

2021-2022 CNCA/CNTA CBA Edit Summary:

- Page 3. – Article 1: Agreement
 - *Language was updated to clarify the agreement is between CNCA and CNTA.*
 - *Language was added to inform unit members where policies are located for accessibility.*
- Page 4. – Article 3 (k): Years of Eligible Experience
 - *Language was changed to reflect the following:*
 - *Cap was removed for years of experience served in an instructional coaching capacity for classroom teachers in a TK-12 setting.*
 - *An appeals process was added for teachers to follow if their request for additional years of experience is denied.*
- Page 4.- Article 3 (l): Teacher Directed Time
 - *Language was added to define “Teacher Directed Time” and how it should be utilized.*
- Page 5.- Article 6 (c) (d) (e): Work Day
 - *Language was added to define how Teacher Directed Time should be maintained.*
 - *Language was added to confirm CNCA will make every effort to ensure this time is protected.*
- Page 6.- Article 6 (g): Lactation Accommodation
 - *Language was added to confirm CNCA accommodates lactating employees and provided information on where to find our policies pertaining to our Lactation Accommodation.*
- Page 8.- Article 10: Complaints
 - *This article was formally titled “Parent Complaints”. Language was changed to reflect a general complaint process.*
- Page 9.- Article 15: Agency Fee
 - *Language was updated to comply with California Government Code Section 1152.*
- Page 12.- Article 19: Evaluation
 - *Language was changed to reflect current practice at CNCA with the adoption of our new evaluation tool and process.*
- Page 15.- Article 21 (a): Sick Leave
 - *Language was updated to reflect the following:*
 - *The maximum number of sick days an employee may donate to another employee was increased from 5 days to 10 days.*
 - *Align with CNCA Handbook on reasons for requesting certification from a doctor for absences.*
 - *An appeals process was added for teachers to follow if their request to take an extended sick time to care for an immediate family member was denied.*
 - *An appeals process was added for teachers to follow if their request to donate sick time to another unit member was denied.*
- Page 21.- Article 21(k): Association Leave
 - *Language was updated to comply with California Government Code section 3558.8.*
- Page 22.- Article 22 (a) (c): Compensation
 - *Language was updated to reflect the following:*
 - *Salary table was increase by at least 5% (range 5%-7.59% for fully credentialed teachers).*
 - *Interns salaries were adjusted to meet minimum wage requirements in CA and thus increased to \$57,200.*
 - *Language was added to pay teachers for “Overnight” field trips*

- *Buy Back Days were increased from \$290/day to \$300/day.*
 - *Hourly rate for teachers was increased from \$35/hr. to \$40/hr.*
 - *Language was added to clarify stipends are paid in two installments and the dates the installments are paid throughout the year.*
- *Page 23.- Article 22 (d): Units*
 - *Language was added to clarify the type of units that are accepted by CNCA for placement on the salary table.*
 - *Language was added to clarify how salary classification is determined on the salary table and how quarter units are converted to semester units.*
 - *An appeals process was added for teachers to follow if their request to have their units approved is denied.*
- *Page 24.- Article 22 (f): Teacher Incentives*
 - *Language was changed to award Teachers a \$1000 longevity every three (3) years instead of every five (5) years.*
- *Page 24.- Article 22 (g): Teacher Induction*
 - *Language was updated to reflect existing MOU between CNCA and CNTA*
- *Page 24.- Article 22 (h): Teacher Certification*
 - *Language was added to reimburse TK teachers up to \$1000 for meeting the certification requirements under SB876.*
- *Page 25.- Benefits*
 - *Language was added to invite CNTA to meet with our insurance broker annually to review costs and CNCA benefit plans.*
- *Exhibit A: Teacher Evaluation*
 - *Outdated evaluation tool was deleted and the following placeholder language was added until the new evaluation tool is finalized: "Exhibit A will be updated and included as part of the 2021-2024 upcoming Teacher Evaluation MOU."*
- *Exhibit C: Salary Schedule*
 - *Salary schedule was updated to reflect increase.*
 - *Career Increment amounts were changed to reflect the following:*
 - *Career Increment at 16th year is \$1000 annually*
 - *Career increment at 21st year and beyond is \$2000*
- *Exhibit E: CNCA CEO Appeal Request*
 - *New exhibit added to explain the appeals process.*
- *Exhibit F: Teacher Improvement Plan*
 - *Language was updated to clarify the responsibilities between evaluator and teacher.*
- *Exhibit H: Request to Donate Sick Leave*
 - *Updated form to reflect the maximum number of sick days that an employee may donate increased from 5 days to 10 days.*