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*Exploring Infinite
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Acting Superintendent

Kristi Schwiebert

Initial Proposal from Cambrian School District to the Cambrian District Teachers' Association

Date: November 4, 2021
To: Kristi Schwiebert, Interim Superintendent
From: Lynn Chappell, Interim Assistant Superintendent Personnel
Re: **Initial Proposal from Cambrian School District (CSD) to
Cambrian District Teachers' Association (CDTA) representing
Certificated Bargaining Unit Members for 2021-2022 Contract
Negotiations**

BACKGROUND:

State law requires the Board to approve the initial proposal for collective bargaining before beginning the bargaining process.

CURRENT CONSIDERATIONS:

The parties agree to re-open negotiations on the entire Collective Bargaining Agreement. CSD's initial proposal to CDTA for the 2021-2022 school year is as follows:

- Article 5: Employee Rights
- Article 6: Benefits and Added Compensation
- Article 7: Hours and Length of Work Year Instructional Duties
- Article 17: Leaves
- Article 28: School Calendar

The District will review and negotiate salary and benefits to determine possible increases and to aid in recruitment and retention of District employees. These negotiations will be conducted in a fiscally responsible manner.

FINANCIAL IMPLICATIONS:

Not known at this time.