

Tentative Agreement Between Cambrian School District And California School Employees Association, Chapter 641

The Cambrian School District (“District”) and the California School Employees Association, Chapter 641 (“CSEA”), collectively hereinafter referred to as “the Parties”, reached a tentative agreement to complete negotiations over the Collective Bargaining Agreement between the Parties for the 2023-2024 school year.

The Parties have reached agreement on the following:

1. Article IX – Work Year/Hours and Overtime

9.23 The work year for Paraeducators and Food Service I and II employees shall be 183 days. Two of these days shall be designated for district calendared professional development.

2. Article XI – Compensation

11.1.3 Effective July 1, 2023, the District shall implement an across the board ongoing salary increase of 8%.

The Parties mutually agree to an automatic “me too” ongoing increase of the CSEA salary schedule, should another bargaining unit settle for a higher ongoing percentage increase for the 2023-2024 school year.

July 1, 2023 shall become the anniversary date for all classified unit members to advance to the next year for compensation. Seniority dates shall remain unaffected by this new practice.

3. Article XIII – Fringe Benefits

The Parties agree to maintain the status quo regarding Article XIII. The Parties agree that the Article XIII benefit language shall be updated to reflect current practice more accurately and shall be changed to the following:

13.1 Effective the date of ratification of the 2019-2022 collective bargaining agreement, the health benefits cap will be increased to \$14,400 single party, \$16,675 two party or \$21, 575 for family effective January 1, 2019. Subsequent increases in benefits costs in excess of the cap for the remainder of the term of the contract will be paid “out of pocket” by CSEA unit members, unless otherwise negotiated by the Parties.

4. Article XXII – Layoffs

The Parties agree Article XXII shall be changed to include the following:

22.1.4 The District shall meet and inform CSEA through Labor Management at least four weeks before the decision to layoff unit positions prior to the March 15th deadline for purposes of allowing sufficient time to negotiate the impacts and effects of the decision. Bargaining unit members shall receive written notice of layoff due to lack of work or lack of funds no later than March 15. The District shall serve a notice of layoff by certified mail or by hand delivery. If the notice is hand-delivered, an acknowledgement of receipt shall be signed. A final notice shall be received by before May 15, if the position is to be laid off. If a final notice is not received by before May 15, the layoff shall be rescinded. Any proposed reduction in hours is negotiable as to the decision itself and the effects of any agreed upon reduction in hours. Notice and the opportunity to bargain shall be given to CSEA and president of Chapter 641 four (4) weeks prior to any proposed reduction.

22.1.5 When the District will layoff a classified employee due to the expiration of a specially funded program, a written notice of layoff must be served on the employee not less than 60 days prior to the effective date of their layoff informing them of their layoff date and their displacement rights, if any, and reemployment rights.

22.1.6 Procedures for layoff notice and right to hearing are set forth in Education Code section 45117.

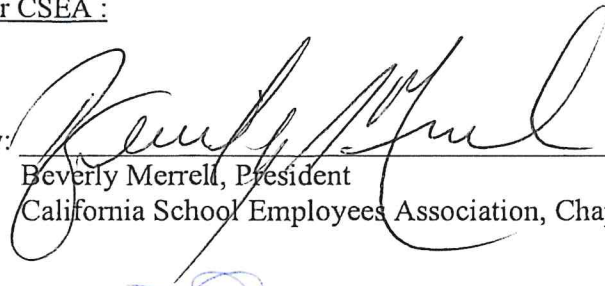
22.2.2 An employee whose position is eliminated or whose hours are reduced by agreement, or is bumped from their present classification, may bump a less senior/lesser length of service unit member in a position of greater, equal, or less hours within their classification, or if no such position is available may bump into an equal or lower classification which the unit member has worked and has more seniority than an incumbent in the equal or lower classification.

22.2.3 A unit member may elect layoff in lieu of exercising bumping rights without losing any reemployment rights.

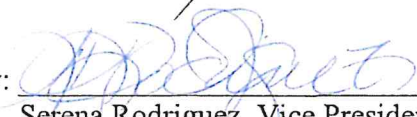
22.3.5 Any unit member whose position is laid off or whose hours are reduced, and is then rehired within 39/63-months, shall have their length of service status at the time of layoff maintained during the 39/63-month reemployment period and shall have all contractual rights and benefits (i.e., longevity, vacation, sick leave, etc.) reinstated to the date of layoff.

Final agreement on these Articles is subject to ratification by the Board of Trustees and by CSEA's Chapter 641 membership.

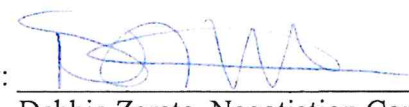
For CSEA :

By: 
Beverly Merrell, President
California School Employees Association, Chapter 641

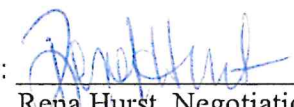
Date 5/26/23

By: 
Serena Rodriguez, Vice President
California School Employees Association, Chapter 641


Date 5/26/23

By: 
Debbie Zarate, Negotiation Committee
California School Employees Association, Chapter 641

Date 5/26/23

By: 
Rena Hurst, Negotiation Committee
California School Employees Association, Chapter 641

Date 5/26/23

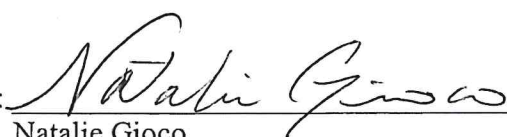
By: 
Luis Caraves, Negotiation Committee
California School Employees Association, Chapter 641

Date 6/5/23

By: Robin James-Utigaard
Robin James-Utigaard
Labor Relations Representative
California School Employees Association

Date 05/26/2023

For the District:

By: 
Natalie Gioco
Director of Personnel Services
Cambrian School District

Date 6/5/23