

TENTATIVE AGREEMENT
BETWEEN
THE ENTERPRISE ELEMENTARY SCHOOL DISTRICT
("DISTRICT")
AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its ENTERPRISE ELEMENTARY CHAPTER NO. 384
("CSEA")
regarding
2026-2027 REOPENER NEGOTIATIONS
October 22, 2026

This Tentative Agreement ("Agreement") is made and entered into by and between the Enterprise Elementary School District ("District") and the California School Employees Association and its Enterprise Elementary Chapter No. 384 ("CSEA"), collectively referred to as the ("Parties"). The Parties have met and negotiated and agreed to the following regarding 2026-2027 reopener negotiations.

1. The Parties agree to the following compensation increase retroactive to July 1, 2026: 4% On-going (applied to the 2025/26 salary schedule as attached), 4% One-time base salary (off the salary schedule) to be paid within 60 days of ratification and Board approval. This makes a total compensation increase 8%.
2. Salary Schedules (Attached as Appendix A):
 - a. The 2026/27 salary schedule (4% applied to the 2025/26 Salary Schedule) effective July 1, 2026.
 - b. The 2027/28 restructured salary schedule effective July 1, 2027, decreases the salary schedule from 15 to 11 steps. In restructuring the salary schedules each step has been ensured to have an increase to eliminate stagnant steps.
3. In order to qualify for any retro-active payment, the unit member must be in active paid status when the CSEA agreement is board approved and the date payment is to be distributed.
4. Special Education Aide, Special Education Personal Health Aide and Preschool Special Education Aide will be reclassified from Range C to Range D effective July 1, 2026.
5. The Parties agree to the following language changes as detailed in this agreement:

Article 9. Wages and Allowances

9.13 Longevity

Unit members that have completed 19 years of service shall receive an annual stipend of \$500 beginning their 20th year of service effective their July 1 anniversary date pursuant to Article 9.12. The stipend shall be split be paid annually in the unit members June paycheck. ~~Unit member must be in active paid status in June to receive the stipend.~~ equally amongst the unit members regular paychecks.

9.20 Shift Differential

The following unit members shall have a 4.5% shift differential applied to their hourly rate of pay:

- Custodians with a shift start time of 12:00 pm or later that qualifies for a meal period as defined in Article 7.4
- Special Education/SEPHA Aides assigned to a Moderate/Severe classroom.
- Preschool Aides with 12.0 or more ECE (Early Childhood Education) units.
- Student Services Clerk assigned to a general education site serving junior high students (K-8 and 6-8) with increased attendance responsibilities.
- School Secretary assigned to a general education site serving junior high students (K-8 or 6-8) with higher ASB volume responsibilities.
- Food Services Department employees through June 30, 2031. Food Services will automatically sunset from this article on June 30, 2031, without any additional required negotiations. Extension may be negotiated prior to June 30, 2031.

Unit members with a regular duty schedule that encompasses a work day on the weekend will receive a 4.5% shift differential applied to their hourly rate of pay. Article 7.7.1, shall not apply to unit members with a regular duty schedule that encompasses a work day on the weekend.

Article 10. Health and Welfare Benefits

10.3 Medical, Dental, Life and Vision Insurance

- 10.3.1 Medical, dental, and vision coverage shall be purchased on a composite rate structure.
- 10.3.2 Effective October 1, ~~2025~~ 2026, Medical, dental, life, and vision insurance cap will be ~~\$13,400~~ \$13,800, for employees working 8.0 hours. Effective, October 1, ~~2026~~ 2027, Medical, dental, life, and vision insurance cap will be ~~\$13,800~~ \$14,900.

Article 11. Holidays

11.1 Scheduled Holidays

11.1.1 The District agrees to provide all employees in the bargaining unit with the following paid holidays, except as otherwise provided they were in a paid status during any portion of the working day of their normal assignment immediately preceding or succeeding the holiday period:

Labor Day	New Year's Day
Veteran's Day	Martin Luther King Day
Thanksgiving Day	Lincoln's Day
Day after Thanksgiving Day	Washington's Day
Admission Day	<u>Good Friday (to be taken during Spring Break)*</u>
Christmas Eve day	Memorial Day
Christmas Day	<u>Juneteenth*</u>
	<u>Fourth of July*</u>

*12-month or qualifying 11-month unit members depending on duty days.

~~The District agrees to provide all 12-month employees the following additional paid holidays:~~

~~—— Good Friday (to be taken during Spring Break)~~
~~—— July 4th~~

Holidays shall be observed in accordance with the board approved calendar.

11.1.2 Floating Holidays

All unit members will receive a floating holiday in lieu of ~~Cesar Chavez Day~~ Farmworker Day (upon repeal of Cesar Chavez Day). This floating holiday shall be taken, with mutual agreement of the employee and supervisor.

Floating holidays will be taken during regularly scheduled workdays. The District agrees to provide a substitute, when supervisor determines necessary, for a floating holiday taken while school is in session.

The District agrees to provide all 12-month employees with an additional floating holiday (to be taken when school is NOT in session). 12-month employees will take both of their floating holidays during non-student workdays.

Floating holidays cannot be carried beyond June 30 of the current school year.

The Parties agree that this completes negotiations for the 2026/27 school year. This tentative agreement is subject to ratification by the CSEA bargaining unit and approval of the District Board of Trustees. This agreement shall be effective upon ratification by both Parties.

The Parties’ bargaining team members acknowledge that by their signatures below they are entering into a good faith commitment to secure approval of this agreement.

Date: October 22, 2026

Enterprise Elementary School District

Deborah Williams 10/22/2026
526F663BE76E54B55477446BA6909779 ready
Deborah Williams, CBO

Meagan Hawley-Stone 10/22/2026
A73F1827CE7D2561617F3286D3484A8A ready
Meagan Hawley-Stone, Director of HR

Tina Croes 10/22/2026
0ECF8AEC22757E604E0DE002F2809786 ready
Tina Croes, Director of Student Services

California School Employees Association

Mike Johnson 10/22/2026
188660D727580FCF9945CEA8017A84B6 ready
Mike Johnson, Chapter President #384

Erin Silva 10/22/2026
1E70242470135D89A46645F142B4CE6A ready
Erin Silva, Erin Silva, Vice President #384

Kara Richardson 10/22/2026
D106420C16B4B453243BE2E1017EAA4A ready
Kara Richardson, CSEA Labor Relations Rep

Appendix A

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

2026-2027

Classified Hourly Wage Schedule

4% increase over the 2025/2026 Salary Schedule Effective July 1, 2026

<u>Range</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>	<u>Step 14</u>	<u>Step 15</u>
B	\$ 19.28	\$ 19.50	\$ 19.70	\$ 20.25	\$ 20.86	\$ 20.86	\$ 20.86	\$ 20.86	\$ 20.86	\$ 22.17	\$ 22.17	\$ 22.17	\$ 22.17	\$ 22.17	\$ 23.29
C	\$ 19.58	\$ 20.25	\$ 20.96	\$ 21.73	\$ 22.56	\$ 22.56	\$ 22.56	\$ 22.56	\$ 22.56	\$ 24.43	\$ 24.43	\$ 24.43	\$ 24.43	\$ 24.43	\$ 25.67
D	\$ 20.42	\$ 21.19	\$ 22.17	\$ 23.40	\$ 24.83	\$ 24.83	\$ 24.83	\$ 24.83	\$ 24.83	\$ 26.81	\$ 26.81	\$ 26.81	\$ 26.81	\$ 26.81	\$ 28.16
E	\$ 21.24	\$ 22.35	\$ 23.83	\$ 25.71	\$ 27.97	\$ 27.97	\$ 27.97	\$ 27.97	\$ 27.97	\$ 29.84	\$ 29.84	\$ 29.84	\$ 29.84	\$ 29.84	\$ 31.33
F	\$ 22.35	\$ 23.73	\$ 25.66	\$ 28.14	\$ 31.17	\$ 31.17	\$ 31.17	\$ 31.17	\$ 31.17	\$ 32.94	\$ 32.94	\$ 32.94	\$ 32.94	\$ 32.94	\$ 34.58
G	\$ 23.73	\$ 25.66	\$ 28.08	\$ 31.00	\$ 34.43	\$ 34.43	\$ 34.43	\$ 34.43	\$ 34.43	\$ 36.08	\$ 36.08	\$ 36.08	\$ 36.08	\$ 36.08	\$ 37.89
RANGE B	Aide CIA, Aide ELD, Aide ELE Family Service, Aide Even Start Reading, Aide Opportunity, Aide Preschool, Courier														
RANGE C	Aide Cafeteria, Aide Behavior Technician, Aide Technology Instructional, Clerk I, Cook, Even Start Project Technician, General District Assistant, Library Clerk														
RANGE D	Aide Special Education, Aide Special Education Personal Health, Aide Special Education Preschool, Attendance Clerk Clerk II, Clerk II Special Services, Custodian, Expand Group Leader, Family Health Services Asst., Campus Safety, Health Clerk, Lead Cook, Library Specialist, Food Service Delivery Driver, Project Intervention Asst., Secretarial Asst., Technology Instructional Asst.														
RANGE E	Cafeteria Manager, Clerk II Food Services, Custodian with Maintenance, EL Family Service Coord., Family Advocate, Head Custodian, Project Specialist, Student Services Clerk, Technician,														
RANGE F	Bus Driver, Central Kitchen Manager, Expand Site Facilitator, Grounds, Head Custodian w/ Maintenance, Head Custodian w/ Supervisory, Program Assistant, Secretary, Technology Support Assistant														
RANGE G	Computer Support Scripting Specialist, Computer Support Technician, Lead Grounds, Food Services Support Assistant, LVN, Lead Bus Driver, Maintenance, Preschool Teacher/Site Supervisor, Wiring Technician														

Longevity Stipend

20 Years of Service \$500 paid annually in June

Board Approved:

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

2027-2028

Classified Hourly Wage Schedule

4% increase over the 2025/2026 and Restructured Salary Schedule Effective July 1, 2027

<u>Range</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
B	\$ 19.70	\$ 20.09	\$ 20.50	\$ 20.91	\$ 21.32	\$ 21.75	\$ 22.19	\$ 22.63	\$ 23.08	\$ 23.54	\$ 23.78
C	\$ 20.50	\$ 20.91	\$ 21.41	\$ 22.01	\$ 22.71	\$ 23.35	\$ 23.91	\$ 24.39	\$ 24.78	\$ 25.27	\$ 25.90
D	\$ 21.41	\$ 22.05	\$ 22.93	\$ 24.08	\$ 25.28	\$ 26.29	\$ 27.08	\$ 27.62	\$ 27.90	\$ 28.29	\$ 28.86
E	\$ 22.05	\$ 22.93	\$ 24.31	\$ 26.25	\$ 28.35	\$ 29.49	\$ 30.08	\$ 30.38	\$ 30.68	\$ 30.99	\$ 31.76
F	\$ 22.93	\$ 24.31	\$ 26.25	\$ 28.88	\$ 31.77	\$ 32.40	\$ 33.05	\$ 33.38	\$ 33.71	\$ 34.05	\$ 34.90
G	\$ 24.31	\$ 26.25	\$ 28.35	\$ 31.19	\$ 34.93	\$ 35.63	\$ 36.34	\$ 37.07	\$ 37.81	\$ 38.57	\$ 39.34
RANGE B	Aide CIA, Aide ELD, Aide ELE Family Service, Aide Even Start Reading, Aide Opportunity, Aide Preschool, Courier										
RANGE C	Aide Cafeteria, Aide Behavior Technician, Aide Technology Instructional, Clerk I, Cook, Even Start Project Technician, General District Assistant, Library Clerk										
RANGE D	Aide Special Education, Aide Special Education Personal Health, Aide Special Education Preschool, Attendance Clerk Clerk II, Clerk II Special Services, Custodian, Expand Group Leader, Family Health Services Asst., Campus Safety/Health Clerk, Lead Cook, Library Specialist, Food Service Delivery Driver, Project Intervention Asst., Secretarial Asst., Technology Instructional Asst.										
RANGE E	Cafeteria Manager, Clerk II Food Services, Custodian with Maintenance, EL Family Service Coord., Family Advocate, Head Custodian, Project Specialist, Student Services Clerk, Technician,										
RANGE F	Bus Driver, Central Kitchen Manager, Expand Site Facilitator, Grounds, Head Custodian w/ Maintenance, Head Custodian w/ Supervisory, Program Assistant, Secretary, Technology Support Assistant										
RANGE G	Computer Support Scripting Specialist, Computer Support Technician, Lead Grounds, Food Services Support Assistant, LVN, Lead Bus Driver, Maintenance, Preschool Teacher/Site Supervisor, Wiring Technician										

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