

**Tentative Agreement  
between the  
Wheatland School District and the  
California School Employees Association and it's  
Wheatland Chapter No. 626 (CSEA) for a  
2023-2024 & 2024-2025 Successor Agreement**

**Salary adjustment for 2-year agreement:**

- 8% increase to salary schedule (Retroactive to July 1, 2023)
- 8% increase to all listed stipends on the salary schedule
- 0% increase for 2024-2025 (COLA projected to be 1% or less)
- If COLA for 2024-2025 is above 3% then the amount above 3% will be automatically added to the salary schedule (example is COLA is 3.5% so .5% would be added to the salary schedule effect July 2024)
- CSEA and the District agree to close the contract and not open any articles in 2024/2025

**Employee Benefits:**

- No changes

**Salary Schedule:**

- Change per above – See attached

**Language Changes in the CBA as attached**

Signed Off on 1/26/2024

For CSEA Local #626

 Brenda Pyatt

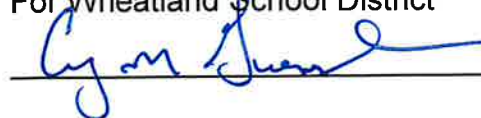
 Laura Robinson

 Sierra Speer

 Jamie Fraley

 Melanie Phillips

For Wheatland School District

 Craig Guensler – Superintendent

For CSEA

 Rachel Kennedy



## Article 4 Hours and Overtime

Overtime: Except as otherwise provided herein, all overtime hours as defined in this Section shall be compensated at a rate of pay equal to time and one-half the regular rate of pay. Overtime is defined to include any time worked in excess of eight (8) hours in one day and ~~or~~ in excess of forty (40) hours in any calendar week, whether or not such hours are worked prior to the commencement of a regular assigned quitting time.

## Article 5 Pay and Allowances

### Add 5.11 - Classified School Employee Summer Assistance Program:

The District and CSEA hereby agree to participate in the Classified School Employee Summer Assistance Program ("CSESAP") established by the California Department of Education ("CDE") pursuant to Education Code section 45500 during such time as the State provides funding for the CSESAP.

The District and CSEA will provide notice concerning the CSESAP to all unit members and share a description of the CSESAP with them, including an explanation of the terms and conditions of the CSESAP, to the extent that it is possible to do so, and assist them in fully understanding the terms and conditions of the CSESAP.

In the event that the State matching funds which are provided from the State to the District under the CSESAP are not provided on a dollar-for-dollar basis, the District shall not be liable for funding any of the State's unmatched portion of this program. The District and the Association specifically agree that the CSESAP is solely funded by the State and that the District shall be held harmless by the Association if the CDE fails to fulfill its obligations to meet deadlines or fund the program.

## Article 7.1 Classified Retirement Incentive

### **7.1 E 1 Required District Contribution for Premiums**

~~1. The required annual contribution shall not exceed \$1000 Dollars (\$1000.00) per month, twelve thousand dollars (\$12,000) per year.~~

1. The required annual contribution shall not exceed one thousand one hundred sixty-six dollars and sixty-seven cents Dollars (\$1166.67) per month, fourteen thousand dollars (\$14,000) per year.

### **7.1 F Option 2 – Employers Contribution to Employees Retirement Plan – i.e. 403(b) or 457(b):**

~~Option 2 – An employee that is eligible for the classified retirement incentive can choose a one-time cash incentive instead of the benefit option above.~~

~~1. An employee may choose to receive a one-time payment of twenty-five percent (25%) of the employee's last year's base salary instead of the classified retirement medical benefit incentive.~~

An employee that is eligible for the classified retirement incentive can choose a one-time employer contribution to their retirement plan – i.e. a 403(b) or 457(b) equal to twenty-five percent (25%) of the employee's last year's base salary

## Article 19 Duration

**19.1**  
Length of Agreement: This Agreement shall be effective on ratification, and shall continue in effect to and including June 30, 2022 ~~2025~~ and from year to year thereafter unless alteration or amendment is requested in writing by either party and agreed upon in accordance with this Article.

## Appendix A Wheatland School District Bargaining Unit Classifications

Remove ASES Activity Aides