

CFA Contract Ratification 2020-2021

Tentative Agreements





Article IX: Hours

- We simplified language regarding Professional Duties and Adjunct Duties.
- Recognized the change of late start day at CHS
- Agreed to prioritized IEP/504 meetings during the school day, District funded.
- Adjunct Duty protocol is subject to Shared-Decision process at each site.
- [Link to Hours TA](#)



Article XIII: Class Size

- Defined and established a protocol for the assignment of Elementary Combo Classes.
- Improved fair and balanced course assignments at Secondary.
- [Link to Class Size TA](#)



Article XVIII: TOSAs

- Established a 196 day work-year for TOSAs.
- Struck the 2-year limit for TOSA positions to meet actual practice and secure more favorable retirement outcomes.
- Clarified that either the TOSA member or the District can end the position at the end of the school year.
(3/15 District notification)
- [Link to TOSA TA](#)



Article XX: Retirement

- Improved early retirement options and attraction and retention of employees with more favorable language on retirement medical benefits at age 55.
- [Link to Retirement TA](#)



Augmented Stipends to Achieve Equity for Members

- Increased ELL stipends at secondary level
- Added CHS AP Coordinator and El Roble Speech & Debate Coach stipends
- Increased Elementary Team Leader and Secondary Department Chair FTE factors all to \$125



Improved and Secured Benefits

- The District will add \$300 per member annually to the Benefits Pool. This helps meet increasing costs of medical benefits while preventing any increase to monthly out-of-pocket expenses for our members.
- It increases the amount the District contributes to health and welfare benefits from \$9,752 to \$10,052 annually per member.
- (Note: *This issue must be revisited in future negotiations with larger anticipated increases in benefits costs.*)



A New Benefit: Income Protection as a Benefit of Employment

- Agreed to a favorable improvement in employee benefits for all certificated members.
- Income protection provided by The Standard will be an automatic benefit for all certificated members.
- All premiums will be paid by the District.
- All members who currently purchase income protection (disability insurance) out-of-pocket will see those monthly expenses returned to their paycheck.



Salary: Increase to Salary Schedule Across the Board.

- Agreed to a 4.35% increase on the salary schedule for all certificated members.
- This increase will be reflected in paychecks beginning 12/1/2021
- Members will receive a retroactive check for the salary increase for the months of September, October and November. This should arrive early December in a separate check, 4.35% for three months.



Total Financial Package

- 4.35%: on the salary schedule (\$1,612,000)
- .35%: universal Income protection (\$130,000)
- .28%: securing the benefits pool (\$105,000)
- .05%: Stipends (\$18,000)
- **5% total financial package**
- *(Equals \$1.865 million annually for our members!)*
- [Financial Package](#)