

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 6

EMPLOYEE BENEFITS

A. Health Benefits

1. Subject to negotiations, the Superintendent shall provide full-time unit members and dependents voluntary medical, dental, and vision care.
 - a) The Superintendent will contribute monthly toward the medical, dental, and vision premiums. The current monthly contribution amounts can be found on Salary Schedules 6A & 6B.
 - b) Unit members may elect medical plans offered by the Superintendent with a higher monthly premium by paying the excess premium cost by payroll deduction.
 - c) Unit members may elect plans offered by the Superintendent with a lower monthly premium, and the Superintendent will reimburse the difference in premium to the unit member.
 - d) Upon providing proof of alternative coverage to the BCOE, an employee may elect to decline the BCOE medical, and/or dental, and/or vision coverage. In the alternative, an employee may decline medical coverage and continue to participate in dental and/or vision coverage. Butte Schools Self-Funded Programs (BSSP) requires that an

administration fee equal to the premium of the least expensive medical, dental, and/or vision plan available, for the medical, dental and/or visions plan(s) selected by the bargaining unit must be submitted by the BCOE on behalf of the employee. If the administration fee is less than the annual cap paid by the BCOE for health and welfare benefits, the employee will receive the difference each month as an additional contribution to their paycheck. If the administration fee exceeds the annual cap, the employee will pay the additional monthly cost.

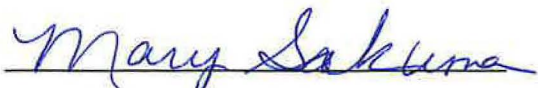
During a plan year, an employee who has declined health and welfare coverage and who has a qualifying event as defined by Sections 1.8 and 1.9 of the Butte Schools Self-Funded Program Policies & Procedures Manual may enroll in one of the district-sponsored plans.

B. State Disability Insurance (SDI)

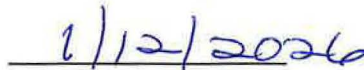
1. All unit members shall participate in the State Disability Insurance program with such participation to be at employee cost.
2. SDI benefits are to be used in coordination with accumulated sick leave benefits. Such coordination of benefits shall not result in the payment of greater than a regular day's pay. To receive coordination of benefits, an employee must provide documentation to Human Resources regarding benefits received from SDI.
3. Any employee receiving State Disability Insurance benefits who remains on the BCOE payroll at full pay is required to turn the endorsed insurance check in to the Human Resources office.

C. Life Insurance

The Superintendent will provide employer paid \$50,000 basic life insurance to all unit members.



Mary Sakuma, Superintendent
Butte County Office of Education



Date



Teri Carter, President, CSEA #736



Date

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1. Subject to negotiations, the Superintendent shall provide full-time unit members and dependents voluntary medical, dental, and vision care.
 - a) The Superintendent will contribute ~~\$1,300.00 per month~~ monthly toward the medical, ~~premium effective 10/01/2025, \$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 Schedules 6A & 6B.
 - b) Unit members may elect medical plans offered by the Superintendent with a higher monthly premium by paying the excess premium cost by payroll deduction.
 - c) Unit members may elect plans offered by the Superintendent with a lower monthly premium, and the Superintendent will reimburse the difference in premium to the unit member.
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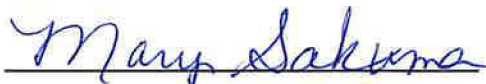
During a plan year, an employee who has declined health and welfare coverage and who has a qualifying event as defined by Sections 1.8 and 1.9 of the Butte Schools Self-Funded Program Policies & Procedures Manual may enroll in one of the district-sponsored plans.

B. State Disability Insurance (SDI)

1. All unit members shall participate in the State Disability Insurance program with such participation to be at employee cost.
2. SDI benefits are to be used in coordination with accumulated sick leave benefits. Such coordination of benefits shall not result in the payment of greater than a regular day's pay. To receive coordination of benefits, an employee must provide documentation to Human Resources regarding benefits received from SDI.
3. Any employee receiving State Disability Insurance benefits who remains on the BCOE payroll at full pay is required to turn the endorsed insurance check in to the Human Resources office.

C. Life Insurance

The Superintendent will provide employer paid \$50,000 basic life insurance to all unit members.



Mary Sakuma, Superintendent
Butte County Office of Education



Date



Teri Carter, President, CSEA #736



Date



**Schedule 6A - Clerical Technical
2025-26 Salary Schedule
Effective January 1, 2026**

	RANGE	A	B	C	D	E	F	G	H	I
Hourly	4	\$ 15.10	\$ 15.85	\$ 16.63	\$ 17.48	\$ 18.33	\$ 19.26	\$ 20.22	\$ 21.23	\$ 22.30
Hourly	8	\$ 19.38	\$ 20.33	\$ 21.36	\$ 22.42	\$ 23.54	\$ 24.72	\$ 25.95	\$ 27.25	\$ 28.61
Hourly	9	\$ 19.86	\$ 20.83	\$ 21.88	\$ 22.98	\$ 24.13	\$ 25.34	\$ 26.59	\$ 27.92	\$ 29.33
Hourly	10	\$ 20.34	\$ 21.37	\$ 22.43	\$ 23.56	\$ 24.73	\$ 25.96	\$ 27.26	\$ 28.62	\$ 30.07
Hourly	11	\$ 20.84	\$ 21.89	\$ 22.99	\$ 24.14	\$ 25.36	\$ 26.62	\$ 27.94	\$ 29.35	\$ 30.80
Hourly	12	\$ 21.38	\$ 22.44	\$ 23.57	\$ 24.74	\$ 25.99	\$ 27.28	\$ 28.65	\$ 30.08	\$ 31.58
Hourly	13	\$ 21.90	\$ 23.01	\$ 24.17	\$ 25.37	\$ 26.63	\$ 27.95	\$ 29.36	\$ 30.83	\$ 32.37
Hourly	14	\$ 22.45	\$ 23.58	\$ 24.76	\$ 26.00	\$ 27.30	\$ 28.67	\$ 30.10	\$ 31.59	\$ 33.18
Hourly	15	\$ 23.03	\$ 24.18	\$ 25.38	\$ 26.65	\$ 27.99	\$ 29.38	\$ 30.84	\$ 32.38	\$ 34.01
Hourly	16	\$ 23.59	\$ 24.77	\$ 26.01	\$ 27.32	\$ 28.68	\$ 30.11	\$ 31.63	\$ 33.20	\$ 34.86
Hourly	17	\$ 24.19	\$ 25.39	\$ 26.67	\$ 28.00	\$ 29.40	\$ 30.88	\$ 32.40	\$ 34.03	\$ 35.74
Hourly	18	\$ 24.80	\$ 26.02	\$ 27.33	\$ 28.70	\$ 30.14	\$ 31.64	\$ 33.22	\$ 34.88	\$ 36.63
Hourly	19	\$ 25.42	\$ 26.68	\$ 28.02	\$ 29.42	\$ 30.89	\$ 32.42	\$ 34.05	\$ 35.75	\$ 37.53
Hourly	20	\$ 26.04	\$ 27.36	\$ 28.71	\$ 30.15	\$ 31.67	\$ 33.25	\$ 34.89	\$ 36.65	\$ 38.47
Hourly	21	\$ 26.69	\$ 28.03	\$ 29.43	\$ 30.91	\$ 32.45	\$ 34.08	\$ 35.78	\$ 37.55	\$ 39.43
Hourly	22	\$ 27.37	\$ 28.72	\$ 30.16	\$ 31.68	\$ 33.28	\$ 34.91	\$ 36.67	\$ 38.49	\$ 40.42
Hourly	23	\$ 28.05	\$ 29.44	\$ 30.92	\$ 32.47	\$ 34.10	\$ 35.80	\$ 37.60	\$ 39.45	\$ 41.43
Hourly	24	\$ 28.75	\$ 30.18	\$ 31.70	\$ 33.29	\$ 34.94	\$ 36.68	\$ 38.51	\$ 40.44	\$ 42.48
Hourly	25	\$ 29.46	\$ 30.94	\$ 32.49	\$ 34.11	\$ 35.82	\$ 37.63	\$ 39.47	\$ 41.45	\$ 43.54
Hourly	26	\$ 30.20	\$ 31.71	\$ 33.31	\$ 34.96	\$ 36.71	\$ 38.54	\$ 40.48	\$ 42.50	\$ 44.62
Hourly	27	\$ 30.96	\$ 32.51	\$ 34.13	\$ 35.83	\$ 37.65	\$ 39.51	\$ 41.48	\$ 43.57	\$ 45.74
Hourly	28	\$ 31.73	\$ 33.32	\$ 34.98	\$ 36.73	\$ 38.58	\$ 40.50	\$ 42.52	\$ 44.64	\$ 46.89
Hourly	29	\$ 32.52	\$ 34.15	\$ 35.85	\$ 37.66	\$ 39.53	\$ 41.50	\$ 43.60	\$ 45.76	\$ 48.05
Hourly	30	\$ 33.34	\$ 35.01	\$ 36.75	\$ 38.60	\$ 40.52	\$ 42.56	\$ 44.68	\$ 46.92	\$ 49.26

ASSOCIATE'S: \$250 Annually
 BACHELOR'S: \$400 Annually
 MASTER'S: \$750 Annually
 DOCTORATE: \$1,000 Annually

MEDICAL CAP: \$1,300 Per Month
 DENTAL CAP: \$95 Per Month
 VISION CAP: \$19 Per Month

**Effective 10/01/2025 for full time employment*

LONGEVITY: \$1,200 10 Years
 \$1,500 15 Years
 \$1,800 20 Years
 \$2,400 25 Years

BILINGUAL: 5% of employees normal salary

Dee L Carter

Mary Sakuma
 1/12/2026



**Schedule 6B - Maintenance Operations
2025-26 Salary Schedule
Effective July 1, 2025**

	RANGE	A	B	C	D	E	F	G	H	I
Hourly	30	\$ 20.53	\$ 21.53	\$ 22.62	\$ 23.76	\$ 24.94	\$ 26.19	\$ 27.49	\$ 28.87	\$ 30.33
Hourly	31	\$ 21.05	\$ 22.08	\$ 23.18	\$ 24.34	\$ 25.56	\$ 26.83	\$ 28.18	\$ 29.59	\$ 31.07
Hourly	32	\$ 21.54	\$ 22.64	\$ 23.77	\$ 24.95	\$ 26.20	\$ 27.50	\$ 28.88	\$ 30.34	\$ 31.85
Hourly	33	\$ 22.10	\$ 23.20	\$ 24.37	\$ 25.58	\$ 26.86	\$ 28.19	\$ 29.61	\$ 31.08	\$ 32.65
Hourly	34	\$ 22.65	\$ 23.78	\$ 24.97	\$ 26.22	\$ 27.52	\$ 28.91	\$ 30.36	\$ 31.86	\$ 33.46
Hourly	35	\$ 23.21	\$ 24.38	\$ 25.59	\$ 26.88	\$ 28.21	\$ 29.62	\$ 31.10	\$ 32.67	\$ 34.29
Hourly	36	\$ 23.79	\$ 24.98	\$ 26.23	\$ 27.53	\$ 28.92	\$ 30.37	\$ 31.88	\$ 33.48	\$ 35.15
Hourly	37	\$ 24.39	\$ 25.60	\$ 26.89	\$ 28.23	\$ 29.67	\$ 31.13	\$ 32.68	\$ 34.32	\$ 36.05
Hourly	38	\$ 25.00	\$ 26.25	\$ 27.56	\$ 28.95	\$ 30.39	\$ 31.89	\$ 33.50	\$ 35.17	\$ 36.95
Hourly	39	\$ 25.61	\$ 26.91	\$ 28.24	\$ 29.68	\$ 31.14	\$ 32.70	\$ 34.33	\$ 36.06	\$ 37.85
Hourly	40	\$ 26.26	\$ 27.57	\$ 28.97	\$ 30.40	\$ 31.92	\$ 33.52	\$ 35.20	\$ 36.97	\$ 38.80
Hourly	41	\$ 26.92	\$ 28.26	\$ 29.70	\$ 31.16	\$ 32.73	\$ 34.35	\$ 36.08	\$ 37.86	\$ 39.77
Hourly	42	\$ 27.58	\$ 29.00	\$ 30.43	\$ 31.96	\$ 33.54	\$ 35.22	\$ 36.99	\$ 38.83	\$ 40.78
Hourly	43	\$ 28.27	\$ 29.71	\$ 31.17	\$ 32.74	\$ 34.39	\$ 36.10	\$ 37.88	\$ 39.79	\$ 41.79
Hourly	44	\$ 29.01	\$ 30.44	\$ 31.97	\$ 33.55	\$ 35.24	\$ 37.01	\$ 38.85	\$ 40.80	\$ 42.83
Hourly	45	\$ 29.73	\$ 31.20	\$ 32.76	\$ 34.40	\$ 36.12	\$ 37.93	\$ 39.81	\$ 41.81	\$ 43.90
Hourly	46	\$ 30.47	\$ 31.99	\$ 33.57	\$ 35.27	\$ 37.03	\$ 38.88	\$ 40.83	\$ 42.85	\$ 45.00
Hourly	47	\$ 31.21	\$ 32.77	\$ 34.43	\$ 36.13	\$ 37.95	\$ 39.84	\$ 41.84	\$ 43.92	\$ 46.13
Hourly	48	\$ 32.00	\$ 33.60	\$ 35.29	\$ 37.05	\$ 38.91	\$ 40.85	\$ 42.88	\$ 45.03	\$ 47.29
Hourly	49	\$ 32.80	\$ 34.46	\$ 36.15	\$ 37.97	\$ 39.87	\$ 41.86	\$ 43.96	\$ 46.15	\$ 48.47
Hourly	50	\$ 33.62	\$ 35.30	\$ 37.07	\$ 38.93	\$ 40.87	\$ 42.92	\$ 45.06	\$ 47.32	\$ 49.67
Hourly	51	\$ 34.47	\$ 36.18	\$ 38.00	\$ 39.91	\$ 41.90	\$ 44.00	\$ 46.18	\$ 48.51	\$ 50.92
Hourly	52	\$ 35.32	\$ 37.08	\$ 38.94	\$ 40.89	\$ 42.92	\$ 45.07	\$ 47.33	\$ 49.68	\$ 52.17
Hourly	53	\$ 36.20	\$ 38.03	\$ 39.92	\$ 41.91	\$ 44.02	\$ 46.20	\$ 48.53	\$ 50.94	\$ 53.48

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LONGEVITY: \$1,200 Year - 10 Years
 \$1,500 Year - 15 Years
 \$1,800 Year - 20 Years
 \$2,400 Year - 25 Years

BILINGUAL: 5% of employees normal salary

Mary Sakuma
 1/12/2026



**Schedule 6AB -Office, Clerical, Technical and Maintenance Operations
2025-26 Salary Schedule**

Position Title	Schedule	Range
Accounts Payable Specialist	6a	15
Administrative Assistant	6a	14
Administrative Clerk	6a	8
Categorical Programs and Charter Oversight Specialist	6a	24
Child Dev.Prog & Svcs Systems Specialist	6a	21
Contract Support Specialist	6a	24
Credential Analyst	6a	22
Custodian	6b	30
Custodian/Groundskeeper	6b	33
District/School Support Specialist	6a	17
Division Specialist	6a	24
Financial Aid and Student Systems Specialist	6a	29
Financial/Grant Specialist	6a	15
Financial/System Specialist	6a	19
Human Resources Assistant	6a	13
Human Resources Specialist	6a	18
Human Resources Generalist	6a	24
Information Technology Logistics Assistant	6a	22
Library Media Technology Support Technician	6a	17
Local Educational Agency Payroll/Financial Specialist	6a	24
Maintenance and Operations Lead	6b	53
Migrant Education Data Specialist	6a	21
Office Assistant - No New Hires	6a	4
Operations/Maintenance Technician	6b	38
Operations/Maintenance Specialist	6b	51
Payroll Assistant	6a	14
Payroll/Benefits Specialist	6a	18
Retirement Compliance Specialist	6a	29
SELPA Specialist	6a	21
Senior Accounts Payable Specialist	6a	19
Senior Administrative Assistant	6a	21
Senior Administrative Clerk	6a	12
Senior Credential Analyst	6a	29
Senior Custodian/Groundskeeper	6b	36
Senior Financial/Grant Specialist	6a	19
Senior Human Resource Specialist	6a	24
Senior Operations/Maintenance Technician	6b	41
Senior Payroll/Benefits Specialist	6a	24
Student Information Systems Assistant	6a	13
Student Information Systems Specialist	6a	29
Support Services Clerk	6a	8
Technology Support Technician I	6a	18
Technology Support Technician II	6a	21