

Tentative Agreement

Cambrian School District and Cambrian District Teachers' Association

May 24, 2022

Preamble. Change "July 1, 2016" to "July 1, 2022"

- 2.1. REPLACE the pronouns "he" or "his" and "she" or "hers" and with gender neutral pronouns throughout the contract.
- 6.1 The District and the CDTA have agreed that the salary schedule shall be increased a total of ten (10) percent. Five (5) percent across the board, retroactive to July 1, 2021 and five (5) percent across the board, effective July 1, 2022.
- 6.3 The pay rate for duty assigned by administration in excess of the teaching assignment shall be increased to \$50.00/per hour effective July 1, 2022. Compensation for athletics coaches shall be capped at \$2,500 per sport.
- 6.8. DELETE 6.8.1 through 6.8.5.
- 6.8.6 becomes 6.8 and reads as follows: A \$3,500 annual stipend for unit members possessing a special education credential, and who utilize that credential in their assignment with the District that school year. Speech and Language Pathologists (SLP) will receive a \$1,500 stipend in addition to the \$3,500. The stipend(s) will be paid-out in 10 monthly increments.
- 6.9.2 Unit members who use their personal automobiles in the performance of regular duties and who have received prior approval from the appropriate supervisor administrator shall be paid the IRS accepted rate.
- 6.9.4 ADD Special Education teachers may choose to work four (4) additional days for casework purposes only. These days may be taken as a "Sub" day or paid per diem on teacher non-contract days. All casework days must have prior approval of the site administrator. If there is not an available substitute, the "Sub" day may be rescheduled. With administrator approval, casework days can be adjusted due to workload needs.
- 6.11.1 DELETE
- 7.1.1 DELETE
- 7.2 REMOVE third paragraph starting with "However, if special education..."
- 11.22.2. REMOVE "Refer to Article 9.2". REPLACE "...the current district stipend" with "\$10.00 per day per student".
- 12.12.2 REPLACE "Teachers in K-5..." with "All unit members grades preschool-5..."
- 19.3 DELETE

- 25.1 REPLACE first paragraph with “One-year term (July 1, 2022 through June 30, 2023). All opened articles not addressed in the 2021-2022 negotiations shall be addressed during the 2022-2023 negotiations plus Article 6 shall be negotiated for the 2023-2024 school year.”
- 26.1 REPLACE “...shall print and collate said agreement.” With “shall provide digitally said agreement.”
- 28.1 REPLACE “May 15th” with “March 1st”. Replace “June 1st” with “March 1st”
- 28.2. DELETE

The following open articles not addressed in 2021-2022 negotiations will be addressed in the 2022-2023 negotiations that will start in Fall of 2022. Also open is Article 6 for the 2023-2024 school year.

Article 1: Recognition

Article 3: District Rights

Article 5: Employee Rights

Article 7: Hours and Length of Work Year Instructional Duties

Article 8: Assignment, Reassignment, and Filling of Vacancies

Article 9: Staffing Ratio and Class Size

Article 10: Evaluations

Article 11: Association and Teacher Rights

Article 14: Retirement Benefit


Article 17: Leaves

Article 18: Teacher Responsibility Regarding Substitutes


Article 25: Term

Article 27: Professional Accountability

Article 29: Professional Growth


Kristi Schwiebert, Superintendent


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