

California School Employees Association
And its Anderson High School No. 382
(together "CSEA") **LB**

Counter to the Anderson District proposal of 11/12/25 @ 10:10 AM

- \$2.00 per hour per cell on all cells

As the District has proposed a 2-year compensation agreement, CSEA proposes a 2-year plan:

- July 1, 2025-2026 \$2.00 per cell across the Salary Schedule
- July 1, 2026-2027 \$2.00 per cell across the Salary Schedule

This change will impact starting pay to make the Anderson Union High School District more competitive with starting wages in nearby Districts.

- Increase Health Insurance CAP by \$175.00 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.
 - **CSEA agrees.**
 - If CTA negotiates a higher CAP, CSEA's CAP will automatically be adjusted to match effective at the time of settlement with CTA. the CAP change as of October 1st of that year; or earlier. **2025-2027**

- ~~CSEA proposes Employee Employer Relations Meetings four times a year, with a calendar to be mutually agreed upon. This meeting will function as a non-negotiation check-in for classified and the District.~~ **The District is not interested.**

- ~~Article 9 Compensation~~

- ~~○ 9.1.5 Henceforth, the District agrees to abide by the provisions of Education Code 45102 and CBA Article 9. Any difference arising from the interpretation, administration, or application of this proposed language may be addressed through the grievance procedure set forth in Article 15, of the CBA or any other mechanism available by law.~~ **The District is not interested.**

- ~~Pilot the California School Employees Summer Assistance Program for classified employees who qualify for the 2026-2027.~~ **The District is not interested.**