

**SIGNATURES**

**FOR THE SUPERINTENDENT:**

Margie Valencia  
DATE: 8/16/22

**FOR THE ASSOCIATION:**

MM & DelCastro  
DATE: 8.16.22



# California School Employees Association

2045 Lundy Avenue  
San Jose, CA 95131  
(408) 473-1000  
(800) 632-2128

Executive  
FAX (408) 321-8227

General  
FAX (408) 954-9417  
[www.csea.com](http://www.csea.com)

Ben Valdepeña  
Association President

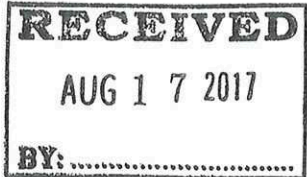
Dave Low  
Executive Director

Member of the AFL-CIO

The nation's largest  
independent classified  
employee association



August 7, 2017



## RE: CSEA DUES REVISION

I am writing you to inform Yolo County Office Of Education of the recent change to California School Employees Association's (CSEA) dues structure. At CSEA's 2017 Annual Conference, the members voted to change the dues calculation method by increasing the maximum amount of salary on which dues are calculated **effective October 1, 2017**. The **maximum monthly salary calculation** was increased from of 1.5% of the first \$2,450 of monthly gross salary (exclusive of overtime but including longevity, professional growth and anniversary increments) to **1.5% of the first \$3,150 of monthly gross salary** (exclusive of overtime but including longevity, professional growth and anniversary increments). In addition, the **annual cap (maximum assessment)** was increased from \$367.50 to **\$475.25**. The local chapter may assess additional local dues.

The chart below shows the maximum amounts per month and per year based on the member or fair share payer's actual salary per month.

	Pre-10/1/2017*	Effective 10/1/2017
<b>Monthly Salary Cap</b>	\$2,450	<b>\$3,150</b>
<b>Monthly Dues Maximum</b>	\$36.75	<b>\$47.25</b>
<b>Annual Dues Maximum (12 mos.)</b>	\$367.50	<b>\$472.50</b>

\*The pre-10/1/2017 dues structure is included for reference only.

Please arrange to have your payroll department implement the new dues structure for the **October 2017 payroll**.

The enclosed letter is being sent to all affected CSEA members and fair share fee payers notifying them of the change to the dues structure.

We sincerely appreciate your efforts implementing the deduction of the new dues structure. Any questions should be referred to me at 408-433-1227.

Yours truly,

Steve Brashear,  
Chief Financial Officer

Enclosure

THE YOLO COUNTY OFFICE OF EDUCATION

RANGE PLACEMENT TABLE - CLASSIFIED NON-MANAGEMENT CLASSIFICATION

For Fiscal Year 2022-23  
Effective July 1, 2022

RANGE NUMBER	CLASS TITLE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
15	Annual Monthly Hourly	26,556 2,213 12.77	27,888 2,324 13.41	29,280 2,440 14.08	30,732 2,561 14.78	32,280 2,690 15.52	33,900 2,825 16.30	35,604 2,967 17.12
16	Annual Monthly Hourly	27,216 2,268 13.09	28,572 2,381 13.74	30,012 2,501 14.43	31,500 2,625 15.15	33,084 2,757 15.91	34,752 2,896 16.71	36,492 3,041 17.55
17	Annual Monthly Hourly	27,912 2,326 13.42	29,304 2,442 14.09	30,756 2,563 14.79	32,292 2,691 15.53	33,924 2,827 16.31	35,628 2,969 17.13	37,416 3,118 17.99
18	Annual Monthly Hourly	28,620 2,385 13.76	30,048 2,504 14.45	31,548 2,629 15.17	33,132 2,761 15.93	34,788 2,899 16.73	36,540 3,045 17.57	38,364 3,197 18.45
19	Annual Monthly Hourly	29,316 2,443 14.10	30,804 2,567 14.81	32,340 2,695 15.55	33,960 2,830 16.33	35,664 2,972 17.15	37,452 3,121 18.01	39,324 3,277 18.91
20	Annual Monthly Hourly	30,048 2,504 14.45	31,548 2,629 15.17	33,132 2,761 15.93	34,788 2,899 16.73	36,540 3,045 17.57	38,364 3,197 18.45	40,284 3,357 19.37
21	Annual Monthly Hourly	30,804 2,567 14.81	32,340 2,695 15.55	33,960 2,830 16.33	35,664 2,972 17.15	37,452 3,121 18.01	39,324 3,277 18.91	41,304 3,442 19.86
22	Food Service Assistant	31,572 2,631 15.18	33,144 2,762 15.94	34,812 2,901 16.74	36,564 3,047 17.58	38,388 3,199 18.46	40,308 3,359 19.38	42,324 3,527 20.35
23	Annual Monthly Hourly	32,364 2,697 15.56	33,984 2,832 16.34	35,688 2,974 17.16	37,476 3,123 18.02	39,348 3,279 18.92	41,328 3,444 19.87	43,380 3,615 20.86
24	Annual Monthly Hourly	33,168 2,764 15.95	34,836 2,903 16.75	36,576 3,048 17.59	38,412 3,201 18.47	40,320 3,360 19.39	42,336 3,528 20.36	44,460 3,705 21.38



RANGE NUMBER	CLASS TITLE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
25	Annual Monthly Hourly	33,996 2,833 16.35	35,712 2,976 17.17	37,500 3,125 18.03	39,372 3,281 18.93	41,340 3,445 19.88	43,404 3,617 20.87	45,564 3,797 21.91
26	Annual Monthly Hourly	34,860 2,905 16.76	36,600 3,050 17.60	38,436 3,203 18.48	40,344 3,362 19.40	42,360 3,530 20.37	44,484 3,707 21.39	46,704 3,892 22.46
27	Custodian Annual Monthly Hourly	35,724 2,977 17.18	37,512 3,126 18.04	39,384 3,282 18.94	41,364 3,447 19.89	43,428 3,619 20.88	45,588 3,799 21.92	47,880 3,990 23.02
28	Annual Monthly Hourly	36,624 3,052 17.61	38,448 3,204 18.49	40,368 3,364 19.41	42,384 3,532 20.38	44,508 3,709 21.40	46,728 3,894 22.47	49,056 4,088 23.59
29	Secretary Annual Monthly Hourly	37,536 3,128 18.05	39,408 3,284 18.95	41,388 3,449 19.90	43,464 3,622 20.90	45,648 3,804 21.95	47,940 3,995 23.05	50,328 4,194 24.20
30	Braille Transcriber I Paraeducator Annual Monthly Hourly	38,472 3,206 18.50	40,404 3,367 19.43	42,420 3,535 20.40	44,544 3,712 21.42	46,776 3,898 22.49	49,104 4,092 23.61	51,552 4,296 24.79
31	Annual Monthly Hourly	39,432 3,286 18.96	41,412 3,451 19.91	43,488 3,624 20.91	45,672 3,806 21.96	47,952 3,996 23.06	50,352 4,196 24.21	52,872 4,406 25.42
32	Braille Transcriber II Paraeducator (with Signing Skills) Warehouse & Inventory Control Technician Annual Monthly Hourly	40,404 3,367 19.43	42,420 3,535 20.40	44,544 3,712 21.42	46,776 3,898 22.49	49,104 4,092 23.61	51,552 4,296 24.79	54,132 4,511 26.03
33	Business Services Technician Annual Monthly Hourly	41,424 3,452 19.92	43,512 3,626 20.92	45,696 3,808 21.97	47,976 3,998 23.07	50,376 4,198 24.22	52,884 4,407 25.43	55,524 4,627 26.70
34	Maintenance Technician Foster Youth & Homeless Services Outreach Specialist Behavior Technician Annual Monthly Hourly	42,468 3,539 20.42	44,592 3,716 21.44	46,812 3,901 22.51	49,164 4,097 23.64	51,624 4,302 24.82	54,192 4,516 26.06	56,904 4,742 27.36
35	Administrative Secretary Annual Monthly Hourly	43,524 3,627 20.93	45,708 3,809 21.98	48,000 4,000 23.08	50,388 4,199 24.23	52,908 4,409 25.44	55,548 4,629 26.71	58,332 4,861 28.05
36	Annual Monthly Hourly	44,604 3,717 21.45	46,836 3,903 22.52	49,188 4,099 23.65	51,636 4,303 24.83	54,216 4,518 26.07	56,928 4,744 27.37	59,772 4,981 28.74

RANGE NUMBER	CLASS TITLE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
37		45,732 3,811 21.99	48,024 4,002 23.09	50,412 4,201 24.24	52,932 4,411 25.45	55,572 4,631 26.72	58,356 4,863 28.06	61,272 5,106 29.46
38	Licensed Vocational Nurse/Paraeducator	46,872 3,906 22.54	49,224 4,102 23.67	51,684 4,307 24.85	54,264 4,522 26.09	56,964 4,747 27.39	59,808 4,984 28.76	62,808 5,234 30.20
39		48,036 4,003 23.10	50,448 4,204 24.26	52,968 4,414 25.47	55,608 4,634 26.74	58,404 4,867 28.08	61,308 5,109 29.48	64,368 5,364 30.95
40	Youth Advocate	49,248 4,104 23.68	51,696 4,308 24.86	54,276 4,523 26.10	57,000 4,750 27.41	59,856 4,988 28.78	62,856 5,238 30.22	65,988 5,499 31.73
41	Administrative Assistant	50,472 4,206 24.27	52,992 4,416 25.48	55,632 4,636 26.75	58,416 4,868 28.09	61,332 5,111 29.49	64,392 5,366 30.96	67,608 5,634 32.51
42		51,744 4,312 24.88	54,324 4,527 26.12	57,048 4,754 27.43	59,892 4,991 28.80	62,892 5,241 30.24	66,036 5,503 31.75	69,336 5,778 33.34
43		53,028 4,419 25.50	55,692 4,641 26.78	58,488 4,874 28.12	61,416 5,118 29.53	64,488 5,374 31.01	67,716 5,643 32.56	71,112 5,926 34.19
44	Senior Business Services Technician	54,360 4,530 26.14	57,084 4,757 27.45	59,940 4,995 28.82	62,928 5,244 30.26	66,072 5,506 31.77	69,384 5,782 33.36	72,852 6,071 35.03
45		55,716 4,643 26.79	58,500 4,875 28.13	61,440 5,120 29.54	64,512 5,376 31.02	67,740 5,645 32.57	71,124 5,927 34.20	74,688 6,224 35.91
46		57,108 4,759 27.46	59,964 4,997 28.83	62,952 5,246 30.27	66,096 5,508 31.78	69,408 5,784 33.37	72,876 6,073 35.04	76,512 6,376 36.79
47	Program Data Analyst	58,548 4,879 28.15	61,476 5,123 29.56	64,560 5,380 31.04	67,776 5,648 32.59	71,172 5,931 34.22	74,724 6,227 35.93	78,468 6,539 37.73
48		60,000 5,000 28.85	63,000 5,250 30.29	66,132 5,511 31.80	69,444 5,787 33.39	72,912 6,076 35.06	76,560 6,380 36.81	80,388 6,699 38.65



RANGE NUMBER	CLASS TITLE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
49	Annual Monthly Hourly	61,500 5,125 29.57	64,572 5,381 31.05	67,800 5,650 32.60	71,196 5,933 34.23	74,748 6,229 35.94	78,492 6,541 37.74	82,428 6,869 39.63
50	Annual Monthly Hourly	63,036 5,253 30.31	66,204 5,517 31.83	69,504 5,792 33.42	72,984 6,082 35.09	76,620 6,385 36.84	80,448 6,704 38.68	84,456 7,038 40.61
51	Business Analyst - Internal Business Analyst - External Annual Monthly Hourly	64,620 5,385 31.07	67,848 5,654 32.62	71,232 5,936 34.25	74,784 6,232 35.96	78,528 6,544 37.76	82,464 6,872 39.65	86,580 7,215 41.63
52	Annual Monthly Hourly	66,240 5,520 31.85	69,552 5,796 33.44	73,020 6,085 35.11	76,680 6,390 36.87	80,508 6,709 38.71	84,540 7,045 40.65	88,764 7,397 42.68
53	Computer Systems Specialist Senior Maintenance Technician Annual Monthly Hourly	67,908 5,659 32.65	71,292 5,941 34.28	74,856 6,238 35.99	78,600 6,550 37.79	82,524 6,877 39.68	86,640 7,220 41.66	90,972 7,581 43.74
54	Annual Monthly Hourly	69,612 5,801 33.47	73,080 6,090 35.14	76,740 6,395 36.90	80,592 6,716 38.75	84,624 7,052 40.69	88,848 7,404 42.72	93,300 7,775 44.86
55	Annual Monthly Hourly	71,352 5,946 34.31	74,940 6,245 36.03	78,684 6,557 37.83	82,608 6,884 39.72	86,748 7,229 41.71	91,092 7,591 43.80	95,652 7,971 45.99
56	Network Systems Administrator Senior Computer Systems Specialist Annual Monthly Hourly	73,152 6,096 35.17	76,812 6,401 36.93	80,652 6,721 38.78	84,684 7,057 40.72	88,932 7,411 42.76	93,384 7,782 44.90	98,064 8,172 47.15
57	Annual Monthly Hourly	74,976 6,248 36.05	78,720 6,560 37.85	82,656 6,888 39.74	86,796 7,233 41.73	91,140 7,595 43.82	95,688 7,974 46.01	100,476 8,373 48.31
58	Annual Monthly Hourly	76,848 6,404 36.95	80,700 6,725 38.80	84,732 7,061 40.74	88,980 7,415 42.78	93,420 7,785 44.92	98,100 8,175 47.17	103,020 8,585 49.53
59	Educational Interpreter Speech & Language Pathology Assistant Annual Monthly Hourly	78,768 6,564 37.87	82,692 6,891 39.76	86,832 7,236 41.75	91,176 7,598 43.84	95,736 7,978 46.03	100,524 8,377 48.33	105,552 8,796 50.75
60	Annual Monthly Hourly	80,736 6,728 38.82	84,768 7,064 40.76	89,016 7,418 42.80	93,468 7,789 44.94	98,148 8,179 47.19	103,056 8,588 49.55	108,216 9,018 52.03

RANGE NUMBER	CLASS TITLE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
61	Annual Monthly Hourly	82,752 6,896 39.79	86,892 7,241 41.78	91,236 7,603 43.87	95,796 7,983 46.06	100,584 8,382 48.36	105,612 8,801 50.78	110,892 9,241 53.32
62	Annual Monthly Hourly	84,816 7,068 40.78	89,052 7,421 42.82	93,504 7,792 44.96	98,184 8,182 47.21	103,092 8,591 49.57	108,252 9,021 52.05	113,664 9,472 54.65
63	Annual Monthly Hourly	86,940 7,245 41.80	91,284 7,607 43.89	95,844 7,987 46.08	100,620 8,385 48.38	105,660 8,805 50.80	110,940 9,245 53.34	116,496 9,708 56.01
64	Annual Monthly Hourly	89,124 7,427 42.85	93,576 7,798 44.99	98,256 8,188 47.24	103,164 8,597 49.60	108,324 9,027 52.08	113,724 9,477 54.68	119,400 9,950 57.41
65	Occupational Therapist Physical Therapist Network Engineer	91,344 7,612 43.92	95,916 7,993 46.12	100,728 8,394 48.43	105,756 8,813 50.85	111,048 9,254 53.39	116,592 9,716 56.06	122,424 10,202 58.86

LONGEVITY:

1. Upon Completion of 10 Years of Service - 2% will be added to the base salary
2. Upon Completion of 15 Years of Service - 4% will be added to the base salary
3. Upon Completion of 20 Years of Service - 6% will be added to the base salary

DEGREE STIPENDS: Maximum of one allowed whichever is greater

AA/AS Stipend: \$300

BA/BS Stipend: \$600

Effective 7/1/2022 7.0% COLA

Business Analyst - External added to Range 51 Executive 7/20/2022

Approved by Superintendent: *Sam Lewis*

Date: July 20, 2022



## **Extended Health & Welfare Benefits for Retirees**

The Superintendent recognizes the value of staff continuity in the operation of the County Office of Education.

The purpose of this policy is to extend office-paid hospital and medical benefits into retirement for retirees who have provided long and loyal service to the Office of the Yolo County Office of Education. Eligibility requirements are as follows:

1.     (a)    The retiree must have reached the retirement age of 55 years and must be on retirement status with the STRS, if that employee is a member of STRS; or,
  - (b)    The retiree must have reached the retirement age of 55 years and must be on retirement status with the PERS, if that employee is a member of PERS.
2.    The retired employee must have served the county office at least fifteen full consecutive years and entered retirement status directly from employment with the Yolo County Office of Education Office, unless that employee was disabled at the time of retirement and this disability prevented that person from having completed fifteen years of employee status.
3.    The retired employee who is less than the ages specified under 1(a) and 1(b) will be allowed to take the office's hospital and medical plan into retirement at his own expense, but at the same current monthly premium as for regular employees.
4.    When the retiree reaches the ages specified under items 1(a) and 1(b) the county office of education will assume the premium payments. (Premium payments will be picked up immediately for all employees retiring beyond the ages specified under items 1(a) and 1(b)).
5.    All retirees must, at age 65, apply for Medicare Part B. Medicare Part A, if available for retirees and/or spouses qualified through Social Security eligibility without cost, must be accepted. Medicare Part B is available for all at age 65. The cost of Medicare Part B shall be paid in full by the retiree. Additionally, the county office shall continue the monthly premium costs of the applicable Office hospital and medical plan. However, Medicare Part B is mandatory for all.
6.    Retiring employees with less than fifteen years' service shall not be eligible for the county office's paid hospital and medical plan, but will be provided the opportunity to remain on the regular hospital and medical plan which may be taken at their own expense.



7. A person who is disabled and that disability is job related, and is so certified by STRS and/or PERS, shall be eligible for the office-paid hospital and medical plan benefits immediately if such disabled employee has had fifteen years of service in the county office at the time of disability certification. Disabled employees becoming eligible for Medicare benefits because of their disability must accept this Medicare coverage.
8. An eligible dependent(s) is defined as meeting the eligibility requirements of the current insurance carrier.
9. In no circumstances will the county office's contribution to a retired employee exceed that which would be paid the same individual if he/she were a current employee working in the same or similar classification as that which the individual held at the time of retirement.

**NEW EMPLOYEE ORIENTATION**  
**MEMORANDUM OF UNDERSTANDING BETWEEN THE CALIFORNIA SCHOOL**  
**EMPLOYEES ASSOCIATION AND ITS YOLO COUNTY CHAPTER 639 (CSEA) AND**  
**THE YOLO COUNTY OFFICE OF EDUCATION (YCOE)**  
**OCTOBER 3, 2017**

**COMMENTS**

AB 119 (2017) adds sections 3555-3559 to the Government Code and amends the Public Records Act at Government Code Section 6254.3. It requires that, absent a waiver by CSEA, the YCOE is required to (1) give CSEA 10 days' notice of every orientation session absent an urgent critical unforeseen need, (2) provide CSEA with access to new hires during any orientation session, (3) provide CSEA with contact information on new hires within 30 days of hire or the first pay period of the month after the employee is hired, whichever is later, and (4) also provide CSEA with a list of all employees' names and contact information every 120 days.

**Please note:** Newly hired employees may, in accordance with the Public Records Act (PRA), request not to have their home address, home telephone number, personal cellular telephone number, and birth date provided to their exclusive representative. Under the PRA, this personal information is *not* open to *public* disclosure, but *is* open to the exclusive representative, unless the employee affirmatively requests otherwise. (*County of Los Angeles v. Los Angeles County Employee Relations Commission* (2013) 56 Cal.4<sup>th</sup> 905.) The employer may not encourage employees to make such a request.

**1. YCOE NOTICE TO CSEA OF NEW HIRES**

- a) The YCOE shall provide CSEA notice of any newly hired employee, within ten (10) days of date of hire, via an electronic mail. Please include the following information: full legal name, date of hire, classification, and site.

**2. EMPLOYEE INFORMATION**

- a) "Newly hired employee" or "new hire" means any employee, whether permanent, full time, part time, hired by the YCOE, and who is still employed as of the date of the new employee orientation. It also includes all employees who are or have been previously employed by the YCOE and whose current position has placed them in the bargaining unit represented by CSEA. For those latter employees, for purposes of this article only, the "date of hire" is the date upon which the employee's employee status changed such that the employee was placed in the CSEA unit.
- b) The YCOE shall provide CSEA Headquarters with contact information on the new hires. The information will be provided to CSEA Headquarters electronically via a mutually agreeable secure FTP site or service, on the last working day of the month in which they were hired. This contact information shall include the following items, with each field in its own column:

**NEW EMPLOYEE ORIENTATION**  
**MEMORANDUM OF UNDERSTANDING BETWEEN THE CALIFORNIA SCHOOL**  
**EMPLOYEES ASSOCIATION AND ITS YOLO COUNTY CHAPTER 639 (CSEA) AND**  
**THE YOLO COUNTY OFFICE OF EDUCATION (YCOE)**  
**OCTOBER 3, 2017**

- i. First Name;
- ii. Middle initial;
- iii. Last name;
- iv. Suffix (e.g. Jr., III)
- v. Job Title;
- vi. Department;
- vii. Primary worksite name;
- viii. Work telephone number;
- ix. Home Street address (incl. apartment #)
- x. City
- xi. State
- xii. ZIP Code (5 or 9 digits)
- xiii. Home telephone number (10 digits);
- xiv. Personal cellular telephone number (10 digits);
- xv. Personal email address of the employee;
- xvi. Last four numbers of the social security number;
- xvii. Birth date;
- xviii. Employee ID;
- xix. CalPERS status (Y/N);
- xx. Hire date.

This information shall be provided to CSEA regardless of whether the newly hired employee was previously employed by the YCOE.

In the event no one is hired on any particular month, the YCOE shall send an e-mail to CSEA confirming they did not hire any new staff that month.

- c) Periodic Update of Contact Information: The YCOE shall provide CSEA and its' Chapter 639 with a list of all bargaining unit members names and contact information on the last working day of September, January, and May. The information will be provided to CSEA Chapter 639 electronically. This contact information shall also include the following information, with each field listed in its own column:



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**OCTOBER 3, 2017**

- i. First Name;
- ii. Middle initial;
- iii. Last name;
- iv. Suffix (e.g. Jr., III)
- v. Job Title;
- vi. Department;
- vii. Primary worksite name;
- viii. Work telephone number;
- ix. Home Street address (incl. apartment #)
- x. City
- xi. State
- xii. ZIP Code (5 or 9 digits)
- xiii. Home telephone number (10 digits);
- xiv. Personal cellular telephone number (10 digits);
- xv. Personal email address of the employee;
- xvi. Last four numbers of the social security number;
- xvii. Birth date;
- xviii. Employee ID;
- xix. CalPERS status (Y/N);
- xx. Hire date.

**3. NEW EMPLOYEE ORIENTATION**

- a) "New employee orientation" means the onboarding process of a newly hired public employee, whether in person, online, or through other means or mediums, in which employees are advised of their employment status, rights, benefits, duties and responsibilities, or any other employment-related matters.
- b) The YCOE shall provide CSEA mandatory access to its new employee orientations. CSEA shall receive not less than ten (10) days' notice in advance of an orientation, except that a shorter notice may be provided in a specific instance where there is an urgent need critical to the YCOE's operations that was not reasonably foreseeable.
  - i. In the event the YCOE conducts a group orientation, CSEA shall have one (1) hour of paid release time for two (2) CSEA representatives, including the Chapter President or designee, to conduct the orientation session. Said release time shall not be counted against the total release time contained elsewhere in the collective bargaining agreement. The CSEA Labor Relations Representative may also attend the orientation session.

**NEW EMPLOYEE ORIENTATION**  
**MEMORANDUM OF UNDERSTANDING BETWEEN THE CALIFORNIA SCHOOL**  
**EMPLOYEES ASSOCIATION AND ITS YOLO COUNTY CHAPTER 639 (CSEA) AND**  
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**OCTOBER 3, 2017**

- ii. In the event the YCOE conduct one-on-one orientations with new employees, CSEA shall have thirty (30) minutes of paid release time for one (1) CSEA representative to conduct the orientation session. Said release time shall not be counted against the total release time contained elsewhere in the collective bargaining agreement. The CSEA Labor Relations Representative may also attend the orientation session.
- c) The YCOE shall include the CSEA membership application and a CSEA provided link for an electronic application, in any employee orientation packet of YCOE materials provided to any newly hired employee. CSEA shall provide the copies of the CSEA membership applications to the YCOE for distribution.
- d) The orientation session shall be held on YCOE property during the workday of the employee(s), who shall be on paid time.
- e) During CSEA's orientation session, no YCOE manager or supervisor or non-unit employee shall be present.

**3. DURATION OF AGREEMENT**

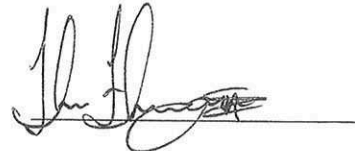
- a) Term: This Agreement shall remain in full force and effect from the date this Agreement is signed, through June 30, 2020 and shall be automatically renewed from year to year unless either party serves written notice upon the other between March 1 and April 1, 2019, or any subsequent anniversary date, of its desire to modify the Agreement. If negotiations for a subsequent Agreement continue after June 30, 2020, the provisions of this Agreement shall remain in effect until the negotiation of a new Agreement is completed. In the event an agreement is not reached within sixty (60) days after the demand to negotiation, either party can make a demand for interest arbitration.
- i. Unless mutually agreed to by the Parties, there shall be no reopening of negotiations on this during the life of the Agreement from the date this Agreement is signed, through June 30, 2020.
- b) Savings Clause: If during the life of the Agreement there exists any applicable law, rule, regulation or order issued by governmental authority, other than the YCOE, which shall render invalid or restrain compliance with or enforcement of any provision contained within this Agreement, it shall not invalidate any unaffected remaining portion(s). The remaining portion(s) shall continue in full force and effect. Upon written notification by one of the Parties to the other, any portion of the Agreement that is invalidated in

NEW EMPLOYEE ORIENTATION  
MEMORANDUM OF UNDERSTANDING BETWEEN THE CALIFORNIA SCHOOL  
EMPLOYEES ASSOCIATION AND ITS YOLO COUNTY CHAPTER 639 (CSEA) AND  
THE YOLO COUNTY OFFICE OF EDUCATION (YCOE)  
OCTOBER 3, 2017

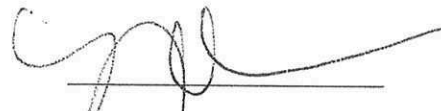
accordance with this Article shall be opened for negotiations within thirty (30) days of the invalidation.

  
YCOE

10/11/17  
DATE

  
CSEA

10/12/17  
DATE

  
CSEA LRR

10/4/19  
DATE