* – All employees must serve a probationary period of six months in any classification for which they are hired, or which they transfer or promote into.
6. *Retirement* – All employees assigned 4 or more hours/day must join Public Employees' Retirement System (PERS).
7. *Social Security* – All classified employees are covered by Social Security and must contribute to the Social Security system.
8. *Credit Unions* – There are credit unions available for membership by all classified employees.
9. For further information, contact: CUSD, 1163 E. 7th St., Chico, CA 95928 – (530) 891-3000. TTY (530) 895-4030

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

SR. EQUIPMENT MECHANIC
Starting Salary: \$27.65/Hour
Salary Range: \$27.65 – \$42.89/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 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 20185.**
- E. Complete all parts of the application. The completed application and any requested attachments must be received by 11:59 PM on the closing date. Late applications are not accepted.

THE POSITION

The District is establishing an eligible list for Sr. Equipment Mechanic. The eligible list resulting from this recruitment will be used to fill openings in this classification for up to 6 months. Any combination equivalent to experience and training that would provide the required knowledge, skills and abilities would be qualifying. A typical way to obtain the knowledge, skills and abilities would be: **Four years of experience as a mechanic, including experience working with gas engines, diesel engines, hydraulic brake systems, and air brake systems is required. Experience working with school buses is preferred. Formal or informal education or training which ensures the ability to read and write at a level necessary for successful job performance supplemented by completion of a mechanical apprenticeship program. Meet/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. Acceptable restrictions are "automatic transmission only" and "first aid test waived, must comply with 12522(c) of the Vehicle Code" by the end of the 5th month of the probationary period. Possession of a current valid Class A driver's license by the end of the 5th month of the probationary period. 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. **Incomplete applications will not be accepted. The District will determine the top candidates based solely on the information submitted on the application.** Those top candidates will be invited to an 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.

October 7, 2026 (11:59 PM)
October 15, 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 \$1,453/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.

For further information, please contact → Chico Unified School District | 1163 E. 7th St., Chico, CA 95928 | (530) 891-3000 x 20240

CHICO UNIFIED SCHOOL DISTRICT
Personnel Commission

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

Eligible List: Cafeteria Cook Manager 1
Effective: October 8, 2026 – April 8, 2027

<i>Rank</i>	<i>Prom</i>	<i>Open</i>	<i>Last Name</i>	<i>First Name</i>
1-TIE	X		Granados	Norma
1-TIE		X	Andrianjafy	Fanaperantsoa
2		X	Bassow	Jackson
3		X	Larkin	Racheal
4	X		Keith	Debbie
5		X	Hanford	Chelsi
6		X	Duncan	Shawn
7		X	Lemus	Cristian



Mike Allen, Executive Director

Eligible List: Instructional Assistant – Bilingual (Spanish)

Effective: October 12th, 2026 – April 12, 2026

July 9th, 2026 – January 9th, 2027

<i>Rank</i>	<i>Prom</i>	<i>Open</i>	<i>Last Name</i>	<i>First Name</i>
1-Tie	X		Del Cid	Janeth
1-Tie		X	Garcia-Vazquez	Jennifer
2-Tie		X	Zarco	Maria
2-Tie		X	Guadiana	Emanuel
3		X	Clark-Arroyave	Chantae
4	X		Crizon	Levi
5	X		Chavez	Ashley



Mike Allen, Executive Director

CHICO UNIFIED SCHOOL DISTRICT
Personnel Commission

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

Eligible List For: Instructional Paraprofessional

Effective: September 23rd, 2026 - March 23rd, 2027

August 18th, 2026 – February 18th, 2027

July 13th, 2026 – January 13th, 2027

May 29th, 2026 - November 29th, 2026

Rank	Prom	Open	Last Name	First Name
1		X	Chamberlin	Jaclyn
2	X		Price	Chelsie
3-Tie		X	Canup	Alexis
3-Tie		X	Dahl	Ashley
3-Tie		X	Huber	Brooke
3-Tie		X	Rizzuto	Bailey
3-Tie		X	Teboul	Nathan
3-Tie		X	Williams	Madison
4		X	Lemus	Cierralyn
5-Tie	X		Bless	Andreas
6-Tie		X	Rush	Andrew
6-Tie		X	McCaig	Sabrina
7		X	Artiaga Jones	Grace
8-Tie		X	Harris	Jeramiah
8-Tie		X	Montano	Kianna
8-Tie		X	Murphy	Charley
8-Tie		X	Sayres	Amelia
8-Tie		X	Odekirk	Tyler
8-Tie		X	Borrego	Rebekah
8-Tie		X	Hancock	Ryan
8-Tie		X	Nelson	Nyah
8-Tie		X	Vargas	Elizabeth
8-Tie		X	Borrego	Rebekah
8-Tie		X	Chambers	Kelsey
8-Tie		X	Jones	Nic
8-Tie		X	Newby	Sierra
8-Tie		X	Zee	Kynia
8-Tie		X	Garcia Romero	Christina

8-Tie		X	Mendoza Iquera	Sergio
8-Tie		X	Montanez	Aletha
8-Tie		X	Valdez	Adrian
9		X	Lopez	Lucia
10		X	Atkinson	Cathy
11-Tie		X	Mead	Olivia
11-Tie		X	Aza-Hurtado	Joselyn
11-Tie		X	Montenegro	Jessica
12-Tie		X	Campbell	Laurie
12-Tie		X	Welday	Sara
13		X	Bone	Aliza
14		X	Kight	Heather
15		X	Harrison	Jasmyn
16-Tie		X	Mincher	Suzzie
16-Tie		X	Thorne	Lacy
17		X	Grayson	Teala



Mike Allen, Executive Director

CHICO UNIFIED SCHOOL DISTRICT
Personnel Commission

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

Eligible List For: Instructional Paraprofessional - Driver

Effective: **September 17, 2026 – March 17, 2027**

July 15th, 2026 – January 15th, 2027

June 24th, 2026 – December 24th, 2026

Rank	Prom	Open	Last Name	First Name
1-Tie		X	Unan	Dilek
1-Tie		X	Lucero	Tamara
1-Tie		X	Wenzel	Virginia
1-Tie		X	Lamas	Raphael
2-Tie		X	Vojnovic	Jakob
3		X	Hanford	Chelsi
4		X	Holderman	Quinn



Mike Allen, Executive Director

CHICO UNIFIED SCHOOL DISTRICT
Personnel

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

Eligible List: Office Assistant Elem Attendance

Effective: September 24, 2026 – March 24, 2027

<i>Rank</i>	<i>Prom Open</i>	<i>Last Name</i>	<i>First Name</i>
1	X	Swithenbank	Andrea
2	X	Jones	Emily
3-TIE	X	Nelson	Taryn
3-TIE	X	Brittle	Emily
4-TIE	X	Pierce	Kai
4-TIE	X	Wilkie	Angelique
4-TIE	X	Powers	Kristina
4-TIE	X	Hanna	Jennifer
4-TIE	X	Geary	Megan
5	X	Ando	Chelle
6-TIE	X	Medley	Eliska
6-TIE	X	Reyes	Jose
7-TIE	X	Jankay	Stacy
7-TIE	X	Garcia	Paola
8	X	Piluso Otterson	Caroline
9-TIE	X	Garcia-Romero	Christina
9-TIE	X	Machuca Paredes	Noel

<i>Rank</i>	<i>Prom</i>	<i>Open</i>	<i>Last Name</i>	<i>First Name</i>
9-TIE		X	Schill	Angelina
10	X		Rosasco	Kylee
11-TIE		X	Masih	Michael
11-TIE		X	Barkley	Akaela
11-TIE		X	Wise	Julian
12-TIE		X	Calvo	Audrey
12-TIE		X	Garner	Charlene
13		X	Gutierrez	Leticia
14		X	Schoepf	Deborah
15		X	Rodriguez	Marin
16		X	Tuel	Vivianna



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. Equipment Mechanic

Effective: October 15th, 2026 – April 15th, 2027

<i>Rank</i>	<i>Prom</i>	<i>Open</i>	<i>Last Name</i>	<i>First Name</i>
1		X	Miller	Dustin



Mike Allen, Executive Director

SENIORITY LIST - Campus Supervisor

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

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	10/7/1999	Coogan	Matthew
2	11/17/2003	O'Brien	Casey
3	8/17/2004	Runnells	Marina
4	10/4/2007	Collado	Josh
5	1/13/2009	Nelson	Jay
6	8/19/2013	LaMusga	Elizabeth
7	4/24/2017	LeDuc	Michael
8	8/21/2017	Ravetz	Ariel
9	5/23/2019	Forayter	John
10	8/15/2019	Leer	Wendi
11	9/6/2019	Gomez	Angelica
12	8/16/2021	Ramirez	Paula
13	10/18/2021	Haddid	Nancy
14	1/3/2022	Kimbler	Valerie
15	1/28/2022	Connaughton	Anna
16	8/16/2022	Martinez	Savannah
17	11/2/2022	Varicelli	Anthony
18	11/29/2022	Hurd	Shannon
19	1/18/2023	Shonk	Amy
20	3/28/2023	Rodriguez Rangel	Fernando
21	7/1/2023	Delgado	Kristina
22	8/18/2025	Chew	Kyle
23	11/12/2025	Garcia	Timothy
24	1/8/2026	Renteria	Constantino
25	4/1/2026	Smith	Serina
26	8/12/2026	Calderon	Roman
27	8/24/2026	Pocock	Elizabeth
28	9/8/2026	Gallegos-Ambris	Anthony
29	9/14/2026	Sabral	Tiffany
30	9/28/2026	Ferrero	Rebecca

SENIORITY LIST - Custodian

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

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME				
1	7/28/1997	Hungate	Howard	27	11/23/2022	Wilson	Starr
2	2/17/2006	Johnston	Joseph	28	2/21/2023	Rodriguez	Rocio
3	2/21/2006	Thao	Toua	29	5/1/2023	Roberts	Frank
4	11/9/2006	Yang	Houa	30	5/1/2023	Villa	Manuel
5	8/21/2012	Hammon	Keli	31	5/1/2023	Nakamoto	Joshua
6	3/9/2015	Hitson	Denise	32	5/18/2023	Baisley	Adam
7	7/6/2015	Nemat-Nasser	David	33	8/10/2023	Brewer	Kimberly
8	7/6/2015	Stoklasa	Anthony	34	8/21/2023	Decker	Tamala
9	7/11/2016	Adams	Daniel	35	9/19/2023	Zepeda	Roberto
10	3/6/2017	Robinson	Austin	36	11/20/2023	Jaime	Francisco
11	9/24/2018	Zavala	Yolanda	37	8/13/2024	Moeller	Christopher
12	5/18/2020	Carroll	Katherine	38	8/26/2024	Taylor	Ryan
13	1/19/2021	Jones	Jason	39	5/1/2025	Redmond	Hallie
14	1/19/2021	Asosi	Mareko	40	5/29/2025	Sierra Aguilar	Eliasib
15	1/19/2021	Villa	Sonia	41	5/29/2025	Dobkins	Ryan
16	6/7/2021	Tourville	Tiffany	42	12/1/2025	Moua	Aliya
17	6/21/2021	Cisneros	Norma	43	12/1/2025	Vazquez	Maria
18	10/27/2021	Aaron	Alzea	44	12/1/2025	Lee	Yee
19	10/27/2021	Pimentel	Sain	45	1/14/2026	Swick	Heather
20	10/28/2021	Greife	Joshua	46	1/22/2026	Haskell	Adam
21	2/10/2022	Figuero de	Hilda	47	1/27/2026	Daleal	Ajairus
22	2/10/2022	Gardner	Randal	48	4/7/2026	Esparza	Araceli
23	4/8/2022	Sanders	Steven	49	4/7/2026	Griffis	Jason
24	6/28/2022	Godinez	Fidelina	50	7/16/2026	Guzman	Miriam
25	7/18/2022	Santoyo	Maria	51	8/12/2026	Rangel	Reyes
26	8/30/2022	Yang	Chao	52	9/10/2026	Millican	Joshua
				53	9/17/2026	Boulom	Savanny
				54	9/30/2026	Belcher	Stephanie

SENIORITY LIST - Instructional Paraprofessional
October 26, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

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

Rank	Seniority Date within Class	Last	First
1	11/2/2000	Jones	Brett
2	7/1/2002	Baker	Stacey
3	7/1/2002	Langseth	Christine
4	7/1/2002	Parker	Martin
5	7/1/2002	Palmer	Barbara
6	7/1/2002	Gore-Zabala	Christine
7	8/22/2002	Bodney	Teresa
8	8/1/2003	Scovel	Jeanne
9	8/19/2003	Ravetz	Angela
10	8/3/2004	Payne	Kristan
11	8/30/2004	Clement	Nicole
12	3/1/2005	Watts	Christina
13	3/15/2005	Olson	Janet
14	4/11/2005	Scholar	Michele
15	8/16/2005	Feingold	Rod
16	10/25/2005	Tracy	Jeffrey
17	11/5/2005	English	Tammie
18	3/13/2006	Reise	Marcy
19	8/15/2006	Dorghalli	Aftonia
20	1/18/2007	Chmelynski	Tiffany
21	4/10/2007	Bhojak	Deborah
22	5/8/2007	Kingori	Miriam
23	6/19/2007	Robinson	Mitchell
24	5/27/2008	Nelson	Lindsey
25	8/30/2010	Hashemi	Sarah
26	10/18/2010	Buenrostro	Deborah
27	4/12/2011	Ryan	Patrick
28	8/20/2012	Hull	Saythong
29	12/11/2012	Smithson	Birgitta
30	2/4/2013	Ludlow	Debra
31	4/22/2013	Woodbury	Jeanne
32	4/30/2013	Ukei	Hiroko
33	9/18/2013	Ravetz	Ariel
34	10/21/2013	Rikkelman	Jessica
35	12/3/2013	Kavanagh	Colleen
36	2/19/2014	Nelson	Jay
37	2/28/2014	Rice-Capucion	Yvette

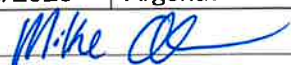
38	3/13/2014	Meier	Wendy
39	8/18/2014	Jackson	Rebecca
40	8/18/2014	Corcoran	Carla
41	8/18/2014	Main	Kimberly
42	10/15/2014	Nielsen	Terra
43	10/24/2014	LeDuc	Michael
44	11/3/2014	Grebmeier	Wendy
45	1/5/2015	Farwell	Austin
46	1/5/2015	Lucio	Patricia
47	2/2/2015	Johnson	Sonja
48	3/31/2015	Jack	Diana
49	8/17/2015	Graves	Patrice
50	8/17/2015	Connaughton	Anna
51	8/18/2015	Gibson	Sarah
52	9/8/2015	Stratton	Marin
53	10/5/2015	Carrillo	Saleena
54	1/4/2016	Mecham	Christy
55	1/4/2016	Lessenger	Ova
56	1/4/2016	Mueller	Melissa
57	1/26/2016	Ward	Kristin
58	2/29/2016	Waslewski	Abigail
59	5/18/2016	Gonsalves	Maria
60	8/18/2016	Smith	Teresa
61	8/18/2016	Mino	Mary
62	8/18/2016	Pisani	Debra
63	8/18/2016	Brewer	Lisa
64	8/31/2016	Avalos Huerta	Mayra
65	9/6/2016	Alexander Graf	Kimberly
66	9/6/2016	Langston	Dennel
67	9/15/2016	Cummings	John
68	12/19/2016	France	Brandy
69	12/21/2016	Bellante	Lynne
70	1/9/2017	Miller	Stephanie
71	1/23/2017	Fashing	Kari
72	3/6/2017	Lawrence	Malika
73	3/20/2017	Ensign	Melonie
74	3/20/2017	Hurd	Amanda
75	8/21/2017	Graubart	Tracy
76	8/21/2017	Peterson Pierce	Hannah
77	10/2/2017	Meza	Maja
78	10/2/2017	Lyons	Sharon
79	12/6/2017	Bernson	Michelle


Mike Allen, Executive Director-Human Resources

80	1/9/2018	Taylor	Michelle
81	1/18/2018	Boyd	Donna
82	3/26/2018	Wahl	Sheila
83	3/26/2018	Batman	Gerilynn
84	4/23/2018	Gordon-Cassidy	Ruth
85	5/8/2018	Watts	Kari
86	5/15/2018	Stewart	Lauren
87	8/22/2018	Bettencourt	Meagan
88	3/25/2019	Varicelli	Anthony
89	7/18/2019	Gelles	Naomi
90	8/15/2019	Simpkins	Abbe
91	8/15/2019	Smith	Erin
92	8/15/2019	Huber	Stefanie
93	10/9/2019	Lattin	Jenny
94	10/9/2019	Arends	Yuki
95	10/29/2019	Rodrigues	Jennifer
96	12/2/2019	Brewster	Amy
97	3/9/2020	Baker	Kelly
98	3/9/2020	Gomez	Angelica
99	3/23/2020	Dugan	Jacqueline
100	3/23/2020	O'Kelley	Danielle
101	3/23/2020	Cortez	Savanna
102	3/23/2020	Pastor	Kristi
103	10/12/2020	Ferris	Tamra
104	1/11/2021	Mendoza	Rebecca
105	4/12/2021	Campos	Tara
106	4/12/2021	Martin	Desiree
107	4/19/2021	Alonzo-Perez	Maria
108	8/16/2021	Silva	Amanda
109	8/16/2021	Norris	Suzanne
110	8/16/2021	Burson	Adam
111	8/30/2021	Murphy	Julia
112	9/24/2021	Silva	Charles
113	10/4/2021	Frazier	Sherrie
114	10/14/2021	Estrada	Marcus
115	12/7/2021	Luther	Diana
116	1/3/2022	Fox	April
117	1/3/2022	Villa	Lourdes
118	1/3/2022	Wilcox	Bradley
119	1/3/2022	Van Laan	Sandra
120	1/3/2022	Barry	Keelin
121	1/3/2022	Ochoa	Amber
122	1/3/2022	Chrisenson	Kelli
123	1/26/2022	Greenwood	Quinn
124	2/10/2022	Alexander	Catherine
125	2/11/2022	Hildebrandt	Darlene

126	2/15/2022	Gutierrez	Sabrina
127	2/28/2022	Granados	Crystal
128	3/3/2022	Finley	Kassandra
129	3/21/2022	Davis	Kelley
130	4/13/2022	Bechtold	Terra
131	4/19/2022	Anrig	Doug
132	8/15/2022	Fredrickson	Tiffany
133	8/15/2022	Starks	Corrina
134	8/15/2022	Hejl	Rebecca
135	8/15/2022	Leaf	Karen
136	8/15/2022	Fowler	Rebecca
137	8/15/2022	Renwick	Michalyn
138	8/15/2022	Starr-Flanagan	Jamie
139	8/23/2022	Bonnenfant	Jordan
140	8/29/2022	Johnsen Rouse	Erin
141	8/30/2022	Fields	Elijah
142	9/13/2022	Hawkins	Abigail
143	9/19/2022	Rodriguez Nungaray	Esthefany
144	9/20/2022	Hernandez	Nina
145	9/21/2022	Dotson	Sierra
146	9/29/2022	Hall	Ryan
147	9/29/2022	Robertson	Natalie
148	10/3/2022	Sands	Jeremiah
149	10/13/2022	Brighter	Lokelani
150	10/14/2022	Barron	Patricia
151	10/19/2022	Allemandi-Schultz	Lynn
152	12/1/2022	Robins	Sarah
153	2/16/2023	Sheridan	Justyne
154	3/6/2023	Colvin Sebring	Emma
155	3/8/2023	Buccola	Anthony
156	4/18/2023	Underwood	Kailey
157	5/22/2023	Miller	Marysa
158	8/21/2023	Payne	Brittany
159	8/21/2023	Wesley	Joseph
160	8/21/2023	Moncrief	Danielle
161	8/21/2023	Love	Michelle
162	8/21/2023	Bardo	Zandra
163	8/21/2023	Fitzgerald	Jocelyn
164	8/21/2023	Honea	Melanie
165	8/21/2023	Rodriguez Galvan	Sheyla
166	9/13/2023	Jones	Kyle
167	9/18/2023	Baugh	Leslie
168	9/18/2023	Jordan	Christine
169	9/18/2023	Cadena	Kimberly
170	9/25/2023	Lovell	Cassidy
171	10/3/2023	Argenal	Hailey

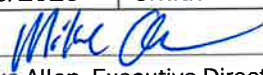
Instructional Paraprofessional, 10/26/2026


Mike Allen, Executive Director-Human Resources

172	10/3/2023	King	Marijke
173	10/3/2023	Keene	Robert
174	10/3/2023	Banegas	Kassarrah
175	10/9/2023	Fay	Susan
176	10/9/2023	Marshall	Emily
177	10/18/2023	Hill	Krista
178	10/23/2023	Gutierrez-James	Teresa
179	10/23/2023	Londry	Leah
180	10/23/2023	Avila	Sabrina
181	10/23/2023	Taylor-Vazquez	Marta
182	10/30/2023	MacGibbon	Emily
183	11/7/2023	Rice	Melanie
184	11/13/2023	Shelton	Jason
185	11/29/2023	Partida	Karen
186	12/7/2023	Reribi	Halima
187	1/8/2024	Lorenzo	Sherrie
188	1/22/2024	Jones	Gabriella
189	1/24/2024	Britt	Summer
190	1/31/2024	Rye	Sydney
191	2/5/2024	Schlager	Jayne
192	2/5/2024	Brooks	Hilary
193	2/5/2024	Dilts	Ayrian
194	2/20/2024	Hurst	Khalid
195	2/20/2024	Brannen	Kiana
196	2/20/2024	Abouzeid	Isabella
197	4/10/2024	Favela	Monica
198	4/23/2024	Heryford	Carley
199	5/6/2024	Davidson-Mays	Ymonne'
200	8/16/2024	Gill	Reina
201	8/16/2024	Torres	Arlene
202	8/16/2024	Del Cid	Janeth
203	8/16/2024	Kerr	Rebekah
204	8/16/2024	Campos	Liliana
205	8/16/2024	Spini	Gina
206	8/16/2024	Perondi	Angela
207	8/16/2024	Nash	Amber
208	8/16/2024	Rushton	Judith
209	8/16/2024	Zamora-Enriquez	Gloria
210	8/16/2024	Lomeli	Cristian
211	8/19/2024	Jackson-Hill	Endiyalynn
212	8/19/2024	Surita	Tangi
213	8/19/2024	Tindill	Taryn
214	8/26/2024	Santo	Crystal
215	10/7/2024	Hiller	Kenneth
216	10/7/2024	Gilbert	Marie
217	10/21/2024	Saise	Melissa

218	11/12/2024	Centeno	Sonia
219	11/13/2024	Wilson	Maggie
220	11/28/2024	Raya	Evelyn
221	12/9/2024	Duda	Heather
222	12/9/2024	Graves	Melexcia
223	12/9/2024	Lynch	Haley
224	1/7/2025	Yasin	Lamees
225	1/27/2025	Miller	Heather
226	1/27/2025	Del Bosco	Anna
227	2/10/2025	Vallerga	Debra
228	2/10/2025	Guild	Katherine
229	2/18/2025	Brogdon	Patricia
230	2/18/2025	Boykin	Savannah
231	2/20/2025	Brighter	Renee
232	3/10/2025	Contreras	Jackeline
233	3/10/2025	Herrera	Victoria
234	3/10/2025	Kaufmann	Sienna
235	3/24/2025	Walker	Latoya
236	3/25/2025	Simmons	Georgia
237	3/26/2025	Granados	Danielle
238	3/26/2025	Walsemann	Erin
239	3/26/2025	Galloway	Patricia
240	3/28/2025	Long	Shanon
241	3/31/2025	Fortune	Stephenie
242	3/31/2025	Atkins	Melissa
243	4/10/2025	Wells	Amanda
244	4/14/2025	Sprague	Randi
245	4/23/2025	Hoffman	Thomas
246	4/28/2025	Prather	Elsie
247	5/27/2025	Person	Erica
248	8/18/2025	Katz	Andrea
249	8/18/2025	Hernandez	Angelica
250	8/18/2025	Guidi	Angela
251	8/18/2025	Slater	Angela
252	8/18/2025	Montenegro	Allie
253	8/18/2025	Marchan	Jose
254	8/18/2025	Sayavong-Vann	Sahtiah
255	8/18/2025	Baxter	Samantha
256	8/18/2025	Saber	Karima
257	8/18/2025	Dempsey	Nicole
258	8/18/2025	Jahromi	Hannah
259	8/18/2025	Ghidossi	Amber
260	8/18/2025	Ferrel	Isabell
261	8/18/2025	Thorne	Lacy
262	8/18/2025	Francis	Stephanie
263	8/18/2025	Smith	Serina

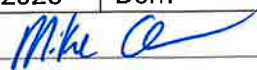
Instructional Paraprofessional, 10/26/2026


Mike Allen, Executive Director-Human Resources

264	8/18/2025	Rollins	Makayla
265	8/18/2025	Gallagher	Cooper
266	8/18/2025	Phillips	Ariel
267	8/18/2025	Horton	Randi
268	8/18/2025	Tovar-Tapiero	Ana
269	8/18/2025	Branch	Broderick
270	8/18/2025	Boone	Makayla
271	8/18/2025	Sullivan	Jillian
272	8/25/2025	Vanderbilt	Chantal
273	9/25/2025	Burke	Leslie
274	9/29/2025	Renteria-Graciano	Constantino
275	9/30/2025	Merrill	Jessica
276	10/1/2025	Vina	Angelina
277	10/13/2025	Molchen	Joshua
278	10/17/2025	Brown	Jordan
279	10/17/2025	Peterson	Molly
280	10/17/2025	Varicelli	Kayla
281	10/20/2025	Wilson	Alethea
282	10/27/2025	Avalos	Isabella
283	10/30/2025	Eldridge	Brittany
284	11/3/2025	Gerfen	Madison
285	11/7/2025	Moran	Ashely
286	11/17/2025	Lefevers	Eric
287	11/17/2025	Koskey	Faith
288	11/18/2025	Auvinen	Matt
289	12/1/2025	Holt	Dora
290	12/11/2025	Valdez	Brandy
291	12/15/2025	Rangel	Joel
292	1/5/2026	Bucholz	Kai
293	1/13/2026	Thomas	Joshua
294	1/13/2026	Layton	Scott
295	1/14/2026	Ward	Charis
296	1/20/2026	Sherrell	Alexis
297	1/26/2026	Chapel	Roby
298	2/2/2026	Williams	Terry
299	2/3/2026	Clark	Jesse
300	2/11/2026	Pinales	Bonita
301	3/2/2026	Sarin	Heather
302	3/2/2026	Drummond	Kiley
303	3/5/2026	Anderson	Lily
304	3/9/2026	Jordan	Laura
305	3/23/2026	Schultz	Olive
306	3/25/2026	Sheppard	Latasha
307	3/30/2026	Battaglia	Ava
308	3/30/2026	Seipel	April
309	3/30/2026	Marubashi	Breana

310	3/30/2026	Griffin	Tara
311	3/30/2026	Rosales	Edson
312	3/31/2026	Irwin	Margie
313	4/1/2026	Carlos-Silva	Melissa
314	4/7/2026	Myvett III	Reisden
315	4/13/2026	Reyes-Muñoz	Ariana
316	4/29/2026	Dudman	Kenneth
317	5/8/2026	Leach	Ashlee
318	5/8/2026	Van Gooden	Rosalind
319	5/11/2026	Shippen	William
320	5/11/2026	Reed	Leah
321	5/12/2026	Padilla	Joseph
322	5/26/2026	Pappani McDermott	Kai
323	6/1/2026	Chavez	Ashley
324	7/1/2026	Ghiorso	Adam
325	7/1/2026	Jones	Kyle
326	8/12/2026	Wells	Jordan
327	8/12/2026	Johnson	Sa'drea
328	8/12/2026	Chaffey	Stacy
329	8/12/2026	Johnson	Erin
330	8/12/2026	Holderman	Quinn
331	8/12/2026	Martinez Garcia	Evelyn
332	8/12/2026	Collins	Alma
333	8/12/2026	Dizon	Nikki
334	8/12/2026	Morris	Jennifer
335	8/12/2026	Anderson	Catrina
336	8/12/2026	Bray	Melissa
337	8/12/2026	Brown-Kinell	Lauren
338	8/12/2026	Black	Steven
339	8/12/2026	Molesworth	Ruby
340	8/12/2026	O'Brien	Jeffrey
341	8/12/2026	Hernandez	Angelita
342	8/12/2026	Hopson	Cahden
343	8/12/2026	Young	Kristina
344	8/12/2026	Plymesser	Christopher
345	8/12/2026	Gallegos-Ambris	Anthony
346	8/12/2026	Brown	Christina
347	8/12/2026	Contreras Arellano	Elisa
348	8/12/2026	Plumer	Ruthann
349	8/12/2026	Kennedy	Aaron
350	8/12/2026	Rash	Tranise
351	8/12/2026	Ferrero	Rebecca
352	8/12/2026	Van Gilder	Katie
353	8/12/2026	Pantoja	Veronica
354	8/12/2026	Lent	Liana
355	8/12/2026	Dorn	Shawna

Instructional Paraprofessional, 10/26/2026


Mike Allen, Executive Director-Human Resources

356	8/17/2026	Griffin	Teeona
357	8/27/2026	Alford	Kierra
358	9/8/2026	Vojnovic	Jaye
359	9/10/2026	Kennedy	Jaidyn
360	9/14/2026	Jones	Nic
361	9/21/2026	Cisneros-Meza	Melissa
362	9/21/2026	Dufault	Katie
363	9/21/2026	Mordwinow	Whitney
364	9/28/2026	Roberson	Lori
365	9/28/2026	Manning	Audrey
366	10/1/2026	Ruggle	Emily
367	10/2/2026	Chavez-Alaniz	Lizzet
368	10/6/2026	Wolff	Katie
369	10/14/2026	Atkinson	Cathy
370	10/15/2026	Zee	Kynia

SENIORITY LIST - IP-Extensive Needs

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

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	8/16/2024	Maganda	Ana
2	8/16/2024	Hansen	Sarah
3	8/16/2024	Jordan	Laura
4	8/16/2024	Lacy Sr.	Dirk
5	8/16/2024	Phizackerley	Lisa
6	8/16/2024	Story	Glenn
7	10/21/2024	Bettencourt	Kiara
8	11/5/2024	Knauth	Mackenzie
9	11/8/2024	West	Jeffrey
10	12/4/2024	Whitlock	Meghan
11	8/18/2025	Carey	Lucas
12	8/18/2025	Kane	Megan
13	8/18/2025	Dessert	Brittany
14	8/18/2025	Pavich	Adriana
15	10/1/2025	Canfield	Kelcey
16	10/17/2025	Pacheco	Vanessa
17	10/27/2025	Gibbs	Mai
18	10/27/2025	Bertotti	Devyn
19	11/12/2025	Phillips	Derek
20	3/25/2026	Espinoza	Marissa
21	8/12/2026	Gamont	Alayna
22	8/12/2026	Crizon	Levi
23	8/12/2026	Riggs	Anaya
24	8/12/2026	Nelson	Nyah

Mike Allen, Executive Director-Human Resources

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

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	4/29/2022	Willman	Richard
2	8/15/2022	Wright	Cathryn
3	11/14/2022	Allen	Phuong
4	1/23/2023	Sayre	Maria
5	2/2/2023	Ortiz	Tiahna
6	3/20/2023	Belson	Eyan
7	10/9/2023	Labrado	Melissa
8	10/10/2023	Silva	Charles
9	11/13/2023	Frank	Eric
10	4/24/2024	Burwell	Benjamin
11	4/26/2024	Belser	Peyton
12	8/14/2024	Sanchez	Ashley
13	10/21/2024	O'Kelley	Maryann
14	8/14/2025	Seig	April
15	8/14/2025	Gonzalez	Anthony
16	10/6/2025	Gess	Wade
17	4/15/2026	Baser	Alyssa
18	8/10/2026	Blackshire	Iyanah
19	8/10/2026	Taresh	Veronica
20	8/10/2026	Roseberry	Richard
21	8/10/2026	Jolliff	Crystal
22	9/8/2026	Doherty	Brigitta



SENIORITY LIST - Office Assistant Elementary Attendance
October 26, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	9/4/2012	Smith	Erin
2	11/10/2020	Harrison	Josephine
3	5/16/2022	Sands	Noreen
4	8/1/2022	Moulton	Emily
5	1/9/2023	Cardenas	Monica
6	8/8/2023	Mercer	Bethany
7	10/14/2024	Deen	Elizabeth
8	5/2/2025	Brown	Sarah
9	2/19/2026	Starkey	Jennifer
10	10/6/2026	Powers	Kristina



SENIORITY LIST - Passenger Van Driver
October 26, 2026 - ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	8/11/2026	Van Zyl	Stephanus
2	8/12/2026	Perez Perez	Eduardo
3	10/13/2026	Lindo	Dexter



SENIORITY LIST - Parent Classroom Aide, Marigold
October 26, 2026 – ANY TIED DATES ARE BROKEN BY LOTTERY

RANK	SENIORITY DATE WITHIN CLASS	LAST NAME	FIRST NAME
1	1/31/2022	Price	Chelsie
2	8/15/2022	Barnett	Savannah
3	9/3/2024	Plummer	Shelby
4	9/18/2025	Cox	Stephanie
5	8/25/2026	Gonzalez	Daniela
6	10/12/2026	Filbeck	Erica



Mike Allen, Executive Director-Human Resources



Personnel Commission

Fifty-Seventh Annual Report

2025-26

The Merit System

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

► Who Started It?

The merit (civil service) system is not a new system. Early in the 1800s, the "spoils system" of patronage was well established as a method of filling government jobs. It took the tragedy of the shooting of President John Garfield by a disgruntled office worker in 1881 to focus enough attention on the practice to spark legislative reform.

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

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

► Who Needs it?

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

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

► Who Uses it?

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

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

► Who Administers it?

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

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

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

► What Are the "Merit" Principles?

The Merit System encompasses these basic principles and concepts:

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

► What Are the Responsibilities of Personnel Commissioners?

Commissioners have threefold responsibility:

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

PERSONNEL COMMISSION MEMBERS

July 1, 2025 – June 30, 2026

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

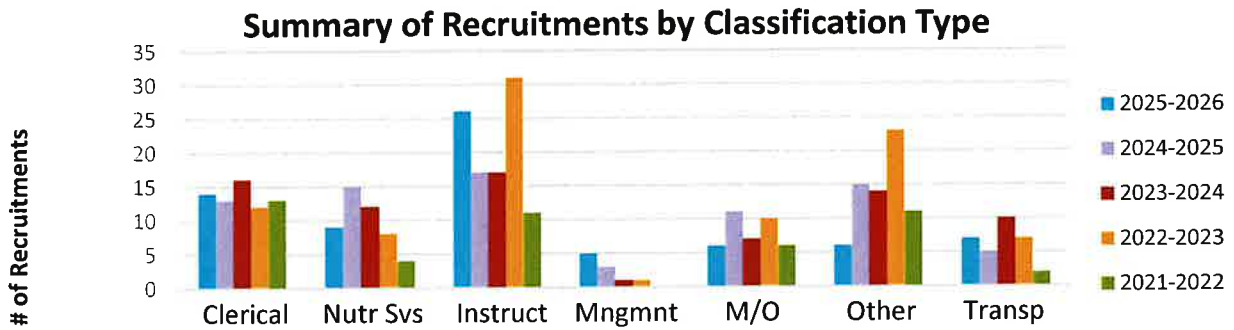
Position(s): Chairperson
Term: 3-year appointment
Appointed: December 1, 2002 (one-year term)
Reappointed: December 1, 2006, 12:01 pm
Term Expires: December 1, 2009, 12:00 noon
Reappointed: December 1, 2009, 12:01 pm
Term Expires: December 1, 2012, 12:00 noon
Reappointed: December 1, 2012, 12:01 pm
Term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

**Susie Cox Appointee of the Classified School Employees Association of the
Chico Unified School District**

Position(s): Member
Term: 3-year appointment
Appointed: December 1, 2024, 12:01 pm (two-year term)
Term Expires: December 1, 2026, 12:00 noon

Scott Jones Appointee of the Personnel Commissioners

Position(s): Vice Chairperson
Term: 3-year appointment
Appointed: December 1, 2013, 12:01 pm
Term Expires: December 1, 2016, 12:00 noon
Reappointed: December 1, 2016, 12:01 pm
Term Expires: December 1, 2019, 12:00 noon
Reappointed: December 1, 2019, 12:01 pm
Term Expires: December 1, 2022, 12:00 noon
Reappointed: December 1, 2022, 12:01 pm
Term Expires: December 1, 2025, 12:00 noon
Reappointed: December 1, 2025, 12:01 pm
Term Expires: December 1, 2028, 12:00 noon



Classification Type

	2025-26	2024-25	2023-24	2022-23	2021-22
Examinations Announced					
Announcements (Recruitments)	73	79	77	90	101
Applications Received	1564	1659	1378	1192	1100
Applications Approved	1185	1237	934	927	958
Examinations Conducted					
Job Related Written Test	256	253	98	10	26
Performance/Technical Test	28	52	42	8	9
Competency Test (Instructional Positions)	42	42	40	16	12
Oral Exam	649	617	541	63	80
Total Exams Given (Test Takers)	655	746	707	580	680
Candidates Eligible	787	836	668	676	557
% of Eligibles to Applicants	66.41	67.58	71.52	72.92	58.14

	2025-26	2024-25	2023-24	2022-23	2021-22
Position Request Forms Processed	492	473	525	659	505
Notices					
Lateral Transfer Opportunity	60	68	68	88	74
Limited Term Opportunity	11	10	13	28	21
Provisional Opportunity	0	0	0	0	0

	2025-26	2024-25	2023-24	2022-23	2021-22
# of Employees					
Restricted	45	38	47	46	56
Bargaining Unit	884	820	795	675	711
Confidential	7	6	6	6	6
Classified Management	20	20	18	21	19
Total	956	884	866	748	792
Substitutes	234	311	453	237	268
Combined Total	1,190	1,195	1,319	985	1,060

FTE by Employee Type	2025-26	2024-25	2023-24	2022-23	2021-22
Restricted	41.9	40.8	42.8	46.1	41.9
Bargaining Unit	783.8	734.6	718.4	690.8	633.0
Confidential	8.0	6.0	6.0	6.0	7.0
Management	21.0	20.0	19.0	19.0	18.0

Reclassification & Reallocation Studies	2025-26	2024-25	2023-24	2022-23	2021-22
Total	9	7	9	2	2

2025-26:	Workers' Compensation Administrative Specialist, Targeted Case Manager-Bilingual, Construction Records Technician, Health Assistant, Buyer, Nutrition Services Purchasing Warehouse Coordinator, Storekeeper, Nutrition Specialist, and Facilities Use Coordinator.
2024-25:	Sr Maintenance Worker – Carpenter, Electrician, HVAC, HVAC-Refrigeration, Locksmith, Plumber, and Sprinkler Systems
2023-24:	Bakery Manager, Cafeteria Cook Manager 1, Cafeteria Cook Manager 2, Cafeteria Cook-Small School, Cafeteria Satellite Manager, Computer Technician, Director-Human Resources, Payroll/Benefits Technician, Sr Office Assistant, Transportation Coordinator
2022-23:	Campus Supervisor and School Office Manager
2021-22:	Office Assistant and Registrar
2020-21:	Business Services Assistant, Certificated HR Assistant, Classified HR Assistant, Computer Technician-Training Specialist, Educational Services Assistant, Human Resources Coordinator, Instructional Paraprofessional, Security Systems-Locksmith, and Sr Account Clerk
2019-20:	Administrative Specialist, IPS-Visually Impaired, Sr Library Clerk, Director-Information Technology
2018-19:	M&O Coordinator, Transportation Driver Trainer Instructor, Network Analyst, Director-Nutrition Services
2017-18:	None, pending the development of a list of Comparable Districts by Chico Unified School District and CSEA, Chapter #110

Board Actions

Appointments	2025-26	2024-25	2023-24	2022-23	2021-22
Open	350	293	248	319	248
Restricted	56	34	55	45	78
Limited Term	23	14	29	51	58
Provisional/Interim	0	0	0	0	1
Promotional	17	39	27	25	44
Reclassification/Reallocation	23	8	20	0	14
Reinstatement/Reemployment	3	2	1	0	1
Voluntary Demotion	4	15	0	4	0
Leaves of Absence (unpaid)	33	45	31	22	63
Total	509	450	411	466	507

Terminations

Placed on Re-employment List*	3	4	7	6	7
Resignations	105	90	101	84	69
Limited Term	14	21	5	22	32
Parent Restricted/School Aide*	17	22	15	14	16
Parent Restricted (Released)	2	2	3	1	1
Retirement	21	35	34	35	39
Death	0	1	2	2	0
Dismissals/Released during Probation*	10	12	13	11	9
Total	172	187	180	175	173
Total Turn-Over Ratio	17.99%	21.13%	20.79%	23.40%	25.38%
Voluntary Turn-Over Ratio	12.76%	12.66%	13.39%	13.10%	10.86%

Non-Board Actions

Exempt/Substitute Appointments	2025-26	2024-25	2023-24	2022-23	2021-22
Pupil Helper-Exempt	23	43	44	10	13
Substitute	211	389	225	144	97
Total	234	432	269	154	110

Exempt/Substitute Resignations

Pupil Helper-Exempt	17	1	26	0	28
Substitutes	25	35	36	26	38

Exempt/Substitute Dismissals

Pupil Helper-Exempt (Released)	3	6	0	3	0
Substitutes	137	63	46	101	118
Total	182	105	108	130	184

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

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

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