TENTATIVE AGREEMENT
YOLO COUNTY SUPERINTENDENT OF SCHOOLS
AND AFSCME CLASSIFIED 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

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.]

(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 employees 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) The Parties agree to add Information Specialists to Calendar One. The employees in this classification will continue to earn vacation days as stated in the contract and as revised above in #4, and will work a 260 day contract year with vacation flexibility in lieu of per diem payment.

(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 YCOB

For AFSCME Classified

For Superintendent

For AFSCME Classified