

1:24 pm

TENTATIVE AGREEMENT
YOLO COUNTY SUPERINTENDENT OF SCHOOLS
AND AFSCME CERTIFICATED CHAPTER
RE 2026-2027 CONTRACT REOPENER NEGOTIATIONS

June 9, 2026

The Parties agree to conclude 2026-2027 contract reopener negotiations as stated below.

(1) Article 9 Pay and Allowances, and Article 11 Fringe Benefits.

The Parties agree to the following:

For 2026-2027

YCOE will increase the 2025-2026 salary schedule by ~~4.75~~ 2.75%, effective July 1, 2026. (The HeadStart COLA is confirmed to be 0.635% for the 2026-2027 school year.); AND

A \$100 increase to the monthly employer contribution for health benefits (increase monthly from \$850 to \$950; annually from \$10,200 to \$11,400) (The cost to provide the increase to the employer contribution for health benefits is approximately 1.6%); AND

A one-time retention stipend of \$1,250 to all unit members actively employed anytime during the 2025-2026 school year that continue their employment with YCOE throughout the 2026-2027 school year. The stipend shall be paid in ~~two~~ one payments, ~~the first in November 2026 and the second~~ in May 2027. Employees must be in active status when payments ~~are~~ is issued. (The cost to provide the \$1,250 stipend is approximately 1.9%); (The YCOE does not intend for such stipends to serve as an ongoing compensation practice moving forward.)

(2) Article 9.15 Bilingual Stipend. *The Parties agree to revise Article 9.15 as follows:*

~~YCOE Certificated Staff shall qualify for the bilingual stipend/ pay so long as they meet the criteria set forth in article 9.15.1.~~ may designate bilingual positions according to the following: ~~beginning with the 2016-17 fiscal year:~~

9.15.1 Assessment

The Human Resources office shall assess bilingual skills. To qualify for a bilingual stipend, a person must demonstrate fluent oral skills and minimal written skills. Human Resources shall keep and maintain a current "Bilingual Staff List".-Such languages that qualify for the bilingual stipend shall be based on student and program needs which currently include, but are not limited to:

- Spanish
- Russian
- Ukrainian

- ~~—Mandarin~~
- ~~—Cantonese~~
- ~~- Farsi~~
- ~~—Urdu~~
- ~~—Dari~~
- ~~—Etc.~~

9.15.2 Stipend

The bilingual stipend shall be 5% of base pay per year. YCOE may designate bilingual positions which require bilingual skills (oral and written) to be used a minimum of 30% (thirty percent) of the work year as a requirement of the assignment. Such designation shall be for one year periods. In the first six weeks of each school year, YCOE shall designate the positions for the year. The affected employees shall be notified and a list shall be provided to AFSCME. Additional short-term positions may be designated by management after the sixth week of the new school year. If an employee feels that he/she is doing work which entitles him/her to bilingual pay, the employee may present a request to his/her manager for review. The duties of a bilingual position may include interpreting (oral) at meetings and may include preparing a brief written note at such meetings.

9.15.3 Not Part of Base Pay

A bilingual stipend shall not be considered part of base pay for computation of salary on transfer or promotion.

9.15.4 Bilingual Pay

Bilingual Pay YCOE may designate bilingual positions which require bilingual skills (oral and written) to be used on an as needed basis. To qualify for Bilingual Pay, a person must demonstrate fluent oral skills and minimal written skills. The duties of a bilingual position may include interpreting (oral) at IEP meetings and may include preparing a brief written note at such meetings (such as a list of goals). A unit member required to provide bilingual services will be paid an additional 5% increase only for hours worked providing these services, when such work is requested by the supervisor. The unit member will submit a timesheet for Bilingual Pay to payroll by the first working day of the next month.

Human Resources shall keep and maintain a current "Bilingual Staff List"

Employees who successfully pass the bilingual proficiency assessment shall be placed on the approved bilingual staff list and shall be eligible to submit a time sheet for all hours worked in which the designated language is utilized in the performance of their duties.

- (3) **Article 12 Holidays.** *The Parties agree to revise Article 12 as follows:*

12.1 Scheduled Holidays

The Superintendent agrees to provide all employees in the Bargaining unit with the following paid holidays:

12.1.1 New Year's Day

12.1.2 Martin Luther King Day

12.1.3 Lincoln Day

12.1.4 President's Day

12.1.5 Memorial Day

12.1.6 Juneteenth Day

12.1.7 Independence Day

12.1.8 Labor Day

~~12.1.9 Admission Day or other substitute holiday as designated by the Superintendent~~

~~12.1.10~~ Veteran's Day

12.1.10 The Wednesday before Thanksgiving Day (in observance of Farmworkers Day)

~~12.1.11~~ Thanksgiving Day

~~12.1.12~~ The Friday following Thanksgiving Day

~~12.1.13~~ Christmas Eve

~~12.1.14~~ Christmas Day

12.1.15 New Year's Eve (in lieu of Admission Day or other substitute holiday pursuant to Education Code §45205 and 45206.5)

12.2 Substitute Holidays

The Superintendent may designate other days for holidays set forth in sections 12.1.3, 12.1.4, 12.1.5, ~~and~~ 12.1.10, and 12.1.15 in accordance with Education Code §§45205 and 45206.5.

- (4) Article 13 Vacation Plan. *The Parties agree to revise Article 13 as follows:*

13.2 Paid Vacation

Employees shall be credited with a full year's vacation on July 1 of each fiscal year. (Employees hired after July 1 shall be credited with a prorated amount for the remainder of the fiscal year.) During the fiscal year, the employee will earn vacation as set forth in Section 13.3. An employee may be granted vacation during the fiscal year from the allotment credited on July 1. However, if an employee is terminated and has been granted vacation which was not yet earned at the time of termination, the Superintendent shall deduct from the employee's final check the full amount of salary which was paid for such unearned days of vacation taken.

- 13.2.1 Employees shall have their vacation pay included in their monthly pay warrant. For employees that work a ten (10) month calendar, vVacation days are ~~taken~~ designated only during spring break, Thanksgiving break, and winter break.

13.2.2 Employees who are assigned to a twelve (12) month calendar, or work on calendars without a spring break or winter break shall schedule vacation during their work year.

13.6 Vacation Carry-Over

Any employee in the bargaining unit who has been employed for more than one (1) year may elect to carry over ~~twenty (20)~~ thirty (30) ~~twenty-one (21)~~ days of vacation to the following fiscal year. Any employee projected to have more than ~~twenty (20)~~ thirty (30) ~~twenty-one (21)~~ days accumulated vacation as of June 30 of any year, shall schedule himself or herself to take sufficient vacation to bring his/her accrued vacation to the ~~twenty (20)~~ thirty (30) ~~twenty-one (21)~~ days allowed for carry over by June 30.

Human Resources will notify the managers and those employees who have in excess of thirty (30) twenty-one (21) days of vacation accruals by December 1st. If the employee has not scheduled the days in excess of ~~twenty (20)~~ thirty (30) ~~twenty-one (21)~~ by January 1st, he/she will meet with his/her manager by February 1st to schedule the vacation time within allowable limits as of June 30. If an employee is not permitted to use vacation (after having requested vacation during time available for his/her department) and there is not sufficient time before June 30 to reschedule vacation, the employee shall be paid cash for the excess accumulation or allowed to carry over the excess days by mutual agreement.

If the employee has not met with his/her manager and scheduled vacation as set forth above, ~~neither cash payment nor additional carry over will be available. the excess accruals over~~ thirty (30) twenty-one (21) days as of June 30, will automatically be cashed out on in the pay period month immediately after the end of the fiscal year.

(5) Article 14 Leaves. *YCOE withdraws Article 14.*

The Parties agree that this Tentative Agreement is subject to ratification by the Association and approval by the Superintendent.


For YCOE


For AFSCME Certified


For AFSCME Certified