



Santa Clara County Office of Education

Mary Ann Dewan, Ph.D.
County Superintendent of Schools

June 14, 2024

Jarod Middleton, Board President
Cambrian Elementary School District
4115 Jacksol Drive
San Jose, CA 95125

Subject: Public Disclosure of Collective Bargaining of the Tentative Agreement Between Cambrian School District and the Cambrian California School Employees' Association, Chapter 641

Dear Board President Jarod Middleton,

We have reviewed the public disclosure of the collective bargaining agreement between the Cambrian School District (District) and the Cambrian California School Employees' Association, Chapter 641. We understand that the district will submit the disclosure for board approval at the June 20, 2024 board meeting. The purpose of our review is to determine whether this agreement will materially impact the financial condition of the district in the current and two subsequent fiscal years.

The agreement provides for a 2% increase to the Salary Schedule effective July 1, 2024. Also effective July 1, 2024 certain unit members shall have their range increased by one (1) range and July 1, 2025 one (1) range on the CSEA Salary Schedule. Effective the date of CSEA ratification of the 2024-25 reopener agreement, the health benefits cap will be increased to \$14,600 single party, \$16,875 two party or \$21,775 for family effective January 1, 2025. 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.

Based on the multi-year projection submitted with the 2024-25 adopted budget report and adjusted for the expenditures outlined in this agreement, the district will be able to maintain its state-required minimum reserves of 3% for the current and two subsequent fiscal years.

We appreciate and recognize the diligent work of the district staff during our review of the public disclosure. Please submit a copy of the certified final agreement, complete with the signature of the President or Clerk of the Governing Board as soon as the district finalizes the disclosure agreement. If I can be of further assistance, please call me at (408) 453-6590.

Sincerely,

A handwritten signature in black ink, appearing to read "Jemil Dimaya".

Jemil Dimaya, Advisor
District Business and Advisory Services

cc: Kristi Schwiebert, Superintendent, Cambrian Elementary School District
John Pappalardo, Chief Business Officer, Cambrian Elementary School District
Sunny Hong, Director of Fiscal Services, Cambrian Elementary School District
Stephanie Gomez, Assistant Superintendent-Business Services, Santa Clara County
Office of Education
Susan Ady, Director, District Business Services, Santa Clara County Office of Education