

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 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 Schedules 6A and 6B.

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 #736 employees.

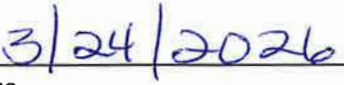
With this agreement, the following changes will be made to the Collective Bargaining Agreement:

- Appendix B with the 2026-27 Salary Schedule 6A, attached.


The terms of this Agreement are subject to ratification by CSEA #736 and approval by the Superintendent. This Agreement finalizes and closes negotiations on compensation and benefits for 2026-27.



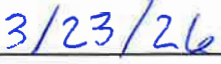
Mary Sakuma, Superintendent
Butte County Office of Education



Date



Teri Carter, President
CSEA #736



Date



**Schedule 6AB -Office, Clerical, Technical and Maintenance Operations
2026-27 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



Schedule 6A - Clerical Technical
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)
Hourly	4	\$ 15.10	\$ 15.55	\$ 15.85	\$ 16.33	\$ 16.63	\$ 17.13	\$ 17.48	\$ 18.00	\$ 18.33	\$ 18.88	\$ 19.26	\$ 19.84	\$ 20.22	\$ 20.83	\$ 21.23	\$ 21.87	\$ 22.30	\$ 22.97
Hourly	8	\$ 19.38	\$ 19.96	\$ 20.33	\$ 20.94	\$ 21.36	\$ 22.00	\$ 22.42	\$ 23.09	\$ 23.54	\$ 24.25	\$ 24.72	\$ 25.46	\$ 25.95	\$ 26.73	\$ 27.25	\$ 28.07	\$ 28.61	\$ 29.47
Hourly	9	\$ 19.86	\$ 20.46	\$ 20.83	\$ 21.45	\$ 21.88	\$ 22.54	\$ 22.98	\$ 23.67	\$ 24.13	\$ 24.85	\$ 25.34	\$ 26.10	\$ 26.59	\$ 27.39	\$ 27.92	\$ 28.76	\$ 29.33	\$ 30.21
Hourly	10	\$ 20.34	\$ 20.95	\$ 21.37	\$ 22.01	\$ 22.43	\$ 23.10	\$ 23.56	\$ 24.27	\$ 24.73	\$ 25.47	\$ 25.96	\$ 26.74	\$ 27.26	\$ 28.08	\$ 28.62	\$ 29.48	\$ 30.07	\$ 30.97
Hourly	11	\$ 20.84	\$ 21.47	\$ 21.89	\$ 22.55	\$ 22.99	\$ 23.68	\$ 24.14	\$ 24.86	\$ 25.36	\$ 26.12	\$ 26.62	\$ 27.42	\$ 27.94	\$ 28.78	\$ 29.35	\$ 30.23	\$ 30.80	\$ 31.72
Hourly	12	\$ 21.38	\$ 22.02	\$ 22.44	\$ 23.11	\$ 23.57	\$ 24.28	\$ 24.74	\$ 25.48	\$ 25.99	\$ 26.77	\$ 27.28	\$ 28.10	\$ 28.65	\$ 29.51	\$ 30.08	\$ 30.98	\$ 31.58	\$ 32.53
Hourly	13	\$ 21.90	\$ 22.56	\$ 23.01	\$ 23.70	\$ 24.17	\$ 24.90	\$ 25.37	\$ 26.13	\$ 26.63	\$ 27.43	\$ 27.95	\$ 28.79	\$ 29.36	\$ 30.24	\$ 30.83	\$ 31.75	\$ 32.37	\$ 33.34
Hourly	14	\$ 22.45	\$ 23.12	\$ 23.58	\$ 24.29	\$ 24.76	\$ 25.50	\$ 26.00	\$ 26.78	\$ 27.30	\$ 28.12	\$ 28.67	\$ 29.53	\$ 30.10	\$ 31.00	\$ 31.59	\$ 32.54	\$ 33.18	\$ 34.18
Hourly	15	\$ 23.03	\$ 23.72	\$ 24.18	\$ 24.91	\$ 25.38	\$ 26.14	\$ 26.65	\$ 27.45	\$ 27.99	\$ 28.83	\$ 29.38	\$ 30.26	\$ 30.84	\$ 31.77	\$ 32.38	\$ 33.35	\$ 34.01	\$ 35.03
Hourly	16	\$ 23.59	\$ 24.30	\$ 24.77	\$ 25.51	\$ 26.01	\$ 26.79	\$ 27.32	\$ 28.14	\$ 28.68	\$ 29.54	\$ 30.11	\$ 31.01	\$ 31.63	\$ 32.58	\$ 33.20	\$ 34.20	\$ 34.86	\$ 35.91
Hourly	17	\$ 24.19	\$ 24.92	\$ 25.39	\$ 26.15	\$ 26.67	\$ 27.47	\$ 28.00	\$ 28.84	\$ 29.40	\$ 30.28	\$ 30.88	\$ 31.81	\$ 32.40	\$ 33.37	\$ 34.03	\$ 35.05	\$ 35.74	\$ 36.81
Hourly	18	\$ 24.80	\$ 25.54	\$ 26.02	\$ 26.80	\$ 27.33	\$ 28.15	\$ 28.70	\$ 29.56	\$ 30.14	\$ 31.04	\$ 31.64	\$ 32.59	\$ 33.22	\$ 34.22	\$ 34.88	\$ 35.93	\$ 36.63	\$ 37.73
Hourly	19	\$ 25.42	\$ 26.18	\$ 26.68	\$ 27.48	\$ 28.02	\$ 28.86	\$ 29.42	\$ 30.30	\$ 30.89	\$ 31.82	\$ 32.42	\$ 33.39	\$ 34.05	\$ 35.07	\$ 35.75	\$ 36.82	\$ 37.53	\$ 38.66
Hourly	20	\$ 26.04	\$ 26.82	\$ 27.36	\$ 28.18	\$ 28.71	\$ 29.57	\$ 30.15	\$ 31.05	\$ 31.67	\$ 32.62	\$ 33.25	\$ 34.25	\$ 34.89	\$ 35.94	\$ 36.65	\$ 37.75	\$ 38.47	\$ 39.62
Hourly	21	\$ 26.69	\$ 27.49	\$ 28.03	\$ 28.87	\$ 29.43	\$ 30.31	\$ 30.91	\$ 31.84	\$ 32.45	\$ 33.42	\$ 34.08	\$ 35.10	\$ 35.78	\$ 36.85	\$ 37.55	\$ 38.68	\$ 39.43	\$ 40.61
Hourly	22	\$ 27.37	\$ 28.19	\$ 28.72	\$ 29.58	\$ 30.16	\$ 31.06	\$ 31.68	\$ 32.63	\$ 33.28	\$ 34.28	\$ 34.91	\$ 35.96	\$ 36.67	\$ 37.77	\$ 38.49	\$ 39.64	\$ 40.42	\$ 41.63
Hourly	23	\$ 28.05	\$ 28.89	\$ 29.44	\$ 30.32	\$ 30.92	\$ 31.85	\$ 32.47	\$ 33.44	\$ 34.10	\$ 35.12	\$ 35.80	\$ 36.87	\$ 37.60	\$ 38.73	\$ 39.45	\$ 40.63	\$ 41.43	\$ 42.67
Hourly	24	\$ 28.75	\$ 29.61	\$ 30.18	\$ 31.09	\$ 31.70	\$ 32.65	\$ 33.29	\$ 34.29	\$ 34.94	\$ 35.99	\$ 36.68	\$ 37.78	\$ 38.51	\$ 39.67	\$ 40.44	\$ 41.65	\$ 42.48	\$ 43.75
Hourly	25	\$ 29.46	\$ 30.34	\$ 30.94	\$ 31.87	\$ 32.49	\$ 33.46	\$ 34.11	\$ 35.13	\$ 35.82	\$ 36.89	\$ 37.63	\$ 38.76	\$ 39.47	\$ 40.65	\$ 41.45	\$ 42.69	\$ 43.54	\$ 44.85
Hourly	26	\$ 30.20	\$ 31.11	\$ 31.71	\$ 32.66	\$ 33.31	\$ 34.31	\$ 34.96	\$ 36.01	\$ 36.71	\$ 37.81	\$ 38.54	\$ 39.70	\$ 40.48	\$ 41.69	\$ 42.50	\$ 43.78	\$ 44.62	\$ 45.96
Hourly	27	\$ 30.96	\$ 31.89	\$ 32.51	\$ 33.49	\$ 34.13	\$ 35.15	\$ 35.83	\$ 36.90	\$ 37.65	\$ 38.78	\$ 39.51	\$ 40.70	\$ 41.48	\$ 42.72	\$ 43.57	\$ 44.88	\$ 45.74	\$ 47.11
Hourly	28	\$ 31.73	\$ 32.68	\$ 33.32	\$ 34.32	\$ 34.98	\$ 36.03	\$ 36.73	\$ 37.83	\$ 38.58	\$ 39.74	\$ 40.50	\$ 41.72	\$ 42.52	\$ 43.80	\$ 44.64	\$ 45.98	\$ 46.89	\$ 48.30
Hourly	29	\$ 32.52	\$ 33.50	\$ 34.15	\$ 35.17	\$ 35.85	\$ 36.93	\$ 37.66	\$ 38.79	\$ 39.53	\$ 40.72	\$ 41.50	\$ 42.75	\$ 43.60	\$ 44.91	\$ 45.76	\$ 47.13	\$ 48.05	\$ 49.49
Hourly	30	\$ 33.34	\$ 34.34	\$ 35.01	\$ 36.06	\$ 36.75	\$ 37.85	\$ 38.60	\$ 39.76	\$ 40.52	\$ 41.74	\$ 42.56	\$ 43.84	\$ 44.68	\$ 46.02	\$ 46.92	\$ 48.33	\$ 49.26	\$ 50.74

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

Annually
Annually
Annually
Annually

LONGEVITY: \$1,200
\$1,500
\$1,800
\$2,400

10 Years
15 Years
20 Years
25 Years

BILINGUAL: 5%

of employees normal salary

MEDICAL CAP: \$1,300 \$1430 Per Month
DENTAL CAP: \$95 Per Month
VISION CAP: \$19 Per Month
**Effective 10/10/2025 7/1/2026*

Yeu L. Cao
3/23/26

Mary Sakuma
3/24/2026



**Schedule 6B - Maintenance Operations
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)
Hourly	30	\$ 20.53	\$ 21.15	\$ 21.53	\$ 22.18	\$ 22.62	\$ 23.30	\$ 23.76	\$ 24.47	\$ 24.94	\$ 25.69	\$ 26.19	\$ 26.98	\$ 27.49	\$ 28.31	\$ 28.87	\$ 29.74	\$ 30.33	\$ 31.24
Hourly	31	\$ 21.05	\$ 21.68	\$ 22.08	\$ 22.74	\$ 23.18	\$ 23.88	\$ 24.34	\$ 25.07	\$ 25.56	\$ 26.33	\$ 26.83	\$ 27.63	\$ 28.18	\$ 29.03	\$ 29.59	\$ 30.48	\$ 31.07	\$ 32.00
Hourly	32	\$ 21.54	\$ 22.19	\$ 22.64	\$ 23.32	\$ 23.77	\$ 24.48	\$ 24.95	\$ 25.70	\$ 26.20	\$ 26.99	\$ 27.50	\$ 28.33	\$ 28.88	\$ 29.75	\$ 30.34	\$ 31.25	\$ 31.85	\$ 32.81
Hourly	33	\$ 22.10	\$ 22.76	\$ 23.20	\$ 23.90	\$ 24.37	\$ 25.10	\$ 25.58	\$ 26.35	\$ 26.86	\$ 27.67	\$ 28.19	\$ 29.04	\$ 29.61	\$ 30.50	\$ 31.08	\$ 32.01	\$ 32.65	\$ 33.63
Hourly	34	\$ 22.65	\$ 23.33	\$ 23.78	\$ 24.49	\$ 24.97	\$ 25.72	\$ 26.22	\$ 27.01	\$ 27.52	\$ 28.35	\$ 28.91	\$ 29.78	\$ 30.36	\$ 31.27	\$ 31.86	\$ 32.82	\$ 33.46	\$ 34.46
Hourly	35	\$ 23.21	\$ 23.91	\$ 24.38	\$ 25.11	\$ 25.59	\$ 26.36	\$ 26.88	\$ 27.69	\$ 28.21	\$ 29.06	\$ 29.62	\$ 30.51	\$ 31.10	\$ 32.03	\$ 32.67	\$ 33.65	\$ 34.29	\$ 35.32
Hourly	36	\$ 23.79	\$ 24.50	\$ 24.98	\$ 25.73	\$ 26.23	\$ 27.02	\$ 27.53	\$ 28.36	\$ 28.92	\$ 29.79	\$ 30.37	\$ 31.28	\$ 31.88	\$ 32.84	\$ 33.48	\$ 34.48	\$ 35.15	\$ 36.20
Hourly	37	\$ 24.39	\$ 25.12	\$ 25.60	\$ 26.37	\$ 26.89	\$ 27.70	\$ 28.23	\$ 29.08	\$ 29.67	\$ 30.56	\$ 31.13	\$ 32.06	\$ 32.68	\$ 33.66	\$ 34.32	\$ 35.35	\$ 36.05	\$ 37.13
Hourly	38	\$ 25.00	\$ 25.75	\$ 26.25	\$ 27.04	\$ 27.56	\$ 28.39	\$ 28.95	\$ 29.82	\$ 30.39	\$ 31.30	\$ 31.89	\$ 32.85	\$ 33.50	\$ 34.51	\$ 35.17	\$ 36.23	\$ 36.95	\$ 38.06
Hourly	39	\$ 25.61	\$ 26.38	\$ 26.91	\$ 27.72	\$ 28.24	\$ 29.09	\$ 29.68	\$ 30.57	\$ 31.14	\$ 32.07	\$ 32.70	\$ 33.68	\$ 34.33	\$ 35.36	\$ 36.06	\$ 37.14	\$ 37.85	\$ 38.99
Hourly	40	\$ 26.26	\$ 27.05	\$ 27.57	\$ 28.40	\$ 28.97	\$ 29.84	\$ 30.40	\$ 31.31	\$ 31.92	\$ 32.88	\$ 33.52	\$ 34.53	\$ 35.20	\$ 36.26	\$ 36.97	\$ 38.08	\$ 38.80	\$ 39.96
Hourly	41	\$ 26.92	\$ 27.73	\$ 28.26	\$ 29.11	\$ 29.70	\$ 30.59	\$ 31.16	\$ 32.09	\$ 32.73	\$ 33.71	\$ 34.35	\$ 35.38	\$ 36.08	\$ 37.16	\$ 37.86	\$ 39.00	\$ 39.77	\$ 40.96
Hourly	42	\$ 27.58	\$ 28.41	\$ 29.00	\$ 29.87	\$ 30.43	\$ 31.34	\$ 31.96	\$ 32.92	\$ 33.54	\$ 34.55	\$ 35.22	\$ 36.28	\$ 36.99	\$ 38.10	\$ 38.83	\$ 39.99	\$ 40.78	\$ 42.00
Hourly	43	\$ 28.27	\$ 29.12	\$ 29.71	\$ 30.60	\$ 31.17	\$ 32.11	\$ 32.74	\$ 33.72	\$ 34.39	\$ 35.42	\$ 36.10	\$ 37.18	\$ 37.88	\$ 39.02	\$ 39.79	\$ 40.98	\$ 41.79	\$ 43.04
Hourly	44	\$ 29.01	\$ 29.88	\$ 30.44	\$ 31.35	\$ 31.97	\$ 32.93	\$ 33.55	\$ 34.56	\$ 35.24	\$ 36.30	\$ 37.01	\$ 38.12	\$ 38.85	\$ 40.02	\$ 40.80	\$ 42.02	\$ 42.83	\$ 44.11
Hourly	45	\$ 29.73	\$ 30.62	\$ 31.20	\$ 32.14	\$ 32.76	\$ 33.74	\$ 34.40	\$ 35.43	\$ 36.12	\$ 37.20	\$ 37.93	\$ 39.07	\$ 39.81	\$ 41.00	\$ 41.81	\$ 43.06	\$ 43.90	\$ 45.22
Hourly	46	\$ 30.47	\$ 31.38	\$ 31.99	\$ 32.95	\$ 33.57	\$ 34.58	\$ 35.27	\$ 36.33	\$ 37.03	\$ 38.14	\$ 38.88	\$ 40.05	\$ 40.83	\$ 42.05	\$ 42.85	\$ 44.14	\$ 45.00	\$ 46.35
Hourly	47	\$ 31.21	\$ 32.15	\$ 32.77	\$ 33.75	\$ 34.43	\$ 35.46	\$ 36.13	\$ 37.21	\$ 37.95	\$ 39.09	\$ 39.84	\$ 41.04	\$ 41.84	\$ 43.10	\$ 43.92	\$ 45.24	\$ 46.13	\$ 47.51
Hourly	48	\$ 32.00	\$ 32.96	\$ 33.60	\$ 34.61	\$ 35.29	\$ 36.35	\$ 37.05	\$ 38.16	\$ 38.91	\$ 40.08	\$ 40.85	\$ 42.08	\$ 42.88	\$ 44.17	\$ 45.03	\$ 46.38	\$ 47.29	\$ 48.71
Hourly	49	\$ 32.80	\$ 33.78	\$ 34.46	\$ 35.49	\$ 36.15	\$ 37.23	\$ 37.97	\$ 39.11	\$ 39.87	\$ 41.07	\$ 41.86	\$ 43.12	\$ 43.96	\$ 45.28	\$ 46.15	\$ 47.53	\$ 48.47	\$ 49.92
Hourly	50	\$ 33.62	\$ 34.63	\$ 35.30	\$ 36.36	\$ 37.07	\$ 38.18	\$ 38.93	\$ 40.10	\$ 40.87	\$ 42.10	\$ 42.92	\$ 44.21	\$ 45.06	\$ 46.41	\$ 47.32	\$ 48.74	\$ 49.67	\$ 51.16
Hourly	51	\$ 34.47	\$ 35.50	\$ 36.18	\$ 37.27	\$ 38.00	\$ 39.14	\$ 39.91	\$ 41.11	\$ 41.90	\$ 43.16	\$ 44.00	\$ 45.32	\$ 46.18	\$ 47.57	\$ 48.51	\$ 49.97	\$ 50.92	\$ 52.45
Hourly	52	\$ 35.32	\$ 36.38	\$ 37.08	\$ 38.19	\$ 38.94	\$ 40.11	\$ 40.89	\$ 42.12	\$ 42.92	\$ 44.21	\$ 45.07	\$ 46.42	\$ 47.33	\$ 48.75	\$ 49.68	\$ 51.17	\$ 52.17	\$ 53.74
Hourly	53	\$ 36.20	\$ 37.29	\$ 38.03	\$ 39.17	\$ 39.92	\$ 41.12	\$ 41.91	\$ 43.17	\$ 44.02	\$ 45.34	\$ 46.20	\$ 47.59	\$ 48.53	\$ 49.99	\$ 50.94	\$ 52.47	\$ 53.48	\$ 55.08

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

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

MEDICAL CAP: \$1,300 \$1430 Per Month
 DENTAL CAP: \$95 Per Month
 VISION CAP: \$19 Per Month

*Effective 10/10/2025 7/1/2026

Yev L...
 3/23/2026
Mary Sakuma
 3/24/2026