

TENTATIVE AGREEMENT

Between

BUTTE COUNTY SUPERINTENDENT OF SCHOOLS

and

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

and its

**BUTTE COUNTY OFFICE OF EDUCATION CHAPTER #736 ("CSEA")
[Office, Clerical, Technical and Maintenance & Operations Unit]**

The parties agree to the following modifications in the Collective Bargaining Agreement. The parties further agree that changes to the Collective Bargaining Agreement are effective upon ratification:

ARTICLE 9

EARLY RETIREMENT PROGRAM

A. Early Retirement Eligibility

A unit member is eligible for the Early Retirement Program when the following criteria are met.

1. The unit member at fifty-five (55) years of age, employed on a full-time basis prior to July 1, 2004, and has completed a minimum of twelve (12) years of full-time service with the BCOE; or
2. The unit member at fifty-eight (58) years of age, employed on a full-time basis after July 1, 2004, and has completed a minimum of twelve (12) years, fifteen (15) years or twenty (20) years of full-time service with the BCOE; and
3. The unit member is qualified for and is in the process of receiving retirement benefits under the Public Employees Retirement System and/or the State Teachers Retirement System.

B. Early Retirement Benefits

A unit member meeting the preceding criteria and subsequently granted entry into the Early Retirement Program shall receive benefits subject to the following limitations. The medical cap provided at the time of retirement shall be the amount provided during participation in the Early Retirement Program, subject to negotiations.

1. Employed with twelve (12) years of full-time service, the Superintendent shall provide up to fifty (50) percent of the employee's current medical cap per month toward the medical premium for the unit member and dependents.
2. Employed with fifteen (15) years of full-time service, the Superintendent shall provide up to seventy-five (75) percent of the employee's current medical cap toward the medical premium for the unit member and dependents.
3. Employed with twenty (20) years of full-time service, the Superintendent shall provide up to one hundred (100) percent of the employee's current medical cap toward the medical premium for the unit member and dependents.

C. Cash in Lieu

Eligible retirees have the option to take cash in lieu of medical benefits. The Superintendent will provide a cash payment equal to fifty (50) percent of the cost of the Superintendent's contribution to the retiree's medical benefit as set out in paragraph B above. The payment will be made in July each year over the number of years the retiree would normally have received retiree medical benefits from the BCOE. Payment may be pro-rated in the first year if the retiree is retired for less than the full benefits year. This election is irrevocable and may not be changed. The retiree will be responsible for all state and federal taxes, if any, due on the cash payments.

D. Impact of Medicare Eligibility

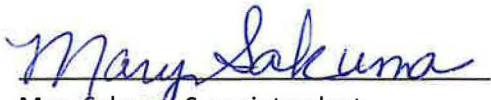
Coverage under this program shall cease at Medicare eligibility pursuant to Social Security Administration guidelines, which are based on the year of birth. The unit member shall be allowed to enter the group medical insurance program by paying the existing premium rates.

E. Death of Unit Member

All benefits under the Early Retirement Program shall cease upon the death of the unit member, with the condition that the unit member's spouse shall be eligible to continue in the group medical insurance program for up to seven (7) years following the unit member's death by paying the existing premium rates.

F. Employment and/or Marriage

A unit member who is subsequently employed and/or married and receives a comparable or greater health benefits program would become ineligible for benefits of this program.



Mary Sakuma, Superintendent
Butte County Office of Education

1/20/2026

Date



Teri Carter, President, CSEA #736

16 MAR 2026

Date

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3. The unit member is qualified for and is in the process of receiving retirement benefits under the Public Employees Retirement System and/or the State Teachers Retirement System.

B. Early Retirement Benefits

A unit member meeting the preceding criteria and subsequently granted entry into the Early Retirement Program shall receive benefits subject to the following limitations. The ~~premium medical cap~~ provided ~~in the last full year of employment at the time of retirement~~ shall be the amount provided during participation in the Early Retirement Program, subject to negotiations.

- ~~1. Employed prior to July 1, 2004 and retiring after July 1, 2004 with twelve (12) years of full-time service, the Superintendent shall provide up to \$990.00 per month paid medical insurance comparable to the existing medical benefits provided to active unit members for the unit member and dependents.~~
- 2.1. Employed after July 1, 2004 and retiring after July 1, 2004, with twelve (12) years of full-time service, the Superintendent shall provide up to fifty (50) percent of ~~\$990.00~~ the employee's current medical cap per month toward the medical premium for the unit member and dependents.
- ~~3.2. Employed after July 1, 2004 and retiring after July 1, 2004, with fifteen (15) years of full-time~~

service, the Superintendent shall provide up to seventy-five (75) percent of the employee's current medical cap \$990.00 toward the medical premium for the unit member and dependents.

4.3. Employed ~~after July 1, 2004 and retiring after July 1, 2004~~, with twenty (20) years of full-time service, the Superintendent shall provide up to one hundred (100) percent of the employee's current medical cap \$990.00 toward the medical premium for the unit member and dependents.

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Mary Sakuma

Mary Sakuma, Superintendent
Butte County Office of Education

1/12/2026

Date

Teri Carter

Teri Carter, President, CSEA #736

12 JAN 2026

Date