

Anderson Union High School District
CSEA Negotiations
November 12, 2025

ANDERSON UNION HIGH SCHOOL DISTRICT OFFER 3A

1. \$2.50 per hour per cell on all cells over a 2-year agreement to be paid as follows:
 - \$1.25 effective July 1, 2025
 - Additional \$1.25 effective July 1, 2026
 - \$1500 one time payment for permanent employees to be paid in June 2026
2. Increase health insurance CAP by \$175 per year to match CTA retro to July 2025
 - July 1, 2025 - time of settlement: current CSEA employees who take insurance benefits will be paid a one-time off schedule payment to be pro-rated per month
 - At time of settlement moving forward: new health insurance CAP increase becomes effective
 - If CTA negotiates a higher CAP between July 1, 2025 and June 30, 2027, CSEA's CAP will be automatically adjusted to match effective at the time of settlement with CTA
3. Add Article 12.9.1 and renumber Articles 12.9.2 through 12.9.5.
 - All leaves must be exhausted prior to using unpaid leave. A request must be submitted to the HR director five days prior for any planned unpaid leave.