TENTATIVE AGREEMENT

April 5, 2023

The Yolo County Office of Education ("YCOE") and the Yolo Education Association ("YEA") (YCOE and YEA collectively the "Parties") agree on April 5, 2023 to conclude negotiations for the 2023-2024 school year as follows.

(1) Salary and Benefits.

1) The salary schedule will be increased by 75% of the final COLA for the 2023-2024 school year, effective July 1, 2023 (75% of the currently projected COLA of 8.13% = 6.1%); AND

2) 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

3) $50 increase to the monthly employer contribution for health benefits (monthly from $750 to $800; annually from $9,000 to $9,600); AND

4) Increase the master's degree stipend from $1,000 to $1,500, and the Ph.D. and Ed.D. stipend from $1,000 to $1,500.

(2) Article 22.6.

Maintain status quo.

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

For YCOE

Margie Valenzuela
Executive Director, Human Resources
Garth Lewis
Superintendent

For YEA

Cyndi Hale
President, YEA
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 within the bargaining unit. Therefore, the County Superintendent and the Association agree as follows:

1. Current hard-to-fill positions are identified as Special Education job classifications.

2. The County Superintendent shall pay a one-time hiring bonus of $10,000 to each full-time Speech and Language Specialist employee hired after the date of the signing of this MOU and employed for the duration of the current school year.

3. The County Superintendent shall pay a one-time hiring bonus of $6,000 to each full-time Special Education employee in all other classifications hired after the date of the signing of this MOU and employed for the duration of the current school year.

4. 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.

5. 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.

6. Depending on possible future changes in labor market conditions, the County Superintendent may eliminate any of the Special Education job classifications from hiring bonus eligibility or add new job classifications identified as hard-to-fill, upon thirty (30) days advance notice to the Association.

7. This MOU will be effective the 2023-24 school year.

Cindy Nguyen
Interim Executive Director, Human Resources
Yolo County Office of Education

Cyndi Hale
President
Yolo Education Association

7-10-2023

Date

07/10/23

Date
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:

Cyndi Hale, President
Yolo Education Association

Margie Valenzuela
Executive Director Human Resources
Yolo County Office of Education