

**TENTATIVE AGREEMENT
BETWEEN
BUTTE COUNTY SUPERINTENDENT OF SCHOOLS
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its
MIGRANT ED/SPECIAL ED CHAPTER #436 ("CSEA")**

The parties agree to the following modifications for the 2026-27 fiscal year:

Effective July 1, 2026, the Butte County Office of Education (BCOE) will add a three (3%) ongoing increase to the current 2025-26 Salary Schedule 05. In addition, BCOE will move the Instructional Paraprofessional position from range 10 to range 11 (Appendix A) and remove the unused ranges one (1) and two (2) from the salary schedule.

Effective July 1, 2026, BCOE will add ten (10%) to the current BCOE-paid medical cap, increasing it from \$1300.00 to \$1,430.00 monthly for active full-time CSEA #436 employees.

With this agreement, the following changes will be made to the Collective Bargaining Agreement:

- Appendix A with the 2026-27 Salary Schedule 5, attached.

**ARTICLE 8
COMPENSATION**

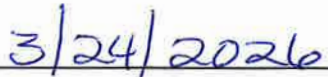
B. Insurance-Health Benefits

1. The Superintendent shall provide full-time unit members and dependents ~~voluntary~~ medical, dental, and vision care.
2. ~~Effective 10/1/2025,~~ The Superintendent will contribute ~~\$1,300 per~~ monthly toward the medical ~~premium \$95 per month toward the,~~ dental premium, and ~~\$19 per month toward the~~ vision premiums. ~~The current monthly contribution amounts can be found on Salary Schedule 5.~~

The terms of this Agreement are subject to ratification by CSEA #436 and approval by the Superintendent. This Agreement finalizes and closes negotiations on compensation and benefits for 2026-27.



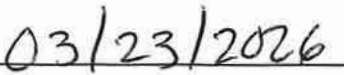
Mary Sakuma, Superintendent
Butte County Office of Education



Date



Sandra Rodriguez, President
CSEA #436



Date

INSTRUCTIONAL PARAPROFESSIONAL

DEFINITION:

Under general supervision of the assigned manager, assists certificated staff in monitoring of student activities, maintenance of a suitable learning environment and learning experiences, preparation of appropriate materials, and providing a safe, nurturing, and healthy environment. Assists in the planning and implementation of an educational program for students; and performs a variety of general clerical duties.

SUPERVISION RECEIVED AND EXERCISED:

Receives general supervision from management or the assigned certificated supervisor.

EXAMPLES OF DUTIES: (May include, but is not limited to the following)

A. ALL POSITIONS:

1. Assist in planning and implementing learning experiences for students
2. Assist students in a variety of settings in academic subjects such as reading, writing and math, and vocational, and/or independent living skills
3. Tutor students in developing interpersonal relationships with peers and adults; promote the safety of the students by helping them develop self-confidence
4. Under the direction of a teacher train and assist students in behavior management; provide education regarding appropriate interpersonal actions; respond to discipline problems; act as a role model
5. Promote the well-being of the students by helping them develop a positive attitude/self-image, personal hygiene habits, and an ability to cooperatively play and interact with other students and adults
6. Monitor students during classroom, outdoor, or community activities
7. Support various levels of behavioral needs
8. Correct homework assignments and in-class exercises as assigned
9. Recognize and respond to health and safety situations such as illness and seizures
10. Perform clerical duties as assigned [EXAMPLES: typing, copying, filing, maintaining materials, equipment and supplies, answering phones, taking messages, and mail distribution]
11. Assist in maintaining records and charts on individual students [EXAMPLES: attendance records, lunch count, daily charting, grading assignments, test scores, and progress of student learning]
12. Maintain confidentiality of student information
13. Maintain orderliness and cleanliness of the facilities; may set up and move chairs and tables; assist in caring for and maintaining materials, equipment, supplies or toys
14. May support breakfast and lunch duties including supervision
15. Attend staff and parent meetings and in-service training
16. Perform related duties as assigned by supervisor or classroom teacher
17. As assigned, perform specialized health care procedures, such as gastrostomy tube feeding, measure and administer medications via oral, rectal, and gastrostomy tube routes, suctioning, and nebulizer treatments; attend training on the student's specialized health care needs
18. With teacher consultation, adapt classroom equipment and assignments according to the needs and capabilities of the student
19. Participate as a member of the educational team and work closely with principals, teachers, aides, and office personnel in order to coordinate the program with the normal routine of the participating school

B. SPECIAL EDUCATION - GENERAL (In addition to A. above);

1. Assist and train student in the maintenance of independent living skills, such as dressing, eating,

INSTRUCTIONAL PARAPROFESSIONAL

and personal hygiene

2. Assist students with basic physical movement and basic motor coordination, which may include the use of a swimming pool
3. Provide physical assistance to students who cannot care for themselves including feeding, diapering, turning, and physical movement
4. Provide physical lifting when performing duties such as changing diapers and transferring non-ambulatory students
5. Support students with emotional and behavioral challenges through the use of approved and trained techniques and methods
6. Implement approved strategies for behavior management to support students exhibiting assaultive and/or aggressive behaviors
7. Implement behavioral strategies and program modifications in accordance with the 'student's IEP
8. May transport students on field trips and/or other activities

C. SPECIAL EDUCATION – Deaf and Hard of Hearing (In addition to A. and B. above):

1. Assist students, teachers and/or parents with communication using sign language
2. Using sign language, facilitate communication to enable hearing-impaired/deaf students to understand concepts for classroom activities, assignments and directions

D. TABLE MOUNTAIN SCHOOL - JUVENILE HALL (In addition to A. above):

1. Assist students in the proper use and care of computers and software
2. Maintain and respond to discipline problems; escort students from school to living units; act as a role model
3. Assist in supervision, orienting, and testing of students
4. Help maintain proper order in classroom during outbursts; deal with volatile students
5. Discuss conduct and self-discipline with students Understand and follow Butte County Juvenile Hall security and lock-up procedures
6. Use of proper emergency and emergency phone procedures
7. Account for classroom materials, such as scissors, pencils, etc.
8. Maintain strict confidentiality in all job-related matters
9. Maintain a good, cooperative working relationship with Juvenile Hall Staff

QUALIFICATIONS:**Knowledge of:**

1. Proper childcare techniques
2. Techniques and methods of child supervision
3. Cultural and physical differences and needs of children in assigned program
4. English usage, spelling, grammar and punctuation
5. Modern office methods, practices, procedures and equipment

Ability to:

1. Learn growth and development principles of children
2. Patiently and effectively work with students of differing backgrounds
3. Learn basic first aid and safety requirements
4. Physically perform job tasks
5. Communicate clearly and concisely, both orally and in writing
6. Establish and maintain effective working relationships with those contacted in the course of work

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7. Follow directions and function within program policies and procedures

REQUIRED OF SPECIFIED POSITIONS ONLY:**A. SPECIAL EDUCATION - GENERAL:**

1. Possess a valid California driver's license and current auto insurance

B. Special Education - Deaf and Hard of Hearing:

1. Ability to communicate in sign language

C. Table Mountain School - Juvenile Hall:

1. Ability to accept working in a secure facility
2. Ability to work in a multiple curriculum environment and knowledge of a wide range of academic subjects

D. BILINGUAL(In addition to 1-3 above)

1. Bilingual/biliterate in English and language of need

Education and experience -AND TRAINING - ALL:

1. Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain knowledge and abilities would be completion of specialized training in child development, special education or a related field
2. Possession or ability to obtain a valid CPR certificate
3. Possession or ability to obtain a valid Standard First Aid certificate
4. Must possess 48 semester units from an accredited college or university; or 2) Associate's degree or higher; or 3) CBEST (Plus passage of CODESP Instructional Component); or 4) Passage of a Butte County Office of Education approved comprehensive Local Assessment Test (CODESP); or 5) Passage of another district approved Local Assessment Test

OTHER-SPECIFIED POSITIONS ONLY:**A. SPECIAL EDUCATION - GENERAL:**

1. Possess a valid California driver's license and current auto insurance

B. Special Education - Deaf and Hard of Hearing:

1. Ability to communicate in sign language

C. Table Mountain School - Juvenile Hall:

1. Ability to accept working in a secure facility
2. Ability to work in a multiple curriculum environment and knowledge of a wide range of academic subjects

D. BILINGUAL(In addition to 1-3 above)

1. Bilingual/biliterate in English and language of need

PHYSICAL REQUIREMENTS -ALL:**Occasional (less than 25%)**

Ability to bend and twist, stoop, and kneel

Ability to lift 40 pounds

INSTRUCTIONAL PARAPROFESSIONAL

Ability to carry 25 pounds
Ability to stand for extended periods of time

Often (25 – 50%)

Sufficient mobility to move about a classroom

Very Frequent (76%)

Ability to stand and move around a classroom
Ability to work at a desk, conference table, or in meetings of various configurations
Ability to see for purposes of reading printed matter and observing students and staff
Ability to hear and understand speech at normal levels
Ability to communicate so others will be able to clearly understand
Ability to operate office equipment
Ability to reach in all directions

Reasonable accommodation may be made to enable a person with a disability to perform the essential functions of the job.

NOTE: This list of essential functions and physical requirements is not exhaustive and may be supplemented as necessary in accordance with the requirements of the job.

Adopted: -July ~~15~~, 1994

Revised: April 2016

June 2021

July 2023

July 2026

Salary Schedule 5, Range ~~110~~

207 total paid days, 11-month position

242 total paid days, 12-month position-Table Mountain School

*Ann R...
2/26/2026*

*Mary Sakuma
3/2/2026*

*[Signature]
3/25/26*



Schedule - 5 Classified Instructional Support Employees
2026-27 Salary Schedule
Effective July 1, 2026

RANGE	A (2025-26)	A (2026-27)	B (2025-26)	B (2026-27)	C (2025-26)	C (2026-27)	D (2025-26)	D (2026-27)	E (2025-26)	E (2026-27)	F (2025-26)	F (2026-27)	G (2025-26)	G (2026-27)	H (2025-26)	H (2026-27)	I (2025-26)	I (2026-27)
1	\$ 16.27	\$ 17.09	\$ 17.09	\$ 17.60	\$ 17.09	\$ 17.93	\$ 18.83	\$ 19.79	\$ 19.79	\$ 20.38	\$ 20.38	\$ 21.38	\$ 21.79	\$ 21.79	\$ 23.00	\$ 23.00	\$ 24.02	\$ 24.02
2	\$ 16.66	\$ 17.60	\$ 17.60	\$ 18.47	\$ 17.60	\$ 18.84	\$ 19.89	\$ 20.38	\$ 20.38	\$ 21.38	\$ 21.79	\$ 22.82	\$ 23.00	\$ 23.00	\$ 24.63	\$ 24.63	\$ 25.88	\$ 25.88
3	\$ 17.09	\$ 18.05	\$ 18.05	\$ 18.84	\$ 18.05	\$ 19.30	\$ 20.27	\$ 20.88	\$ 20.88	\$ 21.29	\$ 21.93	\$ 22.35	\$ 23.02	\$ 23.02	\$ 24.77	\$ 24.77	\$ 26.53	\$ 26.53
4	\$ 17.52	\$ 18.49	\$ 18.49	\$ 19.31	\$ 18.49	\$ 19.89	\$ 20.78	\$ 21.40	\$ 21.40	\$ 21.81	\$ 22.46	\$ 22.92	\$ 23.61	\$ 23.61	\$ 25.26	\$ 25.26	\$ 27.18	\$ 27.18
5	\$ 18.41	\$ 19.36	\$ 19.36	\$ 20.00	\$ 19.36	\$ 20.79	\$ 21.41	\$ 22.05	\$ 22.05	\$ 22.37	\$ 23.04	\$ 23.48	\$ 24.18	\$ 24.18	\$ 25.89	\$ 25.89	\$ 27.86	\$ 27.86
6	\$ 18.85	\$ 19.82	\$ 19.82	\$ 20.40	\$ 19.82	\$ 21.41	\$ 22.05	\$ 22.69	\$ 22.69	\$ 23.02	\$ 23.69	\$ 24.13	\$ 24.83	\$ 24.83	\$ 26.54	\$ 26.54	\$ 28.55	\$ 28.55
7	\$ 19.33	\$ 20.31	\$ 20.31	\$ 20.80	\$ 20.31	\$ 21.85	\$ 22.49	\$ 23.13	\$ 23.13	\$ 23.46	\$ 24.13	\$ 24.57	\$ 25.27	\$ 25.27	\$ 27.00	\$ 27.00	\$ 29.00	\$ 29.00
8	\$ 19.82	\$ 20.80	\$ 20.80	\$ 21.42	\$ 20.80	\$ 21.85	\$ 22.49	\$ 23.13	\$ 23.13	\$ 23.46	\$ 24.13	\$ 24.57	\$ 25.27	\$ 25.27	\$ 27.00	\$ 27.00	\$ 29.00	\$ 29.00
9	\$ 20.29	\$ 21.33	\$ 21.33	\$ 21.97	\$ 21.33	\$ 22.40	\$ 23.07	\$ 23.51	\$ 23.51	\$ 23.84	\$ 24.51	\$ 24.95	\$ 25.65	\$ 25.65	\$ 27.38	\$ 27.38	\$ 29.38	\$ 29.38
10	\$ 20.81	\$ 21.43	\$ 21.43	\$ 22.52	\$ 21.43	\$ 22.95	\$ 23.64	\$ 24.11	\$ 24.11	\$ 24.43	\$ 25.10	\$ 25.54	\$ 26.24	\$ 26.24	\$ 27.97	\$ 27.97	\$ 29.97	\$ 29.97
11	\$ 21.34	\$ 21.98	\$ 21.98	\$ 23.08	\$ 21.98	\$ 22.53	\$ 23.24	\$ 23.70	\$ 23.70	\$ 24.02	\$ 24.69	\$ 25.13	\$ 25.83	\$ 25.83	\$ 27.56	\$ 27.56	\$ 29.56	\$ 29.56
12	\$ 21.87	\$ 22.53	\$ 22.53	\$ 23.66	\$ 22.53	\$ 23.08	\$ 23.81	\$ 24.27	\$ 24.27	\$ 24.59	\$ 25.26	\$ 25.70	\$ 26.40	\$ 26.40	\$ 28.13	\$ 28.13	\$ 30.13	\$ 30.13
13	\$ 22.42	\$ 23.09	\$ 23.09	\$ 24.25	\$ 23.09	\$ 23.54	\$ 24.27	\$ 24.73	\$ 24.73	\$ 25.05	\$ 25.72	\$ 26.16	\$ 26.86	\$ 26.86	\$ 28.59	\$ 28.59	\$ 30.59	\$ 30.59
14	\$ 22.98	\$ 23.67	\$ 23.67	\$ 24.85	\$ 23.67	\$ 24.13	\$ 24.86	\$ 25.32	\$ 25.32	\$ 25.64	\$ 26.31	\$ 26.75	\$ 27.45	\$ 27.45	\$ 29.18	\$ 29.18	\$ 31.18	\$ 31.18
15	\$ 23.56	\$ 24.27	\$ 24.27	\$ 25.47	\$ 24.27	\$ 24.73	\$ 25.46	\$ 25.92	\$ 25.92	\$ 26.24	\$ 26.91	\$ 27.35	\$ 28.05	\$ 28.05	\$ 29.78	\$ 29.78	\$ 31.78	\$ 31.78
16	\$ 24.14	\$ 24.86	\$ 24.86	\$ 26.11	\$ 24.86	\$ 25.35	\$ 26.08	\$ 26.54	\$ 26.54	\$ 26.86	\$ 27.53	\$ 27.97	\$ 28.67	\$ 28.67	\$ 30.40	\$ 30.40	\$ 32.40	\$ 32.40
17	\$ 24.74	\$ 25.48	\$ 25.48	\$ 26.77	\$ 25.48	\$ 25.99	\$ 26.72	\$ 27.18	\$ 27.18	\$ 27.50	\$ 28.17	\$ 28.61	\$ 29.31	\$ 29.31	\$ 31.04	\$ 31.04	\$ 33.04	\$ 33.04
18	\$ 25.37	\$ 26.13	\$ 26.13	\$ 27.43	\$ 26.13	\$ 26.63	\$ 27.36	\$ 27.82	\$ 27.82	\$ 28.14	\$ 28.81	\$ 29.25	\$ 29.95	\$ 29.95	\$ 31.68	\$ 31.68	\$ 33.68	\$ 33.68
19	\$ 26.00	\$ 26.78	\$ 26.78	\$ 28.12	\$ 26.78	\$ 27.30	\$ 28.03	\$ 28.49	\$ 28.49	\$ 28.81	\$ 29.48	\$ 29.92	\$ 30.62	\$ 30.62	\$ 32.35	\$ 32.35	\$ 34.35	\$ 34.35
20	\$ 26.65	\$ 27.45	\$ 27.45	\$ 28.83	\$ 27.45	\$ 27.99	\$ 28.72	\$ 29.18	\$ 29.18	\$ 29.50	\$ 30.17	\$ 30.61	\$ 31.31	\$ 31.31	\$ 33.04	\$ 33.04	\$ 35.04	\$ 35.04
21	\$ 27.32	\$ 28.14	\$ 28.14	\$ 29.54	\$ 28.14	\$ 28.68	\$ 29.41	\$ 29.87	\$ 29.87	\$ 30.19	\$ 30.86	\$ 31.30	\$ 32.00	\$ 32.00	\$ 33.73	\$ 33.73	\$ 35.73	\$ 35.73
22	\$ 28.00	\$ 28.84	\$ 28.84	\$ 30.28	\$ 28.84	\$ 29.40	\$ 30.13	\$ 30.59	\$ 30.59	\$ 30.91	\$ 31.58	\$ 32.02	\$ 32.72	\$ 32.72	\$ 34.45	\$ 34.45	\$ 36.45	\$ 36.45
23	\$ 28.70	\$ 29.56	\$ 29.56	\$ 31.03	\$ 29.56	\$ 30.13	\$ 30.86	\$ 31.32	\$ 31.32	\$ 31.64	\$ 32.31	\$ 32.75	\$ 33.45	\$ 33.45	\$ 35.18	\$ 35.18	\$ 37.18	\$ 37.18
24	\$ 29.41	\$ 30.29	\$ 30.29	\$ 31.82	\$ 30.29	\$ 30.89	\$ 31.62	\$ 32.08	\$ 32.08	\$ 32.40	\$ 33.07	\$ 33.51	\$ 34.21	\$ 34.21	\$ 35.94	\$ 35.94	\$ 37.94	\$ 37.94
25	\$ 30.15	\$ 31.05	\$ 31.05	\$ 32.62	\$ 31.05	\$ 31.67	\$ 32.40	\$ 32.86	\$ 32.86	\$ 33.18	\$ 33.85	\$ 34.29	\$ 34.99	\$ 34.99	\$ 36.72	\$ 36.72	\$ 38.72	\$ 38.72
26	\$ 30.91	\$ 31.84	\$ 31.84	\$ 33.42	\$ 31.84	\$ 32.45	\$ 33.18	\$ 33.64	\$ 33.64	\$ 33.96	\$ 34.63	\$ 35.07	\$ 35.77	\$ 35.77	\$ 37.50	\$ 37.50	\$ 39.50	\$ 39.50
27	\$ 31.68	\$ 32.63	\$ 32.63	\$ 34.26	\$ 32.63	\$ 33.26	\$ 34.00	\$ 34.46	\$ 34.46	\$ 34.78	\$ 35.45	\$ 35.89	\$ 36.59	\$ 36.59	\$ 38.32	\$ 38.32	\$ 40.32	\$ 40.32
28	\$ 32.47	\$ 33.44	\$ 33.44	\$ 35.12	\$ 33.44	\$ 34.10	\$ 34.83	\$ 35.29	\$ 35.29	\$ 35.61	\$ 36.28	\$ 36.72	\$ 37.42	\$ 37.42	\$ 39.15	\$ 39.15	\$ 41.15	\$ 41.15
29	\$ 33.29	\$ 34.29	\$ 34.29	\$ 35.99	\$ 34.29	\$ 34.94	\$ 35.67	\$ 36.13	\$ 36.13	\$ 36.45	\$ 37.12	\$ 37.56	\$ 38.26	\$ 38.26	\$ 39.99	\$ 39.99	\$ 41.99	\$ 41.99
30	\$ 34.11	\$ 35.13	\$ 35.13	\$ 36.88	\$ 35.13	\$ 35.81	\$ 36.54	\$ 37.00	\$ 37.00	\$ 37.32	\$ 38.00	\$ 38.44	\$ 39.14	\$ 39.14	\$ 40.87	\$ 40.87	\$ 42.87	\$ 42.87
31	\$ 34.95	\$ 36.00	\$ 36.00	\$ 37.81	\$ 36.00	\$ 36.71	\$ 37.44	\$ 37.90	\$ 37.90	\$ 38.22	\$ 38.90	\$ 39.34	\$ 40.04	\$ 40.04	\$ 41.77	\$ 41.77	\$ 43.77	\$ 43.77
32	\$ 35.83	\$ 36.90	\$ 36.90	\$ 38.77	\$ 36.90	\$ 37.64	\$ 38.37	\$ 38.83	\$ 38.83	\$ 39.15	\$ 39.82	\$ 40.26	\$ 40.96	\$ 40.96	\$ 42.69	\$ 42.69	\$ 44.69	\$ 44.69
33																		

*5% between steps

LONGEVITY: \$840 Year - 10 Years
\$1,260 Year - 15 Years
\$1,860 Year - 20 Years

MEDICAL CAP: \$1,430 Per Month
DENTAL CAP: \$95 Per Month
VISION CAP: \$19 Per Month
*Effective 7/1/2026

AMERICAN SIGN LANGUAGE: 5% of Employee's normal salary

John R. [Signature]
2/26/2026
Mary Sakuma
3/2/2026

Updated: 2/23/2026

[Signature]
3/25/26



Schedule - 5 Classified Instructional Support Employees
2026-27 Salary Schedule
Effective July 1, 2026

Job Title	Range
Assistive Technology Assistant	14
BCOE School Van Driver	14
Braille Transcriber Entry Level	5
Braille Transcriber Level 1	14
Braille Transcriber Level 2	19
Braille Transcriber Level 3	32
Case Manager I	19
Case Manager II	23
Certified Occupational Therapy Assistant	31
Certified Speech-Language Pathology Assistant	31
Early Learning and Care Family Navigator	21
Educational Braille Interpreter	10
Educational Braille Interpreter - Level 1	12
Educational Braille Interpreter - Level 2	18
Educational Braille Interpreter - Level 3	31
Educational Sign Language Interpreter - Entry Level	12
Educational Sign Language Interpreter - Level 1	32
Enrichment Programs and Resource Coordinator	18
Family Support Paraprofessional	19
Food Service Server	3
Garden Coordinator	10
Head Cook for Mobile Kitchen	14
Health Assistant II	22
Instructional Paraprofessional	10 11
Intervention Specialist - No new hires	31
Job Developer	18
Migrant Education Instructional Support Paraprofessional	10
Migrant Education Program Guidance Specialist	31
Migrant Education Recruiter	15
Orientation & Mobility Assistant	14
Parent and Family Engagement Liaison	10
Parent Education Specialist - Migrant Education	31
Registered Behavior Technician	19
School Activity Assistant I	3
School Activity Assistant II (No new hires)	3
School Recreation Assistant	3
Senior Job Developer	22
Student Learning Aide	3
Student Learning Aide II	4
Technical/Occupational Paraprofessional	31
Transition Specialist I	22
Transition Specialist II	24
Wellness Coach I	22