

Tentative Agreement
CSD and CSEA

May 26, 2022

Article 6.3: Add at end "The supervisor may elect to evaluate permanent unit members every other year for unit members who receive an overall performance on their annual evaluation of "Exceeds Requirements".

Article 6.4. Eliminate current language and Change to:

Definition of Probationary Period and Permanent Status.

The probationary period of all members of the classified service shall be six (6) months of actual service which shall be deemed to include days of loss of absence for illness or injury to which the employee is entitled without loss of pay pursuant to the requirements and authority of Section 45191 of the Education Code. Probationary employees shall be evaluated at the end of their 2nd and 5th month of employment.

During the probationary period any employee in the classified service shall be subject to release without cause.

Article 6.5: Delete.

Article 6.6: Change to 6.5

Article 6.7: Change to 6.6

Article 7: Add Juneteenth and change total holidays from 15 to 16

Article 7.4: Add "11- and 12-month employees" after the word "all".

Article 8.2.3.1: Eliminate "and 100-day differential pay" from the first sentence.

Article 8.7.8: Eliminate first paragraph.

Article 8.8.6: Eliminate

Article 8.9.1: Eliminate "When both parents are employees of the District, the employees are jointly entitled to 12 total weeks."

Article 8.9.3: Eliminate

8.9.4: Change to 8.9.3. Add to end of last sentence "not less than 50%"

District
Lynn
Chappell
John
Paul
David
James
Michael
Robert
Pat
Angela

Create article 9.23-The work year for Paraeducators and Food Service 1 and 2 employees shall be 182 days.

10.4: Change to: “Starting July 1, 2022, v
acation pay for non-12-month employees shall be paid on June 30 of each year.”

10.8 Add “and notify the requesting employee within two (2) weeks of request” to the end of the last sentence of the first paragraph.

10.10: Eliminate language referring to the Closure days in 2019-2020, 2020-2021, and 2021-22 school years. Add “For the 2022-2023 school year, the District Closure Days shall be: July 1, 2022, November 22, 23 2022, and December 27, 28, 29.”

Create Article 11.8: Uniforms The District may, upon the request of the department head and approval of the Superintendent or designee, require unit members to wear a distinctive uniform and/or items of identification. As determined by the District, the purchase, lease or rental of such uniforms, equipment, identification badges, emblems and cards required by the District, shall be borne by the District.

Create Article 11.9. Safety Boots/Slip Resistant Shoes Field employees in maintenance and grounds required by the District to wear work/safety boots shall be allowed an annual reimbursement of up to one hundred fifty dollars (\$150.00) per fiscal year towards the purchase or resoling of approved safety boots/shoes. Food service employees required by the District to wear slip resistant shoes shall be allowed an annual reimbursement of up to seventy-five (\$75.00) per fiscal year towards the purchase of approved safety/slip resistant shoes. Payment for these boots/shoes shall be made on a reimbursement basis upon proof of purchase. Once purchased, the approved boots/shoes must be worn on the job.

Article 13.2.1: Change to “Employees working less than twenty (20) hours per week are able to purchase medical benefits through Cambrian School District provided that they pay 100% of their premium costs.”

Article 23.1: Change term date from “July 1, 2019 through June 30, 2022” to “July 1, 2022 through June 30, 2025”.

Change “Instructional Aide” to “Paraeducator”.

Compensation-Tentative Agreement
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Article 11.1.1: Replace current language with "Effective July 1, 2021, the 2021-22 salary schedule shall be increased by 5%.

Article 11.1.2: Replace current language with "Effective July 1, 2022, the 2022-23 salary schedule shall be increased by 5%.

Article 11.2: Change the longevity percentage for "At the beginning of the 6th year" from .5% to 1%. Remove "as of July 1, 2013."

The District proposes to change the classification for Instructional Assistants from range 24 to range 27, effective July 1, 2022 and from range 27 to range 30, effective July 1, 2023.

The District proposes to change the classification for Food Service Assistant 1 from range 23 to range 26, effective July 1, 2022 and from range 26 to range 29, effective July 1, 2023.

The District proposes to change the classification for Food Service Assistant 2 from range 25 to range 28, effective July 1, 2022 and from range 28 to range 31, effective July 1, 2023.

[Handwritten signatures]
Suzanne M. ...
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District
Lynn Clappell
...
...

May 26, 2022
CSD and CSEA

The two parties agree that if another bargaining unit negotiates a higher salary schedule increase, that same increase will apply to CSEA.

District

Lyn Chappel
~~Paul~~
~~Raymond~~
~~Norm~~

David Mal
Y
Staller
~~Paul~~