

TENTATIVE AGREEMENT

May 29, 2026

The Yolo County Office of Education ("YCOE") and the California School Employees Association and its Chapter No. 639 ("CSEA") (YCOE and CSEA collectively the "Parties") agree on May 29, 2026 to conclude contract reopener negotiations for the 2026-2027 school year as follows.

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

For 2026-2027

The 2025-2026 salary schedule will be increased by 2.75 % for the 2026-2027 school year, effective July 1, 2026; 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 payments, the first in November 2026 and the second in May 2027. Employees must be in active status when payments are 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.*); 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

If the YEA unit receives a greater increase in salary and benefits for the 2026-2027 school year than provided above, the CSEA will receive the same increase.

(2) Article 8 – Hours and Overtime. *The Parties agree to revise Article 8 as attached.*

(3) Article 30 – One-on-One Paraeducators. *The Parties agree to revise Article 30 as attached.*

(4) Appendix B.1 Request for Professional Growth for salary Advancement. *The Parties agree to revise Appendix B.1 as attached.*

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

For YCOE



Cindy Nguyen
Assistant Superintendent, Human Resources

For CSEA



Sonia Pizano
President, CSEA Chapter No. 639



Kennedy Liem
CSEA Labor Representative

For YCOE (cont:)

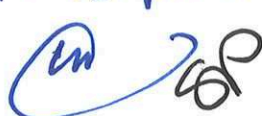
MM Coronado
Veronica Coronado
Associate Supt.

For CSEA (cont:)

Lisa Munia
youth admin

8093
SHERRIN BURAS - Business Analyst IFS

Rosalva Vargas
Rosalva Vargas Admin Secretary
Special Ed

5/18/26
1:48 pm


Article 8. HOURS AND OVERTIME

8.6 Overtime

All overtime hours as defined in this section shall *require prior manager approval which will be compensated at a rate of pay equal to time and one-half the regular rate of pay of the employee for all work required or permitted. Overtime is defined to include any time worked in excess of eight (8) hours in any one day or on any one shift or in excess of forty (40) hours in any calendar week. **All employees regularly assigned less than eight (8) hours per day shall be paid overtime in accordance with sections 45128 and 45131 of the Education Code.*** [Consensus Reached 5.18.26]

8.6.1 ~~All employees regularly assigned less than eight (8) hours per day shall be paid overtime in accordance with sections 45128 and 45131 of the Education Code.~~ **Overtime shall be first offered to bargaining unit members. The opportunity to work overtime shall be distributed in order of seniority and rotated offered as equally as practicable based on seniority and student and/or programmatic needs at each site among the employee classes appropriate to the nature of the work to be performed. Bargaining unit members have the right to refuse overtime opportunities per Article 8.8 below.** [CSEA agreeable, with revisions]

8.6.2 When a classified employee is requested to work on any paid holiday, he/she shall be paid compensation, or given compensatory time off for such work, in addition to the regular pay received for the holiday, at the rate of time and one half his regular rate of pay.

8.6.3 *An employee does not have a right to compensatory time in lieu of overtime pay. However, A manager may offer the employee the opportunity to take compensatory time off in lieu of overtime pay and the employee has the choice of pay or compensatory time, if offered. If mutually agreed upon, any compensatory time shall be at the rate of time and a half. Compensatory time off shall be taken by the last day of the month following the month in which it was accrued, except any compensatory time off accrued in June must be taken by June 30, the end of the fiscal year. Any compensatory time off accrued but not taken as set forth above shall be reflected as overtime on a time sheet and submitted to payroll by the first working day of the next month. Each manager who offers compensatory time off will keep a record of compensatory time accrued and compensatory time taken.*

8.9 Hours Worked

For the purpose of computing the number of hours worked, all time during which an employee is in paid status shall be construed as hours worked. **Any mutual agreement to work outside of contracted hours shall be considered hours worked. Any concerns with how YCOE has computed the number of hours worked by an employee in paid status shall may be**

CSEA to YCOE

Article 8

Counter Proposal #1

5/18/2026

**~~presented~~ brought to the Human Resources Department. for resolution. [CSEA agreeable,
with revisions].**

CSEA to YCOE

Article 30

Proposal #1

5.18.26

1:51 pm

Article 30. ONE-ON-ONE PARAEDUCATORS

To meet the needs of Special Education Students who require an individual Paraeducator to assist them with special needs, **One-on-One Paraeducator positions may be designated within the Paraeducator classification.** the Superintendent is required, from time to time, to employ a person for a limited period of time to perform certain special services for a student. If the student's condition changes or the student leaves the County Office program, these particular specialized services will not be needed. To meet this need, the position of One-on-One Paraeducator is created.

30.1 It is agreed that One-on-One Paraeducators hired by the Superintendent shall have all of the rights and privileges of bargaining unit members as set forth in the Agreement with the exception of the following:

30.1.1 The assignment and the employee's employment with the Superintendent shall end when the student leaves the program or when the student no longer needs the services.

30.1.2 The number of hours assigned to each position may vary from year to year depending on the needs of the student as set forth in the IEP or medical requirements.

30.1.3 When the assignment ends, the One-on-One Paraeducator shall if he/she requests, be placed on the classified substitute list.

30.1.4 At the end of the assignment, the One-on-One Paraeducator shall be placed on a One-on-One reemployment list and shall be hired back in accordance with date of hire in the classification providing that the Paraeducator meets the skills and needs required by the students.

30.1.5 Articles 16 and 19 of the Collective Bargaining Agreement shall not apply to One-on-One Paraeducators.

30.1.6¹ One-on-One Paraeducators shall be paid at the same rate of pay as that of Paraeducator.

[CSEA has a preference of eliminating the entire article, but okay with above revisions to the language. CSEA additionally proposes adding one-on-one language to the Paraeducator job description for further clarity].

Yolo County

OFFICE OF EDUCATION

REQUEST FOR PROFESSIONAL GROWTH FOR SALARY ADVANCEMENT

☐ Classified

☐ Certificated

5/18/26
1:42 pm

Employee:

☐ Prior supervisor approval is required.

☐ Submit the original to the Human Resources Department for review/approval with supporting documents, notification of approval or denial shall be provided by HR within 10 business days of date of submission.

Name: _____

Department/Program: _____

Date: _____

Position Title: _____

Training Provided by YCOE: ☐ Yes ☐ No

Outside of work hours ☐ Yes ☐ No/Other, please explain: _____

Request for approval of
Course/Training

Source of Professional Growth

Start/End Date

Start/End Time

Hrs/Qtr or Units

Supervisor
Approve/Deny
(Circle one)

HR
Approve/Deny
(Circle one)

Please write a brief description of how the course directly relates to the employee's current assignment and current career field. (Attach course description on a separate sheet)

IMPORTANT: OFFICIAL TRANSCRIPTS OR PROOF OF COMPLETION MUST BE SUBMITTED TO HUMAN RESOURCES FOR CREDIT

Human Resources Use Only:

Previously approved hours = _____

Hours approved this request = _____

Total number of hours = _____

Total allowable hours = _____

Prof Growth Stipend (%) _____

Effective Date _____

PAN Submitted: _____

Carry-over to next fiscal year = _____