

**TENTATIVE AGREEMENT
2025-2026 REOPENER**

**BETWEEN
THE BUENA PARK SCHOOL DISTRICT
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND
ITS BUENA PARK CHAPTER 569**

June 3, 2026

The Buena Park School District ("District") and the California School Employees Association and Its Buena Park Chapter 569, ("CSEA") have reached a tentative agreement on subjects related to their 2025-2026 reopeners related to their 2024-2027 Collective Bargaining Agreement ("CBA")

The Parties agree that subjects that were proposed and/or discussed during negotiations but which are not included herein are considered withdrawn and given no force or effect.

Additionally, the Parties agree to meet following ratification and approval of this Tentative Agreement, to review and include as attachments to the CBA, from this Tentative Agreement to be incorporated into the Parties' CBA.

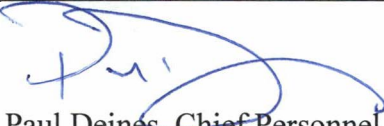
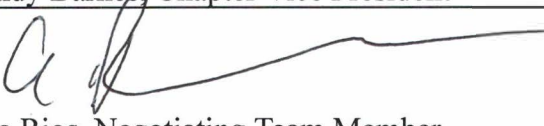
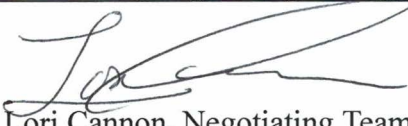
The Parties agree to include relevant tentative agreements and other memoranda of understanding to the Appendix to the CBA, that have been reached during the Parties negotiations.

The terms agreed to are as follows:

1. The District and CSEA agree to modify Article 8 – Salaries as described in Attachment A.
 - a. With regard to agreed retroactive payments for Article 8, the District and CSEA agree the District will issue payment as soon as possible, approximately two (2) payroll cycles after it is ratified by CSEA and approved by the Board.
2. The District and CSEA agree to modify Article 9, Employee Benefits, as described in Attachment B.
 - a. In addition, with regard to remaining premium payments for the current plan year ending September 30, 2026, the District agrees that Unit Members currently making employee contributions towards their health benefit premiums will not pay or have their contributions deducted from their September 10 and October 10 pay warrants.

3. With regard to the Parties agreed upon reopener related to Article 8 – Salaries, for the 2026-2027 year, the District and CSEA agree to establish a joint work group to review classified compensation, with the shared goal of promoting more competitive bargaining unit wages among comparable districts.
- The Chief Personnel Officer and the Chapter President shall meet to determine the size and composition of the work group, not to exceed a total of 8, and each party shall appoint an equal number of respective representatives.
 - Release time shall be provided to CSEA representatives in recognition of their service on work group meeting days.
 - The work group shall be established no later than August 31, 2026. The work group's findings and recommendations shall be shared with the Parties' respective negotiations teams no later than October 30, 2026. The Parties will use the work group's findings and recommendations to initiate negotiations related to Article 8 - Salaries. These dates may be altered by mutual agreement.

Entered into on this 3rd day of June 2026.

FOR CSEA CHAPTER 569	FOR THE DISTRICT
 Vanessa Flores, Chapter President	 Paul Deines, Chief Personnel Officer
 Brandy Barnes, Chapter Vice President	 Sandra Poteet, Asst. Sup., Bus. & Ops
 Elisa Rios, Negotiating Team Member	 Salvador Holguin, Jr., Negotiator
 Lori Cannon, Negotiating Team Member	 Julie Linnecke, Director, Special Education
 Vanessa Cortez, Negotiating Team Member	
 Karli Nevarez, LRR	

ATTACHMENT A

ARTICLE 8.1 - SALARIES

8.1.1 For the 2024~~5~~/2025~~6~~ year, the District will increase the CSEA salary schedule by ~~1.5~~ **2.25**%, effective July 1, 2024~~5~~. (See attached 2024~~5~~/2025~~6~~ Salary Schedule, Appendix I.)

8.1.1.1 Effective July 1, 2022, Playground Supervisors will be compensated at the rate of pay defined for Range 1/Step 1 of the Classified Salary Schedule, and not less than minimum wage. Effective July 1, 2025, Playground Supervisors will be eligible for step advancements on their anniversary date.

8.1.2 For a unit member who speaks, writes, and reads another language, has satisfactorily passed the District proficiency test, and **are is** utilized as **a** translators shall receive a stipend of \$500 annually.

8.1.3 First aid classes and CPR are required for the following positions only. The classes will be offered through the District on paid time as legally required. The District and CSEA agree to jointly reconcile job descriptions to contract language for the purposes of identifying classifications that require First Aid and/or CPR training.

- | | |
|--|--|
| - School Secretary | - Health Clerk |
| - Instructional Assistant Spec. Ed. | - ~~Typist Clerk~~ <u>School Engagement & Outreach Clerk</u> |
| - ~~Instructional Assistant Child Care~~ | - Food Service Manager |
| - Custodian I | - Maintenance Workers |
| - Attendance Clerk | - Playground Supervisor |
| - <u>Child Care Associate Classifications</u> | |

Employees in the following positions can submit reimbursement for any CPR classes completed on their own time. Classes must be submitted to Human Resources for approval prior to enrollment.

- | | |
|---|---|
| - <u>Custodian II</u> | - <u>Cafeteria Classifications</u> |
| - <u>Instructional Assistant Classifications</u> | - <u>Maintenance Classifications</u> |
| - <u>Library Media Clerk</u> | |

ATTACHMENT B

ARTICLE 9 - EMPLOYEE BENEFITS

9.1 Effective October 1, ~~2024~~ **2026**, the District will contribute towards health benefit premium contributions and unit members will pay the difference of the amount of premium cost above the District's contribution, as follows:

- Employee only: ~~\$ 8,000~~ **\$ 8,160**
- Employee +1: ~~\$15,500~~ **\$ 16,901**
- Employee +Family: ~~\$20,500~~ **\$ 23,338**

The above medical premium contributions shall be paid by payroll deduction. Unit member subject to these payments shall have the option of utilizing the existing IRS Section 125 Plan to reduce out-of-pocket premium costs.

When two employees are married, the employees may choose from the following options: Option 1: the District will waive their health insurance payroll deductions if both employees choose to be covered under one employee plan – either Kaiser, HMO, or PPO option may be selected as two party or family coverage. Option 2: only one employee may choose two party or family plan coverage, the alternate spouse must then choose a single plan with no waiver of either employee's payroll deduction.

Effective January 1, 2014 CSEA agrees to move from MEBA to SISC.

[...]

9.3.2 Effective January 1, 2011, the parties agree that District provided dental plan design will be changed to reflect:

Establish an out-of-network co-pay of \$100 for all plan participants.

In the event it is necessary to change the present plans, the District shall notify the Association as soon as possible and shall meet and negotiate with the Association. The present benefit plans are as follows:

MEDICAL Kaiser Permanente **HMO (20 OV, 10-20 Rx; Vis 150)**
Anthem PPO (80-G 30; Rx 9-35) ~~Blue Cross Prudent Buyer~~

Anthem HMO Full (Premier 10/0; Rx 7-25) ~~Blue Cross~~
~~California Care~~

Anthem HMO Priority Select (Premier 10/0; Rx 7-25)

Anthem HMO Select (Premier 10/0; Rx 7-25)

DENTAL Delta Dental Services – Family Coverage

VISION Vision Service Plan - Employee Coverage
\$15 co-pay

The District agrees to make available to the unit members an employee paid supplemental vision care program.

LIFE INSURANCE-\$10,000 per unit member

As of 1/01/02-Reliance Standard Life Insurance

ACCIDENTAL DEATH & DISMEMBERMENT - Mutual of Omaha, \$1,000
district paid, additional coverage available.

[...]