

TENTATIVE AGREEMENT

YOLO COUNTY SUPERINTENDENT OF SCHOOLS
AND YOLO EDUCATION ASSOCIATION
RE 2020-2021 REOPENER NEGOTIATIONS

April 12, 2021

YCOE and YEA agree to conclude negotiations for the 2020-2021 and 2021-2022 school years, including salary and benefits, as follows.

1. Salary and Benefits

2020-2021 A one-time lump sum payment of 5% based on the unit member's current placement on the salary schedule, with payment issued within approximately sixty (60) days after ratification.

A \$25 increase to the monthly employer contribution (\$8,400 annually) for health benefits, currently at \$675 a month (\$8,100 annually), to be implemented within approximately sixty (60) days after ratification.

2021-2022 The salary schedule will be increased by 75% of the final COLA for the 2021-2022 school year, effective July 1, 2021. (75% of the currently projected COLA of 3.84% = 2.88%.) Should COLA for the 2021-2022 fiscal year be 0%, both parties shall meet to negotiate one-time, off-salary schedule compensation.

Actual COLA was 3.80%
CA: [Signature]

2. Other Mutual Items

- The Parties agree to extend the current Collective Bargaining Agreement ("CBA") which expires on June 30, 2021 for one additional school year, commencing July 1, 2021 and ending June 30, 2022. YEA agrees to withdraw and table its Article 13 and 17 2020-2021 reopeners until the Parties convene successor contract negotiations (2022-2025). The Parties agree to submit their initial proposals for successor contract negotiations no later than May 1, 2022.
- The Parties agree to extend the term of their AB 119 MOU (Exhibit H to CBA) for one additional school year, commencing July 1, 2021 and ending June 30, 2022.

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

Margie Valencia
For YCOE

[Signature]
For YEA

TENTATIVE AGREEMENT

April 26, 2022

The Yolo County Office of Education (“YCOE”) and the Yolo Education Association (“YEA”) (YCOE and YEA collectively the “Parties”) agree on April 26, 2022 to conclude negotiations for 2022-2023 school year as follows:

(1) Salary and Benefits.

YCOE will provide the following for the 2022-2023 school year:

- 1) A one-time lump sum payment of 5% based on 2021-2022 salary schedule (unit member must have been employed during the 2021-2022 school year and is returning for the 2022-2023 school year); AND THEREAFTER
- 2) 7% increase to the salary schedule, effective July 1, 2022; AND
- 3) \$50 increase to monthly employer contribution for health benefits (monthly from \$700 to \$750; annually from \$8400 to \$9000)

(2) Article 5.9 Association Rights, Article 13.4.1 Non-Teaching Duties, Article 17.2 Required Staff Development and Article 22.6 Personal Business Leave *[Parties agree their respective proposals are withdrawn]*

(3) Revise Article 5 to include AB 119 Employee Orientation MOU in Contract. *[Parties will insert #'s 1, 2, and 3 only from the MOU into Article 5 where appropriate, i.e., to replace current 5.4 and 5.6]*

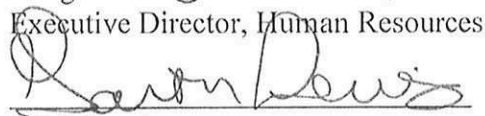
(4) Article 27.1 Term of Agreement. *[Parties will revise Article 27.1 to reflect a new three-year term from July 1, 2022 through June 30, 2025.]*

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

For YCOE

For YEA


Margie Valenzuela
Executive Director, Human Resources


Garth Lewis
Superintendent


Cyndi Hale
President, YEA

YOLO COUNTY SUPERINTENDENT SALARY COMPARISON
2021/2022

	DAVIS	ESPARTO	WASHINGTON	WINTERS	WOODLAND	DISTRICT AVERAGE	YCOE DIFFERENCE
Annual Salary	\$262,058	\$193,787	\$230,000	\$165,000	\$260,000	\$222,169	(\$28,308)
Work Days	225	260	220	225	224		
Degree Stipend	\$1,500	\$2,072	\$2,000	\$1,280	\$0	\$1,370	(\$370)
Tax Sheltered Annuity	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Annual Health Benefits Cap Employer Paid	\$12,245	\$7,200	\$11,617	\$7,554	\$8,100	\$9,343	(\$943)
Professional Dues	ACSA & Other	ACSA	ACSA, AASA	ACSA, CASBO & CALSA	ACSA & Other		
Other *	\$2,500	\$0	\$6,000	\$5,700	\$300	\$2,900	

TOTAL COMP without Health Ins.	\$266,058	\$195,859	\$238,000	\$171,980	\$260,300	\$226,439	(\$30,378)
TOTAL COMP with Health Ins.	\$278,303	\$203,059	\$249,617	\$179,534	\$268,400	\$235,783	(\$31,322)

	YCOE
Annual Salary	\$193,861
Work Days	215
Degree Stipend	\$1,000
Tax Sheltered Annuity	\$0
Annual Health Benefits Cap Employer Paid	\$8,400
Professional Dues	ACSA, CALSA
Other *	\$1,200

*Travel Stipend *Car Allowance *Car Allowance *Car Allowance *Car Allowance
*Cell Phone Stipend *Cell phone stipend

YOLO COUNTY SUPERINTENDENT SALARY COMPARISON
2021/2022

	Butte	Humboldt	Shasta	DISTRICT AVERAGE	YCOE DIFFERENCE
Annual Salary	\$202,640	\$192,320	\$212,263	\$202,408	(\$8,547)
Work Days	224	220			
Degree Stipend	\$0	\$1,250	\$2,825	\$1,358	(\$358)
Tax Sheltered Annuity	\$0	\$0	\$0	\$0	\$0
Annual Health Benefits Cap Employer Paid	\$11,894	\$24,672	\$13,500	\$16,689	(\$8,289)
Professional Dues	ACSA & CALSA	N/A	N/A		
Other *	\$0	\$11,320	\$6,600	\$5,973	

TOTAL COMP without Health Ins.	\$202,640	\$204,890	\$221,688	\$209,739	(\$13,678)
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TOTAL COMP with Health Ins.	\$214,534	\$229,562	\$235,188	\$226,428	(\$21,967)
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* Cell Phone Stipend

*Fleet

*Cafeteria

*Cell Phone

*Mileage/Vehicle

*Phone