

**Tentative Agreement
Between
Cambrian School District
And
Cambrian District Teachers Association**

The parties for the Cambrian School District (CSD) and Cambrian District Teachers Association (CDTA) have met and agreed to a Tentative Agreement to complete negotiations for the 2020-21 Collective Bargaining Agreement. The Tentative Agreement includes the following:

1. Article 6: Benefits and Added Compensation

- A. In recognition for all the efforts and accomplishments of the bargaining unit in this extraordinary 2020-21 school year, each active CDTA bargaining unit member on payroll as of June 9, 2021, will receive a \$2,000 off schedule bonus (prorated by FTE) for the service provided during the 2020-21 school year. This one-time bonus will be paid in their June 2021 paycheck.
- B. The health benefits cap set forth in Article 6, shall be increased to a tiered level of contribution for active employees on payroll as of June 9, 2021 by the District.
 - i. The tiered levels of contribution toward health and welfare benefits shall be tied to the employee's selection of CSD medical plans that started on January 1, 2021. The District's contribution will be retroactive to January 1, 2021, and shall be applied toward benefits which began on January 1, 2021. The District shall provide a prorated contribution to each active part-time unit member.
 - ii. The tiered rate of health and welfare benefits contribution by the District shall be set forth effective January 1, 2021 and applied as follows:
 - a. \$14,400 annual toward a single-party medical plan and any selections of dental and/or vision
 - b. \$16,675 annual toward 2-party medical plan and selections of dental and/or vision
 - c. \$21,575 annual toward family medical plan and selections of dental and/or vision
 - iii. The above annual health and welfare contribution will be retroactive to January 1, 2021.
- C. Each active CDTA bargaining unit member on payroll as of June 9, 2021, who paid into the family medical plan benefits offered by the District for the 2020 health and benefits year, will receive a one time off schedule bonus of \$500. This one-time bonus will be paid in the employee's June 2021 paycheck.

2. Article 25: Term

A. Paragraph 25.1, Term of this Agreement, shall be binding upon both parties subsequent to final ratification by the CDTA bargaining unit and approval by the Board of Education. The term shall continue in effect through June 30, 2022. Both parties mutually agree that the contract may also be reopened by either party in 2021-22.

3. This Tentative Agreement is subject to ratification by the GEFA unit members and approval by the Cambrian School District Board of Trustees.

Paul C. Win
For CDTA
5/12/21
Date

D. Camie Ames
For District
5.12.21
Date

Carolyn E. Sull
For CDTA
May 12, 2021
Date

Kristi Olchurak
For District
5/12/2021
Date