

## **TENTATIVE AGREEMENT**

The Cambrian School District ("District") and Cambrian District Teachers Association ("CDTA") have negotiated the following Tentative Agreement:

**Preamble:** Change "July 1, 2023" to "July 1, 2024"

### **1. Article 6 – Compensation:**

6.1 The District and CDTA have agreed that the salary schedule shall be increased a total of two (2) percent across the board effective July 1, 2024.

6.2 The District and CDTA have agreed to increase the health benefits caps to \$14,600/single, \$16,875/two-party, and \$21,775/family effective October 1, 2024.

### **2. Article 10 – Evaluations:**

10.4 The District and CDTA have agreed to alter the evaluation cycle maximum frequencies to match Ed. Code (annually for temporary/probationary employees, every other year for permanent employees with less than 10 years in district, and every 5 years for permanent employees with over 10 years in district).

10.4.1.1 The District and CDTA have agreed to 3 alternative evaluation methods for teachers with 7 or more years of experience and 2 two or more consecutive evaluations meeting standards.

### **4. Article 25 - Term:**

25.1 Three-year term (July 1, 2023 through June 30, 2026).

Year two of the three-year contract (July 1, 2023 through June 30, 2026) is settled by this tentative agreement. Negotiations for 2025-2026 include the following:

Article 6 Benefits and Added Compensation automatically reopened. One (1) additional Article may be reopened by each party to be negotiated during the 2024-25 school year for the 2025-26 contract.

This Tentative Agreement is subject to ratification by the Board of Education of the District and CDTA membership.

District  
Christi A. Chwedebrat  
(signed)  
Date: 6/11/2024

Natalie Guoco  
(signed)  
Date: 6/11/2024

CDTA  
Kimberly A. Stevenson  
(signed)  
Date: June 11, 2024

Carolyn L. Jull  
(signed)  
Date: 06/14/2024

Kemaljit Singh  
(signed)  
Date: 06/16/2024