


**CAMBRIAN SCHOOL DISTRICT  
SAN JOSE, CA**

Date: March 31, 2022

To: Kristi Schwiebert, Superintendent

From: Lynn Chappell, Interim Assistant Superintendent Personnel 

Re: **Initial Proposal from Cambrian School District (CSD) to California School Employees' Association (CSEA), Chapter 641 representing Classified Bargaining Unit Members for 2021-2022 Contract Negotiations**  
*(\*First Reading, Due To Timeline)*

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**BACKGROUND:**

State law requires the Board to approve the initial proposal for collective bargaining before beginning the bargaining process.

**CURRENT CONSIDERATIONS:**

The parties agree to re-open negotiations on the entire Collective Bargaining Agreement. CSD's initial proposal to CSEA for the 2021-2022 school year is as follows:

- Article 6: Evaluation Procedures
- Article 7: Scheduled Holidays
- Article 8: Leaves
- Article 10: Vacation
- Article 11: Salary
- Article 13: Fringe Benefits
- Article 23: Term of Agreement

The District will review and negotiate salary and benefits to determine possible increases and to aid in recruitment and retention of District employees. These negotiations will be conducted in a fiscally responsible manner.

**FINANCIAL IMPLICATIONS:**

Not known at this time.