

**Cambrian School District
Board Action Request**

To: Kristi Schwiebert, Superintendent

**From: Lynn Chappell, Interim Asst. Superintendent, Personnel
John Pappalardo, CFO**

**RE: TENTATIVE AGREEMENT FROM CSD TO CSEA, Chapter 641 FOR
2021-2022 CONTRACT NEGOTIATIONS FOR CLASSIFIED
BARGAINING UNIT MEMBERS AND PUBLIC DISCLOSURE OF
COLLECTIVE BARGAINING AGREEMENT**

DATE: June 16, 2022

Background:

The Cambrian School District (CSD) and the California Schools Employee Association (CSEA) Chapter 641 negotiating teams began meeting in April of 2022 to negotiate the July 1, 2021– June 30, 2022 contract terms. CSD and CSEA reached a tentative agreement for the 2021-2022 collective bargaining year, as well as on compensation for the 2022-2023 school year.

Current Considerations:

The tentative agreement (included for the Board's review and approval) was reached by the negotiating teams on May 26, 2022. CSEA members voted and ratified the agreement on June 2, 2022 and it is being brought forward as a Board action for approval.

Major Provisions of the Tentative Agreement include:

Article 9: Work Year/Hours and Overtime

- Effective July 1, 2022, the work year for Instructional Assistants (Paraeducators) and Food Service Assistants I and II shall be 182 days.

Article 11: Salary

- Effective July 1, 2021, a five percent (5%) increase to the base salary schedule.
- Effective July 1, 2022, a five percent (5%) increase to the base salary schedule.
- Effective July 1, 2022, the longevity percentage for the beginning of the sixth (6th) year shall be changed from .5% to one percent (1%).
- Effective July 1, 2022, the classification for Instructional Assistants changes to range 27 on the classified salary schedule.

- Effective July 1, 2022, the classification for Food Service Assistant I changes to range 26 on the classified salary schedule.
- Effective July 1, 2022, the classification for Food Service Assistant II changes to range 28 on the classified salary schedule.
- Effective July 1, 2022, up to an \$150.00 yearly reimbursement to Maintenance and Grounds employees towards the purchase or resoling of work boots.
- Effective July 1, 2022, up to a \$75.00 yearly reimbursement to Food Service employees towards the purchase of approved safety/slip resistant shoes.
- Effective July 1, 2023, the classification for Instructional Assistants changes to range 30 on the classified salary schedule.
- Effective July 1, 2023, the classification for Food Service Assistant I changes to range 29 on the classified salary schedule.
- Effective July 1, 2023, the classification for Food Service Assistant II changes to range 31 on the classified salary schedule.

Article 13: Fringe Benefits

- Effective July 1, 2022, Employees working less than twenty (20) hours per week are able to purchase medical benefits through CSD provided that they pay 100% of their premium costs.

Article 23: Term

- Term of the bargaining agreement is July 1, 2022 through June 30, 2025.

Public Disclosure of Collective Bargaining Agreement/Financial Implications:

Attached is an updated multi-year projection and the Disclosure of Collective Bargaining Agreement for CSEA in Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449.