

October 11, 2021

Members of the Board of Trustees
Ms. Kristi Schwiebert
Cambrian School District
4115 Jacksol Ave
San Jose, CA 95124

Re: Contract Negotiations

In compliance with the intent of the parties in Article 25 of the agreement between the parties and the Collective Bargaining Law of California, the Cambrian District Teachers Association hereby informs the Cambrian School District of its desire to modify and/or amend the Agreement between the Cambrian School District and the Cambrian District Teachers Association/CTA/NEA, which expires on June 30, 2022.

CDTA Initial Contract Bargaining Intent for 2021-2022
CDTA proposes to open and negotiate all items in the
Collective Bargaining Agreement.

CDTA has an interest in maintaining open communication and collaboration regarding **all sections** of the contract. Many of these Articles have language that needs to be updated in accordance with current educational standards and practice (*i.e.*, including language for Transitional Kindergarten).

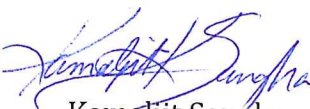
Throughout our discussions, we would also like to place particular emphasis on the following Articles:

Article 1 - Recognition
Article 2 - Definitions
Article 5 - Employee Rights
Article 6 - Benefits and Added Compensation
Article 7 - Hours and Length of Work Year Instructional Duties
Article 8 - Assignments, Reassignment and Filling of Vacancies
Article 9 - Staffing Ratio and Class Size
Article 11 - Association and Teacher Rights
Article 16 - Teacher Safety
Article 17 - Leaves
Article 28 - School Calendar

In the past, the Cambrian District Teachers Association and the Cambrian School Board have been able to negotiate in a spirit of cooperation and mutual respect, with the continued use of interest-based bargaining. CDTA looks forward to the discussions this year in the same manner.

Please sunshine this letter as per our request for full contract negotiations with the District at your next regular Board of Trustees' meeting.

Sincerely,


Kamaljit Sangha
CDTA Co-President


Kimberly Stevenson
CDTA Co-President


Carolyn E. Sullivan
CDTA Bargaining Chair