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CSEA Initial Proposal
10/16/2025
~~Strikethrough~~ = Remove
Bold & Underline = Insert

Article 1

1.3 This Agreement shall be effective upon ratification by the parties and expires June 30, ~~2025~~. **2028**. Unless modified by agreement of the parties, the terms and conditions of the new agreement shall be the same as the agreement in effect on June 30, ~~2022~~. **2025.**

~~1.3.1 Salary and Benefits are closed for the 2022-2023 and 2023-2024 school years.~~

1.3.~~2~~**1** ~~For the 2022-2023 school year, the new agreement shall remain closed.~~ **For the 2026-2027 school year, each party may reopen two (2) articles of the party's choosing, in addition to salary and benefits.**

1.3.~~3~~**2** For the ~~2023-2024~~ **2027-2028** school year, each party may reopen two (2) articles of the party's choosing, ~~excluding~~ **in addition to** salary and benefits.

1.3.3 For the 2026-2027 and 2027-2028 school years, upon mutual consent, additional articles may be opened for negotiation.

~~1.3.4 For the 2024-2025 school year, each party may reopen on Salary Provisions, Health and Welfare benefits and two (2) articles of each party's choosing. The parties agree to sunshine their reopeners in November 2024 with the goal of commencing negotiations in February 2025.~~

FOR THE DISTRICT

BY: Signed by: Dr. Rebecca Toto 919C9A65002E4FF... 10/24/2025
Dr. Rebecca Toto, Associate Superintendent of Human Resources

FOR THE CSEA AND ITS CHAPTER NO. 118

BY: DocuSigned by: Rebecca Rossiter FB7891AF0AE845J 10/23/2025
Rebecca Rossiter, CSEA No. 118 President

BY: Signed by: kennedy liem A538A4E9532QD464 10/23/2025
Kennedy Liem, CSEA Labor Representative