

TENTATIVE AGREEMENT

The Cambrian School District (“District”) and Cambrian District Teachers Association (“CDTA”) have negotiated the following Tentative Agreement:

Preamble: Change “July 1, 2022” to “July 1, 2023”

1. Article 1 – Recognition:

REMOVE list of classifications and Replace with: The District confirms its recognition of the Association as the exclusive representative for all interns, temporary, probationary and permanent certificated personnel paid on the certificated salary schedule, excluding substitutes and certificated management.

2. Article 5 – Employee Rights- Organizational Security:

REPLACE 5.2 & 5.3 with attached proposed language updated to reflect Supreme Court Janus v. AFSCME decision 6.27.2018.

3. Article 6 – Compensation:

6.1 The District and the CDTA have agreed that the salary schedule shall be increased a total of eight (8) percent across the board effective July 1, 2023.

The salary schedule will also be adjusted to include annual steps between year 11 through 27 as well as an increase between years 24-27 to match the 4% increase between previous steps.

If the General Fund Unaudited Actuals Unrestricted Ending Fund Balance (EFB) in the 2022-2023 budget (September 2023) exceeds \$500,000 above the 2022-2023 Estimated Actuals Unrestricted Ending Fund Balance of \$6,408,391 (June 2023), the district agrees to provide a prorated, one-time \$1,250 payment based on the percentage of Full Time Equivalent (FTE) for certificated staff.

ADD: 6.9.5 TK-5 Teachers who teach a general education combination class will receive a \$2500 stipend, prorated to FTE. 6-8 Teachers assigned multiple sections in a single period will receive \$500 per period up to \$2500.

4. Article 7 – Hours and Length of Work Year Instructional Duties:

ADD: 7.2.4 The purpose of teacher-directed preparation time is to provide classroom teachers the opportunity to plan and conduct activities related to the delivery of instruction and manage the many requirements of the job. Generally, teachers are expected to be on campus during their preparation time. If there is a need for a teacher to leave campus for an activity relating to the delivery of their instruction, the teacher will utilize agreed upon procedures to provide

notification. Teachers are required to notify the school office if leaving campus during their work day.

ADD: 7.2.4.1 Prep periods for 6 - 8 teachers = 1 period within school schedule

ADD: 7.2.4.2 Prep periods for TK-3 = 30 min/week, 4-6 = 45 min/week

ADD: 7.2.4.3 Preparation time contingencies (no make-ups due to field trips, holidays, absences, etc...)

ADD: 7.2.5 Teacher support for middle school lab teachers with more than 3 different lab class assignments

7.3.1 REPLACE: Two individual planning days with 3 (elementary/K-8) and 4 (middle school) coordinated with report card/IEP goal update due dates.

7.4.3 REPLACE: "minimum day" with "early release day"

7.5 REPLACE: "minimum day" with "early release day"

7.15.1 ADD: online resources to include resources in lesson plans

7.15.3 REPLACE: lesson plans "on teacher desk" with "available upon request".

5. Article 17 - Leaves:

REPLACE use of gender specific pronouns throughout the article.

REPLACE: list of family members permitted for use of sick leave with more flexible use of all family throughout the article.

17.2 REPLACE: 2016 Absence report form with current online reporting method and link.

17.4.1.8 REPLACE: PN II days from 2 to 4 per year with no more than 2 consecutive days.

17.4.2 ADD: 15 day time frame to submit certificated absence request form for admin approval of PN days for reasons outside of contract language.

17.4.3 ADD: Clarify Language for differential pay approval beyond PN days

17.7.1 REPLACE: Leave of absence up to 5 days on account of death of a family member.

17.13 REPLACE: Child Bonding Leave language with updates CFRA and FMLA legal compliance.

17.13.1 UPDATE: CFRA Language and inclusion of both spouses rights.

17.13.3 REPLACE: with Language from 17.20 (Family Care Leave)

6. Article 18 - Teacher Responsibilities Regarding Substitutes

REPLACE use of gender specific pronouns throughout the article.

18.3 CLARIFY: Language update reporting teacher absences

18.5 ADD: Lesson plan requirements for teachers when substitutes will be required

18.6 ADD: Emergency substitute plans submitted by all teachers in first month of school

7. Article 25 - Term:

25.1 Three-year term (July 1, 2023 through June 30, 2026).

The following open articles not addressed in 2022-2023 negotiations will be addressed in the negotiations conducted during the 2023-24 school year. Also open is Article 6 for the 2024-2025 school year.

Article 9: Staffing Ratio and Class Size

Article 10: Evaluations

Article 6 Benefits and Added Compensation automatically reopened. One (1) additional Article may be reopened by each party, 2024-25 and 2025-26.

This Tentative Agreement is subject to ratification by the Board of Education of the District and CDTA membership.

District

CDTA

(signed)

(signed)

Date: _____

Date: _____

(signed)

(signed)

Date: _____

Date: _____