

Item 1B – District Counterproposal: Certificated Salary Increase – October 16th, 2025

The District values the dedication and professionalism of all certificated staff. We share the Association's goal of maintaining competitive compensation while ensuring fiscal stability. District budgets must remain aligned with ongoing state funding projections and long-term sustainability.

Last year, CTA and the District reached agreement on a **4.8% salary increase**, during a year when the **statewide Cost-of-Living Adjustment (COLA) was only 1.07%**.

This settlement **exceeded COLA by 3.73%**, demonstrating the District's ongoing commitment to ensuring that compensation growth keeps pace with the cost of living and the professional expectations placed on certificated staff.

Getting salaries to a competitive and sustainable level has been — and continues to be — a top District priority. The District remains focused on providing wages that honor employee contributions while maintaining fiscal stability and protecting core academic programs. Our intent is to continue closing the gap between AUHSD and comparable districts in order to recruit and retain exceptional educators, strengthen program quality, and support long-term staff satisfaction.

CTA Proposal 1A (for Context)

Description	Proposed Increase	Notes
Proposed Salary Increase	5.50%	
Proposed Health Insurance Annual Increase	1.88%	Overall this will cost the district a 19.87% increase annually. (\$221,270)
Proposed Increase to Coaching Stipends (On Staff)	1.50%	(approximate)
Total Combined Request	8.88%	

District Counterproposal

5.5% Total Salary Increase Over Two Years

Year	Proposed Increase	Description
2025-26	2.3%	Retroactive to July 1, 2025 ⁵
2026-27	3.2%	Effective July 1, 2026 ⁶

- Exceeds combined statutory COLA for the same period
- Provides stable, predictable growth for staff
- Maintains long-term fiscal health for AUHSD

District Rationale

- Balances recognition of staff contributions with fiscal responsibility.
- Supports sustainability across salary schedules, health & welfare, and program operations.
- Protects class sizes, academic programs, and student services.

Additional Discussion Points

The District is open to continued dialogue on:

- H&W Annual Increase

The District's counterproposal represents a fair and fiscally responsible offer that acknowledges the vital work of our certificated employees while ensuring the District's ability to sustain programs and staffing into the future.

Anderson Union High School District - October 15, 2025

CTA Negotiations – 1B

1a. Total Compensation Package

District's Offer:

25-26 - 2.3%

26-27 – 3.2%

2. Article 8.8.2 - Extra Duty Paid hourly – 1 hour of extra duty to equal 1 EDTO. – **Agreed**

3. Ask for Clarification – Separate non-classroom certificated assignments (adult school, etc.). **Discussion needed.**

4. We feel that last year the Ag Department increase was substantial.

5. Time Limits on evening activities. **Agreed** not to exceed 3 hours for events and 1 hours 30 minutes for Faculty meetings.

6. Extra Duty Pay Increase – 11.2.4

1. Coaching - have not come to agreement yet.

2. Special Assignments and Advisors – **Agreed** to dropping Newspaper and adding three discretionary advisors. We are not in agreement at the percentage at their salary.

7. SPED Stipend - \$1,000 per SPED Teachers (11 SPED teachers) This will come out of total compensation offer.

8. Retirement Incentive. Still considering at this time, the district is looking at our financial needs. If a retirement incentive is cost effective we can negotiate the terms.

Previous Articles Discussed:

Article 8.8.2 (7) – Correction needed as it should be a carryover of 10 ASTO days instead of 5 ASTO days.

Article 8.9.1 – **Agreed** all leaves must be exhausted prior to using unpaid leave. Must request five days prior for any planned unpaid leave. **Discussion needed**

Article - 11.2.1(5) – CEU Units – **Agreed.**

Article 11.2.1 (8) – Steve researching language. 3 or more periods of CTE to determine where teachers are placed on the Salary Schedule.

Article 11.2.2 (9) – Adding Community Day. - **Agreed.**

Article 11.2.2 (5) - 201 Days - SH/ERICS teacher. Amending Current Positions. Would shift article items down one. **Discussion needed.**

Article 11.2.2 (5) – ANTHS has no need for the position and agreed to remove the last sentence re: ANTHS. Removing last sentence in article. – **Agreed.**