MEMORANDUM OF UNDERSTANDING REGARDING
ARTICLES 7 (Hours and Length of Work Year Instructional Duties) AND 17 (Leaves)

BETWEEN
CAMBRIAN SCHOOL DISTRICT
AND
THE CAMBRIAN DISTRICT TEACHERS ASSOCIATION

The Cambrian School District ("District") and the Cambrian School District Teacher Association ("CDTA"), collectively referred to as the "Parties," agree to the following temporary contract changes as follows:

RECITALS

The parties have met and agreed upon the following MOU regarding temporary changes to Articles 7 and 17. These changes shall sunset on June 30, 2026.

AGREEMENT

Article 7 – Hours and Length of Work Year Instructional Duties

For the remainder of the 2025-26 school year, the following changes shall apply:

1. Staff meetings shall be no longer than 60 minutes, and committee meetings may be attached for an additional 60 minutes, ending no later than 4:00 p.m.

2. During the remaining district PD days (afternoons of 1/28/26 and

4/29/26; and full day 3/20/26), the first half shall be for site collaboration and the second half shall be for individual planning with the individual planning location flexible.

3. For the remaining individual planning days, the work location for CDTA members is flexible.

Article 17 – Leaves

For the remainder of the the 2025-26 school year, the following changes shall apply:

4. Of the allotted ten (10) days of sick leave per school year, unit members may take six (6) of those ten (10) days per school year as "PN-II" leave. No more than two of these days may be used consecutively. No site administrator is to require a unit member to explain verbally or in writing how a unit member utilizes their PN-II leave. When possible, the unit member will precede the use of PN-II leave with notice to the site administrator. These days may not be used on non-student-attendance staff work days, or immediately before or after holiday recesses, or during the first and last ten (10) days of the work year.

Kristi Schmidt — 12/12/2025

Cambrian School District — Date

Natalie Gioco — 12/12/2025

Cambrian School District — Date

Kim Steverson — 12/17/25

Cambrian District Teachers Association — Date

Kamaljit Sangha — 12/17/25

Cambrian District Teachers Association — Date