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Initial "Sunshine" Proposals for Butte County Office of Education (BCOE) and California School Employees Association Chapters #436 and #736 for 2025-26

October 17, 2025

Pursuant to Government Code Section 3547, this document serves as the initial proposal of Butte County Office of Education for negotiations with the California School Employees Association (CSEA) Chapters #436 and #736 concerning updates to the Collective Bargaining Agreements.

Butte County Office of Education will present these proposals at the upcoming meeting open to the public. The details of this meeting are as follows:

Date: October 29, 2025

Time: 1:30 PM

Location: BCOE Boardroom 1859 Bird Street Oroville, CA 95965

The public is invited to provide comments on these initial proposals at the meeting.

Butte County Office of Education intends to open and negotiate on the attached articles and subject areas in the Collective Bargaining Agreements.

These proposals represent a preliminary list of concepts. Butte County Office of Education reserves the right to add, modify, or delete these proposals and introduce new proposals during the course of negotiations.

For further information regarding this proposal, please contact the undersigned.

Sincerely,

Mikeial Williamson
Assistant Superintendent - Human Resources
mwilliamson@bcoe.org

Butte County Office of Education

Initial Proposal for 2025-2026 with CSEA #736

In the interest of our efforts around recruitment, retention and equitable access, BCOE intends to discuss re-opening compensation to add to the health benefits contribution in 2025.

In the interest of efforts around recruitment and retention, BCOE intends to negotiate salary and health benefits that will be effective July 1, 2026.

In the interest of clarity around layoffs and bumping, BCOE intends to review and discuss Article 16.

In the interest of clarity, BCOE intends to revisit the practice for using “birthday floater” discussed in Article 7.B.

**2026-2027
Initial Proposal
from the
California School Employees Association
and its
Butte County Schools Chapter #736 (CSEA)
to the
Butte County Superintendent of Schools**

To the Superintendent and the Governing Board,

The California School Employees Association and its Butte County Schools Chapter #736 (CSEA) submit the following initial proposal for contract negotiations to the Butte County Superintendent of Schools (District), thereby satisfying the Public Notice legal requirements:

Article 3 - Definitions

CSEA intends to discuss items including but not limited to update and add necessary definitions.

Article 4 – Workday, Workweek, Work Year

CSEA intends to discuss items including but not limited to add hybrid and flexible work schedules.

Article 5 – Compensation

CSEA intends to discuss items including but not limited to the classified unit salary schedule to be increased by a fair and equitable amount, to be determined through the collective bargaining process.

CSEA will negotiate changes to longevity.

CSEA will negotiate a fair and equitable increase to the Health and Welfare benefits contribution.

Article 7 – Vacation/Holiday Benefits

CSEA intends to discuss items including but not limited to changes to the use and accrual rates of vacation.

Article 8 – Leave of Absence Benefits

CSEA intends to discuss items including but not limited to use of personal necessity and vacation days

Article 16 – Layoff and Reemployment

CSEA intends to discuss items including but not limited to changes in Bumping Rights procedure.

Article 19 (New) – Technology/AI

CSEA intends to discuss items including but not limited to the process of introduction and implementation of new technology.

Job Description Updates

CSEA intends to discuss items regarding developing a schedule for updating job descriptions.

CSEA reserves the right to withdraw, amend or add to this proposal as necessary, in accordance with applicable laws.

Butte County Office of Education

Initial Proposal for 2025-2026 with CSEA #436

In the interest of our efforts around recruitment, retention and equitable access, BCOE intends to discuss re-opening compensation to add to the health benefits contribution in 2025.

In the interest of efforts around recruitment and retention, BCOE intends to negotiate salary and health benefits that will be effective July 1, 2026.

In the interest of clarity around layoffs and bumping, BCOE intends to review and discuss Article 19.

In the interest of updating our evaluation tool, BCOE intends to discuss developing a subcommittee to work collaboratively on reviewing and revising the evaluation tool.

**2026-27
Initial Proposal
from the
California School Employees Association
and its
Migrant Ed/Special Ed Chapter #436 (CSEA)
to the
Butte County Superintendent of Schools**

To the Superintendent and the Governing Board,

The California School Employees Association and its Migrant Ed/Special Ed Chapter #436 (CSEA) submit the following initial proposal for contract negotiations to the Butte County Superintendent of Schools (District), thereby satisfying the Public Notice legal requirements:

Article 7 – Workday, Workweek, Work Year

CSEA intends to discuss items including but not limited to Employment Record (ER) planning and development.

Article 8 – Compensation

CSEA intends to discuss items including but not limited to the classified unit salary schedule to be increased by a fair and equitable amount, to be determined through the collective bargaining process.

CSEA will negotiate a fair and equitable increase to the Health and Welfare benefits contribution.

CSEA intends to discuss items including but not limited to increase in longevity pay.

CSEA reserves the right to withdraw, amend or add to this proposal as necessary, in accordance with applicable laws.