TENTATIVE AGREEMENT
YOLO COUNTY SUPERINTENDENT OF SCHOOLS
AND AFSCME CERTIFICATED CHAPTER
RE 2023-2024 NEGOTIATIONS
May 9, 2023

The Parties agree to conclude negotiations for the 2023-2024 school year as follows:

(1) **Salary and Benefits for 2023-2024**

2023-2024  
Increase salary schedule by Head Start COLA of 5.6% plus 4.4%, for a total increase of 10%, effective July 1, 2023; and

$50 increase to monthly employer contribution for health benefits (monthly from $750 to $800; annually from $9,000 to $9,600); and

Add a Step 6 to the salary schedule effective July 1, 2023; and

Add Longevity for 15 years at 4%; and

Increase master’s stipend from $500 to $750; and

A one-time retention payment of $2,000 to all unit members employed anytime during the 2022-2023 school year that continue their employment with YCOE throughout the 2023-2024 school year (payment to be issued in October 2023); AND

Initial step placement will be increased from “up to step 2” to “up to step 5” effective July 1, 2023. [Prior experience must be comparable and obtained while holding the required child development permit.]

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(2) **Article 14: Leaves.** The Parties agree to revise Article 14 as follows:

14.1 Bereavement Leave (revise sentences below as follows to address AB 1949)

The leave shall be for a period not to exceed three (3) five (5) days (three (3) days are without loss of pay with the additional two (2) days from the employee other available and qualifying leaves), or not more than five (5) days if unless the death occurs out of the state or outside a radius of 300 miles from the YCOE office in which case the leave shall be for not more than five (5) days without loss of pay.

14.14 Prior Notice, Permission and Verification of Absences

14.14.3.2 Any employee absent because of illness for more than five (5) consecutive workdays shall provide a physician’s certification that the employee was ill and unable to work, and which will also include a release to return to work, on his/her the day they return to work.

(3) **AB 119 MOU.** The Parties agree add the applicable terms of the MOU to Article 5 Organizational Rights under a new sub-article 5.3 New Employee Orientation.
(4) **Article 13.3 Vacation Accumulation.** *The Parties agree to revise Article 13 as follows:*

13.3.1 From the first month through the fifth year of continuous service, vacation time shall be earned and accumulated at the rate of 1.25 days of vacation for each month of regular full-time service not to exceed fifteen (15) days per fiscal year commencing July 1, 2006.

13.3.1.1 Commencing with the sixth year of continuous service, vacation time shall be earned and accumulated at the rate of 1.50 days of vacation for each month of regular full-time service not to exceed eighteen (18) days per fiscal year.

(5) **Article 18 Classification and Changes in Classification.** *The Parties agree to revise Article 18.3 by adding the following sentence to the end of 18.3:*

Associate Teachers with an AA or Bachelor’s degree shall be placed on range 31.

(6) **Article 19.1 Layoff.** *The Parties agree to amend Article 19.1 to amend reference to Ed Code section 8366, to 8303.*

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

For YCOSL

For AFSCME Certificated

Superintendent

For AFSCME Certificated