

## **Tentative Agreement**

**Between the  
Wheatland School District (District)  
and the  
California School Employees Association and its Wheatland Chapter  
No. 626 (CSEA)  
for the 2025–2026 Successor Agreement**

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### **Article 1 – Recognition**

The District and CSEA agree to include the classification of **Licensed Vocational Nurse (LVN)** in the bargaining unit. Although this position is not currently active, the parties agree that upon the establishment of this classification, negotiations shall occur regarding the job description and salary placement.

#### **Language Change:**

Add “Licensed Vocational Nurse (LVN)” to the list of recognized bargaining unit classifications.

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### **Article 3 – Employee Rights**

Pursuant to Assembly Bill (AB) 119, the District and CSEA agree to updated language allowing CSEA to conduct monthly meetings with new employees for the purpose of providing union orientation.

CSEA shall be provided access to new employee orientations as follows:

- Orientation sessions will be held on August 10 and on the second Wednesday of each month (September through May) at 3:00 p.m., located at the Bear River Library.
- The Dates will be added to the District Calendar
- The District shall provide CSEA with an updated list of all employees in the bargaining unit on a monthly basis.

#### **Language Change:**

Contract language shall be amended to reflect these updates consistent

with AB 119 provisions.

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#### **Article 4 – Hours and Overtime**

No change to existing language.

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#### **Article 5 – Pay and Allowances**

No change to existing language. (The District and CSEA agree to negotiate updates to all Classified 626 job descriptions)

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#### **Article 7 – Employee Benefits**

No change to existing language.

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#### **Article 9 – Vacation**

The parties agree to add clarifying language regarding the scheduling of vacation during **Thanksgiving Break** and **Winter Break**, ensuring consistency and equitable application of vacation scheduling procedures.

#### **Language Change:**

Add Vacation usage language for Thanksgiving Break and Winter Break

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#### **Article 19 – Duration**

The District and CSEA agree that this agreement shall remain in full force and effect for a period of **three (3) years**, commencing **July 1, 2025**, and continuing through **June 30, 2028**.

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#### **Other Agreements**

1. The District agrees to provide staff development for classified employees on student behavior management and de-escalation

techniques during the Back-to-School Staff Development Day scheduled for August 10, 2026.

2. Additional added Staff Trainings will be available as needed.
  3. The District agrees to follow EDC 45102.
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## **Salary Schedule Adjustments**

1. **New Classification:**

The District and CSEA agree to add the **Grounds/Maintenance** classification to the bargaining unit, effective **January 1, 2026**, with the pay rate established at **Range 16** on the Classified Salary Schedule.

2. **Range Adjustment:**

The District and CSEA agree to move the **Preschool Para Educator** classification from **Range 10** to **Range 12**, effective **January 1, 2026**

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## **Other – Driver Trainer Training**

The District agrees to reimburse any Bus Driver up to \$2000 upon completion of Driver Trainer Certification.

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## **Other - Update Bargaining Unit Contract**

The District agrees to update the Bargaining Unit Contract with the above changes once the changes are approved by CSEA, ratified by Wheatland Chapter 626, and approved by the Wheatland School District Board of Education.

**Signed and Agreed to by:**

For CSEA

\_\_\_\_\_ Rachel Kennedy

For CSEA Local #626:

Peggy Rutter Peggy Rutter

Brenda Pyatt Brenda Pyatt

\_\_\_\_\_ Sierra Spears

Jamie Frerichs Jamie Frerichs

Melanie Phillips Melanie Phillips

For Wheatland School District

Craig Guensler Craig Guensler – Superintendent

Angela Gouker Angela Gouker – Principal

**Date of Tentative Agreement**

10/29/2025

## Language Change in Yellow

### **APPENDIX A**

### **WHEATLAND SCHOOL DISTRICT BARGAINING UNIT**

### **CLASSIFICATIONS**

The bargaining unit for which this Agreement is effective consists of the following classifications:

Assistant Grant Coordinator

ASES Activities Aides

Bus Driver

Bus Driver/General Maintenance

Cook Manager

Custodian

District Cook Manager

Educational Technology Aide

Food Service Worker

Garden Nursery Assistant

Groundskeeper

Groundskeeper/Bus Driver

Groundskeeper/Maintenance

Health Aide

Library Technician

LVN(Licensed Vocational Nurse)

Mechanic

Maintenance

Para Educator

Para Educator - Bilingual

Para Educator - Life Skills

Para Educator - Preschool

Para Educator - Special Education

Preschool Teacher

Speech Language Pathology Aide (SLPA)

Technology Facilitator

Van Driver

Yard Duty Supervisor

### 3.4 Employee Information

“Newly hired employee” or “new hire” means any employee, whether permanent, full time, part time, hired by the District, 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 District and whose current position has placed them in the bargaining unit represented by CSEA 626. 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 626 unit.

3.5 The District shall provide CSEA with the contact information for the entire bargaining unit. The information will be provided to CSEA electronically in a machine-readable Excel format via the CSEA-designated FTP site or service on the last day of each month. This contact information shall include the following items, with each field in its own column:

- 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. Work Extension;
- x. Home Street address (incl. apartment #)
- xi. City
- xii. State
- xiii. ZIP Code (5 or 9 digits)
- xiv. Home telephone number (10 digits);
- xv. Personal cellular telephone number (10 digits);
- xvi. Personal email address of the employee;
- xvii. Last four numbers of the social security number;
- xviii. Birth date;
- xix. Employee ID;

xx. CalPERS status ("Y" if in CalPERS; "N" if not in CalPERS);

xxi. Hire date.

### 3.6 New Employee Orientation

"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.

3.7 The District shall schedule mandatory group New Employee Orientation held at an agreeable location, one (1) time per calendar month, excluding June and July. All staff hired in June and July will be added to the August scheduled new employee orientation. The District will send a mandatory meeting notification to the employees and inform their supervisors that they are required to be released to attend. CSEA shall have mandatory access to any such orientation. The District and CSEA shall calendar the one (1) day per month starting August 1 for the remainder of the school year. The District shall provide CSEA a minimum of sixty (60) minutes of paid release time, in addition to reasonable travel time, for one (1) CSEA representative which can include 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. During the orientation, no District manager or other non-unit employees shall be present.

3.8 The orientation session shall be held on District property during the workday of the employee(s), who shall be on paid time, or will be paid on a timesheet if scheduled outside of their work schedule.

3.9 In addition to the provisions regarding District-conducted orientations, CSEA shall have thirty (30) minutes of uninterrupted time to meet with each new hire at their assigned worksite during any period of their regular working hours for a CSEA orientation if the new employee doesn't attend an orientation at the District office. The new hire shall be relieved of their duties for the purpose of attending the orientation on paid time. The District shall provide CSEA a minimum of thirty (30) minutes of paid release time, in addition to reasonable travel time, for one (1) CSEA representative to attend the orientation. 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. During the orientation, no District manager or other non-unit employee shall be present.

3.10 The District shall include the CSEA membership application and a CSEA provided link for an electronic application, in any employee orientation packet of District materials provided to any newly hired employee. CSEA shall provide the copies of the CSEA membership applications to the District for distribution.

#### 9.5 Vacation Scheduling:

9.5.1 Vacations shall be scheduled at a time requested by the employee so far as possible within the District's work requirements.

9.5.2 Employees will be required to take the week of Thanksgiving Break off using 2 vacation days and the two weeks of Winter Break off using the appropriate number of vacation days required (6, 7 or 8 days dependent on the calendar)

19.1 Length of Agreement: This Agreement shall be effective July 1, 2025 and shall continue in effect to and including June 30, 2028, 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.

#### 19.2 Reopeners:

Reopeners for 26/27 – Salary, Benefits and Two Articles which are subject to each party's choice.

Reopeners for 27/28 – Salary, Benefits and Two Articles which are subject to each party's choice.

**Wheatland School District  
Classified Salary Schedule  
2025-2026**

\*\* LONGEVITIES \*\*

Range	Classification Title POSITION/TITLE	Time	1					2					3					4					5				
			1	2	3	4	5	6	7-10	11-14	15-18	19-22	23-26	27-30	1	2	3	4	5	6	7-10	11-14	15-18	19-22	23-26	27-30	
6	Yard Duty Supervisor	Hrly	\$18.37	\$18.50	\$18.64	\$18.78	\$18.91	\$19.05	\$19.18	\$19.31	\$19.59	\$19.88	\$20.47	\$21.08													
8	A Food Service Worker B Asst Grant Coordinator	Hrly	\$18.67	\$19.18	\$20.16	\$21.19	\$22.25	\$23.35	\$24.54	\$25.13	\$25.77	\$26.40	\$26.99	\$27.81													
10	A Library Technician B Para Educator C Para Educator Bilingual D Para Educator Life Skills E ELL Coord/FRC Asst F Van Driver	Hrly	\$18.93	\$19.90	\$20.91	\$21.95	\$23.08	\$24.19	\$25.40	\$26.03	\$26.59	\$27.18	\$27.77	\$28.60													
12	A Garden Nursev Assistant B Groundskeeper C Custodian D Health Aide E After School Lead F Education Technology Aide G Para Educator Special H Para Educator Preschool	Hrly	\$20.50	\$21.51	\$22.63	\$23.72	\$24.90	\$26.14	\$27.46	\$28.05	\$28.60	\$29.18	\$29.76	\$30.64													
14	A Bus Driver B Bus Driver/General C Cook Manager D Technology Facilitator	Hrly	\$22.22	\$23.33	\$24.48	\$25.70	\$26.99	\$28.34	\$29.71	\$30.36	\$30.93	\$31.61	\$32.22	\$33.20													
16	A Maintenance B Mechanic C Preschool Teacher D Speech Language Pathology E Maintenance/Goundskeeper	Hrly	\$28.22	\$28.35	\$30.29	\$31.36	\$32.49	\$33.65	\$34.87	\$35.47	\$36.07	\$36.72	\$37.32	\$38.46													

Longevity increments are earned as follows: #1 after the completion of the tenth year of service; #2 after the completion of the fourteenth year of service; #3 after completion of the eighteenth year of service, and #4 after the completion of the twenty-second year of service, and #5 after the completion of twenty-sixth year of service. Employees with current years of service with WSD will receive an additional yearly 30 or greater longevity stipend of \$2,809. Employees with 35 or greater years of service will receive an additional yearly stipend of \$4,287.