



CAMBRIAN SCHOOL DISTRICT

Board of Trustees

Resolution No: 20-21-15

**COMPENSATION AND BENEFITS ADJUSTMENT FOR
DISTRICT CLASSIFIED/CERTIFICATED MANAGEMENT, SUPERVISORY AND
CONFIDENTIAL EMPLOYEES**

WHEREAS, the Board and District have reached a settlement with the Cambrian District Teachers' Association (CDTA) for the 2020-21 fiscal year.

NOW, THEREFORE, BE IT RESOLVED that the Cambrian School District Governing Board of Trustees adopts certificated administrative, classified management, supervisory, and confidential employees, compensation adjustments as follows:

- I. In recognition for all the efforts and accomplishments in this extraordinary 2020-21 school year certificated administrative, classified management, supervisory, and confidential employees on payroll as of June 9, 2021, will receive a \$2000 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.
- II. 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.
 - a. 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.
 - b. The tiered rate of health and welfare benefits contribution by the District shall be set forth effective January 1, 2021 and applied as follows
 - i. \$14,400 annual toward a single-party medical plan and any selections of dental and/or vision
 - ii. \$16,675 annual toward 2-party medical plan and selections of dental and/or vision
 - iii. \$21,575 annual toward family medical plan and selections of dental and/or vision
 - c. The above annual health and welfare contribution will be retroactive to January 1, 2021
- III. Each employee 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.

PASSED AND ADOPTED by the Board of Trustees of Cambrian School District, this 20th day of May, 2021, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

I, Jarod Middleton, President of the Governing Board of Cambrian School District of Santa Clara County, California, do hereby certify that the foregoing is a full, true and correct copy of a resolution adopted by the Board at a meeting thereof held at its regular place of meeting on the date shown above stated, which resolution is on file in the office of said Board..

Jarod Middleton, President
Governing Board of Trustees