

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 3

DEFINITIONS

- Academic Year is the period from August through June when students are normally required to be in attendance and includes all recess periods falling within that time span.¹
- Allocation is the placement of a class on a specific salary range schedule range or rate.
- Anniversary Date is July 1 pursuant to Article 5.B.¹
- Bumping Right is the right of a unit member, under certain conditions, to displace an employee with less seniority in a class.²
- Classification means that each position in the classified service shall have a designated title; a regular minimum number of assigned hours per day, days per week, and months per year; a statement of the specific duties required to be performed in each such position; and the regular hourly salary range for each such position.
- Demotion is a change in assignment of a unit member from a position in one class to a position in another class that is allocated to lower maximum salary rate or an assignment to an inferior status.³
- Differential is a salary allowance in addition to the basic rate or schedule based upon additional skills, responsibilities, hours of employment, distasteful or hazardous work.⁴
- Fiscal Year and School Year is July 1 through June 30.⁵
- Health and Welfare Benefits means any form of insurance or similar benefit programs, including, but not limited to, medical hospitalization, surgical, prescription drug, dental, optical, psychiatric, life, disability, prepaid legal, income protection insurance, or annuity programs.⁶
- Incumbent is a unit member assigned to a position and who is currently in service or on leave from the position.⁷
- Industrial Accident or Illness is an injury or illness arising out of or in the course of employment with the Superintendent.⁸
- Involuntary Demotion is a demotion without the unit member’s voluntary written consent.⁹
- Job Description is the description of the duties, responsibilities, minimum qualifications, and

authority of positions.

Leave and Transfer Policies means any policy concerning any form of leave or transfer including, but not limited to, sick leave, vacations, personal leave, industrial accident or illness, holidays, training leave, or transfer of an employee from one site to another.¹⁰

Minimum Qualifications are qualifications mandated for the position and which must be possessed by a unit member before they can be considered for employment in a specific class. Minimum qualifications shall be determined by mutual agreement between CSEA 736 and the Superintendent.¹¹

Permanent Employee is a regular employee who successfully completes an initial probationary period, which shall not exceed six (6) work months of service beyond the initial date of employment by the Superintendent.¹²

Probationary Employee is a regular employee who will become permanent upon completion of a prescribed probationary period.

Promotion is a change in the assignment of a unit member from a position in one class to a vacant position in another class with a higher maximum salary rate.

Reallocation is movement of an entire class from one salary range or rate to another salary range or rate.¹³

Reclassification is the upgrading of a position to a higher class as a result of the increase of the duties and/or responsibilities being performed by the incumbent in such position.

Reemployment is the return to duty of a unit member who has been placed on a reemployment list.¹⁴

Reemployment List is a list of names of persons who have been laid off for lack of work or lack of funds, exhaustion of sick leave, industrial accident or illness, or other privileges, and who are eligible for reemployment without examination in their former class for a period of thirty-nine (39) months, said list arranged in order of their right to reemployment rights.

Regular Employee is an employee, whether permanent, probationary, full-time, part-time, who is not restricted, substitute, short-term, or student employee.¹⁵

Restricted Employee is an employee hired pursuant to any local, state or federally funded program which restricts employment to persons in low income groups, designated impoverished areas and any other criteria which restricts the privilege of all citizens to compete for employment under that program, except as may otherwise be specified by this contract.¹⁶

Safety Conditions of Employment means any work-related condition affecting health, safety or welfare of the employee.

Salary Rate is a specific amount of money paid for a specific period of service.

Salary Schedule is a series of salary steps and ranges, which comprise the rates of pay for all classes.

Salary Step is one of the salary levels within the range of rates for a class.

Seniority is determined based upon the earliest date of hire within the classification, a lateral classification on the salary schedule or a higher classification and without regard to hours the employee has been in paid status.

Short-term Employee is a person hired for a specific temporary project of limited duration which, when completed, shall no longer be required.

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Substitute Employee is a person hired to perform the duties of a position in the temporary absence of the employee who is regularly assigned to that position.

Voluntary Demotion is a demotion agreed to in writing by a unit member and the Superintendent.

1. Education Code Section 45102
2. Education Code Section 45308, 45298
3. Education Code Section 45101
4. Education Code Section 45182
5. Education Code Section 37200
6. Education Code Section 53200-53209
7. Education Code Section 45103
8. Education Code Section 44043, 45192
9. Government Code Section 3543.2; Education Code Sections 45101, 45190, 45207
10. Government Code Section 3543.2; Education Code Sections 45101, 45190, 45207
11. Government Code Sections 3543.1, 3543.2
12. Government Code Section 3543.1, 3543.2; Education Code Sections 45113, 45301, 45101(b)
13. Government Code Section 3543.2; Education Code Section 45285
14. Government Code Section 3543.2; Education Code Sections 45192, 45298, 45308
15. Education Code Sections 45103, 45256-45259
16. Education Code Section 45105



Mary Sakuma, Superintendent
Butte County Office of Education

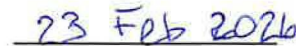
Date





Teri Carter, President, CSEA #736

Date



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Mary Sakuma, Superintendent
Butte County Office of Education

Date

2/26/2026



Teri Carter, President, CSEA #736

Date

23 Feb 2026