

TENTATIVE AGREEMENT

June 1, 2026

The Yolo County Office of Education ("YCOE") and the Yolo Education Association ("YEA") (YCOE and YEA collectively the "Parties") agree on June 1, 2026 to conclude reopener contract negotiations for the 2026-2027 school year.

The Parties agree as follows:

1. Article 19 Salary and Article 21 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 \$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 1.0%.); 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 1.3%.); (The YCOE does not intend for such stipends to serve as an ongoing compensation practice moving forward.); AND

A one-time Itinerant Special Education Teacher stipend of \$1,000 for all Itinerant certificated staff (Adaptive PE, Visually Impaired/Orientation & Mobility, Deaf & Hard of Hearing, Assistive Technology, and Infant Teacher). The parties recognize that certain Special Education teachers provide itinerant services across multiple school sites and districts within the county, requiring extensive travel, coordination with multiple teams, and the management of complex and varied caseloads. The Itinerant Teacher stipend acknowledges these added professional and logistical demands associated with providing services across multiple locations. The stipend will be for the 2026-2027 school year only, and will be paid in monthly installments with the first payment in August 2026 and each month thereafter, pro-rated based on FTE not to exceed 1.0 and percentage of years served. Employees must be in active status when payment is issued. (The cost to provide the ongoing Itinerant Special Education Teacher stipend is approximately .4% based on estimate of 15 eligible unit members.); AND

The parties agree to establish an Itinerant Caseload Committee (Excel Lab) to review and discuss data and develop caseload recommendations for the Superintendent. The parties agree to meet before June 30, 2026 to establish committee members and schedule meetings to commence no later than August 31, 2026 and conclude no later than November 30, 2026, with recommendations presented to the Superintendent for approval. The Parties agree to use those recommendations during 2027-2028 reopener negotiations and agree to add Article 13 Teaching Hours limited to caseloads,

as a separate article for bargaining in addition to reopener articles (Salary, Benefits, and two selected by each party); AND

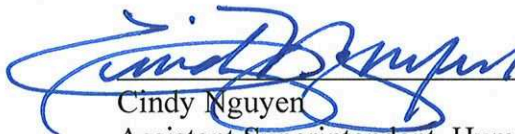
The ongoing SPEAE stipend of \$1,500 will be increased to \$3,000 for all certificated staff serving in these programs. These roles require specialized expertise and a deep commitment to students with complex needs who are often not served in traditional district settings. Recognizing both the profound impact of their work and the persistent challenges in recruiting and retaining qualified professionals in these areas, this stipend serves as a meaningful acknowledgment of their contributions and the essential role they play in our educational community. The stipend increase will commence in the 2026-2027 school year, and will be paid in monthly installments with the first payment in August 2026, pro-rated based on FTE not to exceed 1.0 and percentage of years served. Employees must be in active status when payment is issued. (The cost to provide the increase to the ongoing SPEAE stipend is approximately 1.5%.)

2. Article 14 – Work Year. *YCOE withdrew its initial proposal.*

3. Article 22 – Leaves. *YCOE withdrew its initial proposal.*

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 YEA

 6/1/26
Dee Pitto
President, YEA