

California School Employees Association
And its Anderson High School No. 382
(together "CSEA") 38

Counter to the Anderson District proposal of 11/12/25 @ 11:49 AM

- As the District has proposed a 2-year compensation agreement, CSEA proposes a 2-year plan:
 - July 1, 2025-2026 \$1.50 per cell across the Salary Schedule
 - July 1, 2026-2027 \$1.50 per cell across the Salary Schedule
 - \$1,500 onetime payment for permanent employees to be paid in June 2026.
CSEA agrees.

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, between July 1, 2025 and June 30, 2027, CSEA's CAP will automatically be adjusted to match any increased CAP as of October 1st of that year; or earlier.
- Add Article 12.9.1 and renumber 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.
 - **CSEA agrees.**