

## SIGNATURES

FOR THE SUPERINTENDENT:

Margie Valenzuela

DATE: 8/29/22

FOR THE ASSOCIATION:

[Signature]

DATE: 08/29/22

# YOLO COUNTY OFFICE OF EDUCATION CERTIFICATED BARGAINING UNIT

182 Staff Days

For Fiscal Year 2022-23  
Effective 7/1/2022

STEP	NON-CREDENTIALLED CLASS 0	<AB+30 CLASS I	AB+30 CLASS II	AB+45 CLASS III	AB+60 CLASS IV	AB+75 CLASS V
1	49,675	51,165	52,700	54,281	55,909	57,586
2	51,165	52,700	54,281	55,909	57,586	59,314
3	52,700	54,281	55,909	57,586	59,314	61,093
4	54,281	55,909	57,586	59,314	61,093	62,926
5	55,909	57,586	59,314	61,093	62,926	64,814
6	57,586	59,314	61,093	62,926	64,814	66,758
7		61,093	62,926	64,814	66,758	68,761
8		62,926	64,814	66,758	68,761	70,824
9		64,814	66,758	68,761	70,824	72,949
10		66,758	68,761	70,824	72,949	75,137
11		68,761	70,824	72,949	75,137	77,391
12		70,824	72,949	75,137	77,391	79,713
13		72,949	75,137	77,391	79,713	82,104
14		75,137	77,391	79,713	82,104	84,567
16				82,104	84,567	87,104
18				84,567	87,104	89,717
20				87,104	89,717	92,409
22						95,181
24						98,036

## ADDITIONAL COMPENSATION INFORMATION

MA/MS STIPEND: \$1,000

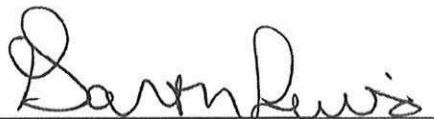
Ph.D./ Ed.D. STIPEND: MA/MS STIPEND PLUS \$1,000

STAFF COORDINATOR: \$3,473 PER SCHOOL YEAR EFFECTIVE 7/1/2022

IRS SECTION 125 TAX DEDUCTION FOR HEALTH BENEFITS

Effective 7/1/2022 7.0% COLA

Signed by Superintendent:



Date:

6/15/22

# YOLO COUNTY OFFICE OF EDUCATION PSYCHOLOGISTS & MENTAL HEALTH THERAPISTS ONLY

192 Staff Days

For Fiscal Year 2022-23  
Effective 7/1/2022

STEP	<AB+30 CLASS 0	AB+30 CLASS I	AB+45 CLASS II	AB+60 CLASS III	AB+75 CLASS IV
1	68,897	70,435	73,339	76,308	79,242
2	70,435	73,371	76,308	79,242	82,176
3	73,371	76,308	79,242	82,176	85,107
4	74,812	79,242	82,176	85,107	88,194
5	79,242	82,176	85,107	88,194	90,982
6	82,176	85,107	88,194	90,982	93,917
7	85,107	88,194	90,982	93,917	96,849
8	88,194	90,982	93,917	96,849	99,785
9	90,982	93,917	96,849	99,785	102,724
10	93,917	96,849	99,785	102,724	105,656
11	96,849	99,785	102,724	105,656	108,592
13			105,656	108,592	111,527
15			108,592	111,527	114,461
17			111,527	114,461	117,457
19					120,506
21					123,647

## ADDITIONAL COMPENSATION INFORMATION

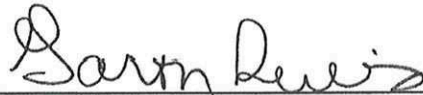
MA/MS STIPEND: \$1,000

Ph.D./ Ed.D. STIPEND: MA/MS STIPEND PLUS \$1,000

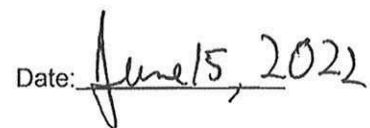
IRS SECTION 125 TAX DEDUCTION FOR HEALTH BENEFITS

Effective 7/1/2022 7.0% COLA

Signed by Superintendent:



Date:



# YOLO COUNTY OFFICE OF EDUCATION

## Nurses ONLY

192 Work Days

For Fiscal Year 2022-23  
Effective 7/1/2022

STEP	<AB+30 CLASS 0	AB+30 CLASS I	AB+45 CLASS II	AB+60 CLASS III	AB+75 CLASS IV
1	64,224	64,226	64,227	64,229	65,663
2	64,226	64,227	64,229	65,663	68,401
3	64,227	64,229	65,663	68,401	71,140
4	64,229	65,663	68,401	71,140	73,879
5	65,663	68,401	71,140	73,879	76,611
6	68,401	71,140	73,879	76,611	79,345
7	71,140	73,879	76,611	79,345	82,220
8	73,879	76,611	79,345	82,220	84,821
9	76,611	79,345	82,220	84,821	87,557
10	79,345	82,220	84,821	87,557	90,291
11	82,220	84,821	87,557	90,291	93,028
12	84,821	87,557	90,291	93,028	95,766
13	87,557	90,291	93,028	95,766	98,501
14	90,291	93,028	95,766	98,501	101,237
16			98,501	101,237	103,974
18			101,237	103,974	106,708
20			103,974	106,708	109,497
22					112,345
24					115,269

### ADDITIONAL COMPENSATION INFORMATION

MA/MS STIPEND: \$1,000

Ph.D./ Ed.D. STIPEND: MA/MS STIPEND PLUS \$1,000

IRS SECTION 125 TAX DEDUCTION FOR HEALTH BENEFITS

Effective 7/1/2022 7.0% COLA

Signed by Superintendent



Date:

6/15/22



# YOLO COUNTY OFFICE OF EDUCATION SPEECH & LANGUAGE SPECIALISTS ONLY

192 Staff Days

For Fiscal Year 2022-23  
Effective 7/1/2022

	<AB+30	AB+30	AB+45	AB+60	AB+75
STEP	CLASS 0	CLASS I	CLASS II	CLASS III	CLASS IV
1	67,084	69,097	71,170	73,305	75,504
2	69,097	71,170	73,305	75,504	77,769
3	71,170	73,305	75,504	77,769	80,102
4	73,305	75,504	77,769	80,102	82,505
5	75,504	77,769	80,102	82,505	84,980
6	77,769	80,102	82,505	84,980	87,529
7	80,102	82,505	84,980	87,529	90,155
8	82,505	84,980	87,529	90,155	92,860
9	84,980	87,529	90,155	92,860	95,646
10	87,529	90,155	92,860	95,646	98,515
11	90,155	92,860	95,646	98,515	101,470
13			98,515	101,470	104,514
15			101,470	104,514	107,649
17			104,514	107,649	110,878
19					114,204
21					117,630

## ADDITIONAL COMPENSATION INFORMATION

MA/MS STIPEND: \$1,000

Ph.D./ Ed.D. STIPEND: MA/MS STIPEND PLUS \$1,000

IRS SECTION 125 TAX DEDUCTION FOR HEALTH BENEFITS

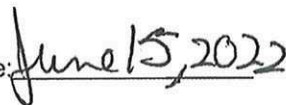
\*Paid based on 192 work days at an index of 1.2 of the Certificated Salary Schedule (Effective 7/1/15).

Effective 7/1/2022 7.0% COLA

Signed by Superintendent



Date:

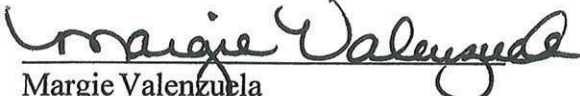



**MEMORANDUM OF UNDERSTANDING**  
Between  
**YOLO COUNTY SUPERINTENDENT OF SCHOOLS**  
and the  
**YOLO EDUCATION ASSOCIATION**

**Regarding: Hiring Bonus**

The Yolo County Superintendent of Schools (County Superintendent) and the Yolo Education Association (Association) recognize that, due to current labor market conditions, it is difficult for the County Superintendent to recruit and hire employees in certain positions within the bargaining unit. Therefore, the County Superintendent and the Association agree as follows:

- \* 1. Current hard-to-fill positions are identified as Speech and Language Specialists, School Psychologists, Teachers for Visually Impaired, Teachers for Orientation and Mobility and Teachers for Deaf and Hard of Hearing.
2. The County Superintendent shall pay a one-time hiring bonus of \$6,000 to each full-time Speech & Language Specialists, School Psychologists, Teachers for Visually Impaired, Teachers for Orientation and Mobility and Teachers for Deaf and Hard of Hearing hired after the date of the signing of this MOU.
3. Hiring bonus payments will be prorated based on FTE, not to exceed 1.0 FTE, and percentage of year served. The hiring bonus shall be paid in full on the first pay warrant or first month of employment.
4. Certificated staff receiving hiring bonuses and who are re-elected, shall not be eligible to transfer out of the job classification without County Superintendent approval for three years.
5. Depending on possible future changes in labor market conditions, the County Superintendent may eliminate any of the job classifications identified in this MOU from hiring bonus eligibility or add new job classifications identified as hard-to-fill, upon thirty (30) days advance notice to the Association.
6. This MOU will be effective the 2018-19 school year through the 2022-23 school year.

  
Margie Valenzuela  
Executive Director Human Resources  
Yolo County Office of Education

  
Heather Williams  
President  
Yolo Education Association

5/8/18  
Date

5/8/18  
Date

\* YCOE has identified school nurses and teachers for assistive technology as hard-to-fill effective June 19, 2021.  
Appendix E

  
mu Valenzuela



**MEMORANDUM OF UNDERSTANDING**

**YOLO COUNTY OFFICE OF EDUCATION  
AND  
YOLO EDUCATION ASSOCIATION**

**Teacher Credentialing Intern Programs  
2022-23 and 2023-24 School Years**

The Yolo County Office of Education (“YCOE”) and the Yolo Education Association (“YEA”) enter into this Memorandum of Understanding (“MOU”) for the 2022-23 and 2023-24 school years regarding Teacher Credentialing Intern Programs (“Programs” or “Program”).

**RECITALS**

**WHEREAS**, there are Teacher Credentialing Intern Programs located in Yolo County and surrounding areas operated by regional consortiums and University partners which provide an alternative certification pathway for individuals interested in entering the teaching profession to address the teacher shortage in identified credential areas; and

**WHEREAS**, the Programs provide intern teacher candidates with Commission accredited Pre-service coursework, year-long coursework, resources, credentialing services, and technical assistance all aligned to the California Standards for the Teaching Profession (CSTP) and Teacher Performance Expectations (TPE); and

**WHEREAS**, the YCOE and YEA desire to enter into this MOU to memorialize their understanding regarding intern teacher candidates participating in such Programs during the 2022-23 and 2023-24 school years.

**NOW THEREFORE**, the parties agree to the terms set forth below:

1. Intern teachers (“Program Interns”) participating in a Program approved by YCOE, and hired by YCOE during the 2022-23 and 2023-24 school years shall be members of the bargaining unit. Wages, benefits, hours, and other terms and conditions of employment covered by this MOU and the contract with YEA shall be provided to all Program Interns. Program Interns shall be placed on the Non-Credentialed Class 0 and appropriate Step of the certificated salary schedule when first hired, based on their years of experience throughout their employment with YCOE while participating in the Program.

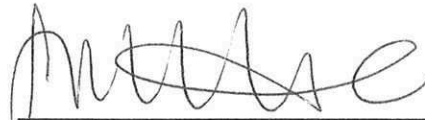
2. YCOE agrees to pay the Program tuition costs up to a maximum of \$10,000 dollars per school year (not to exceed \$20,000) for Program Interns employed by YCOE for the 2022-23 and 2023-24 school years, that remain in good standing while enrolled in any YCOE approved Program. Tuition payments shall be made directly to the Program.

3. No Program Intern shall replace a currently employed bargaining unit member.
4. A Program Intern shall be classified as a probationary employee. Following completion of the Program, if he/she is reelected by the YCOE to serve in a position requiring certification qualifications for the next succeeding school year, he/she shall be classified as a second year probationary employee during that second year.
5. A Program Intern that completes the Program and at least one (1) complete school year and two (2) complete consecutive school years in a position requiring certification qualifications as a probationary employee shall be granted permanent status when he/she is reelected for the next succeeding school year to a position requiring certification qualifications.

The parties agree this MOU does not establish a precedent in such matters and may not be asserted by any party as a precedent.

AGREED:

Date Signed: 8/29/22



Cyndi Hale, President  
Yolo Education Association

Date Signed: 8/29/22



Margie Valenzuela  
Executive Director Human Resources  
Yolo County Office of Education