

**Tentative Agreement
Between
Cambrian School District
And
California School Employees Association**

The parties for the Cambrian School District (CSD) and California School Employees' Association (CSEA) have met and agreed to a Tentative Agreement. The Tentative Agreement includes the following:

1. Articles XI and XIII Salary and Fringe Benefits

- A. In recognition for all the efforts and accomplishments of the bargaining unit in this extraordinary 2020-21 school year, each active CSEA bargaining unit member on payroll as of June 9, 2021, will receive a \$2,000 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.
- B. The health benefits cap set forth in Article XIII, shall be increased to a tiered level of contribution for active employees on payroll as of June 9, 2021 by the District.
 - i. 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.
 - ii. The tiered rate of health and welfare benefits contribution by the District shall be set forth effective January 1, 2021 and applied as follows:
 - a. \$14,400 annual toward a single-party medical plan and any selections of dental and/or vision
 - b. \$16,675 annual toward 2-party medical plan and selections of dental and/or vision
 - c. \$21,575 annual toward family medical plan and selections of dental and/or vision
 - iii. The above annual health and welfare contribution will be retroactive to January 1, 2021.
- C. Each active CSEA bargaining unit member 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.

2. This Tentative Agreement is subject to ratification by the CSEA unit members and approval by the Cambrian School District Board of Trustees.

Rena Hurst
For CSEA Rena Hurst
5/21/2021
Date

Kristi Chase
For District
5/24/2021
Date

Serena Rodriguez
For CSEA Serena Rodriguez
5/21/2021
Date

D. Anne Ames
For District
5/24/21
Date

Debbie Zarate
Debbie Zarate
5/21/2021

Bruno Fleming
Bruno Fleming
5-21-2021
Date

Beverly Merritt
Beverly A. Merritt
5/24/2021