

TENTATIVE AGREEMENT

This Tentative Agreement is entered into by and between the California Military Institute (“Charter”) and California Military Institute Teachers Association (“CMITA”). The Charter and CMITA may be referred to herein as “Party” or collectively as “Parties”.

Any issue, subject, or matter discussed by the Charter and the CMITA during the reopener negotiations not contained in this document shall be considered withdrawn by the party presenting it. Any “oral agreement” or “understanding” not reflected in writing herein shall have no force or effect.

NOW, THEREFORE, the Parties hereto agree as follows:

APPENDIX A - COMPENSATION

(Status Quo with the following exceptions)

Effective July 1, 2023, an ongoing five-percent (5%) increase shall be applied to all salary schedules for all unit members in paid status as of January 1, 2024. (This ongoing increase is inclusive of the two-percent (2%) increase previously negotiated for the 2023-2024 school year.) The retro portion of the increase from July 1, 2023 will be dispersed as a separate check on a Payment on Demand (POD) processed on or before March 8, 2024. These checks will be mailed to the unit members address of record and are not eligible for direct deposit.

Effective July 1, 2024, the Charter contribution towards premiums for health and welfare benefits for full-time unit members shall be increased as follows:

Employee Only: \$750

Employee +1: \$1,500

Family: \$2,500

With these increases, the total Charter contribution towards premiums for health and welfare benefits for full-time unit members shall be as follows:

Anthem Plans:

Employee Only: \$11,125

Employee +1 and Family: \$20,475

Kaiser Plans:

Employee Only: \$11,125

Employee +1 and Family: \$18,275

Pursuant to Appendix A, Compensation, hourly compensation for period subbing, Summer School, Home & Hospital instruction, and other work authorized and performed beyond the bargaining unit member's regular workday shall be \$62.15. This rate will be applied to hourly work beginning March 1, 2024.

Negotiations for compensation shall be closed for 2023-2024. Health & Welfare negotiations shall be closed for 2023-2024 and 2024-2025. Both parties agree to negotiate the length of the work days as part of 2024-2025 successor negotiations.

Dated this 31st, January 2024

California Military Institute Teachers
Association (CMITA):

Dana Lane

Dana Lane
Bargaining Chairperson, CMITA



Angel Love-Behrens
Negotiations Member, CMITA

Kimberly A. Nelson

Kimberly Nelson
Negotiations Member, CMITA



Mitchell Osborn
Negotiations Member, CMITA

California Military Institute (Charter):

Maribel Escobar

Maribel Escobar
Director, Human Resources



Kirk Skorpanich
Assistant Superintendent, Human Resources



Candace Reines
Deputy Superintendent, Business Services

Igor Nicholas Milosavljevic PhD

Igor Nicholas Milosavljevic, PhD
Principal, California Military Institute