

ANDERSON UNION HIGH SCHOOL DISTRICT - OFFER 2B

1. COUNTER PROPOSAL

Total Compensation Package

- a. \$3466 per cell for the 25-26 year, retro to July 1, 2025
- b. Additional \$4522 per cell for the 26-27 year

2. AGREED

Article 8.8.2 (5) Extra Duty shall be paid hourly – 1 hour of extra duty to = 1 EDTO

3. CLARIFICATION NEEDED

Separate non-classroom certificated assignments (adult school, etc.). We do not know what non-classroom certificated assignments you are referencing. The only non-classroom certificated positions are Psychologists, Nurse, School Counselors and Special Education TOSA. All of these positions received the same raise as all other certificated staff.

4. COUNTER PROPOSAL

In response to the agriculture teacher work day request: We do not agree with allowing for five additional days. We propose 10 of the 30 additional days may be used as flex days within the 183-day calendar year. These 10 flex days have to be non-work days within the 183 day calendar. This provides up to 10 Saturdays to be paid at your daily rate and still gives 20 days over the summer. However, the 2.5% stipend for extra work during the 183-day calendar will be removed. Receiving a stipend for extra work during the 183-day calendar and getting your daily rate for extra work during the 183-day schedule is double dipping. This will go into effect July 1, 2026.

5. AGREED

Time Limits on evening activities. Not to exceed 3 hours for events and 1 hours 30 minutes for Faculty meetings. Add to Article 6.5 intro.

6. COUNTER PROPOSAL

Pay increases under Article 11.2.4

11.2.4 (1) Coaching Stipend Proposal

- We propose all coaching stipends be based off of Column II Step 2. Based off last year's stipends this would be a .3% overall offer increase.
- Coaching Incentives – Because the CIF places teams with losing records into playoffs, there will be no stipend the first week of playoffs. For each

following week Varsity coaches will receive \$200 and Assistant Varsity coaches will receive \$100 per week. **AGREED**

- Additional Bonuses
 - League Championship \$250 Varsity Coach, \$125 Varsity Assistant
 - Section Championship \$500 Varsity Coach, \$250 Varsity Assistant
 - State Championship - \$1000 Varsity Coach, \$500 Varsity Assistant

AGREED

- Increase football coaching staff
 - 4 coaches at Varsity
 - 3 coaches at JV
 - 3 coaches Freshman; if there is no Freshman team the JV team will have 4 coaches

AGREED

11.2.4 (2) Special Assignments and Advisors

- **AGREED** to dropping Newspaper and adding three discretionary advisors. We propose all advisor stipends are based off Column II Step 2. **This will be calculated in total compensation.**

7. COUNTER PROPOSAL

SPED Stipend – Our offer remains at \$1,000 per SPED Teacher (11 SPED teachers). The reasoning for adding this stipend has shifted dramatically according to the AI notes. At first, the stipend was proposed due to the extra work of IEPs, SEIS (SIRAS) and behavior plans. Now the reasoning has shifted to classroom environment. **This will be calculated in total compensation.**

8. COUNTER PROPOSAL

Article 11.2.1 (8) Designated Subject Credential – We propose adding additional Designated Subject (DS) credential columns and extending longevity to match columns III and IV. Details as far as years of field experience versus years of teaching experience will need to be negotiated. Below is related language for reference:

Employees who possess a valid Designated Subjects Career Technical Education (CTE) Teaching Credential issued by the California Commission on Teacher Credentialing (CTC) shall be placed in the appropriate Designated Subject (DS) Column. Up to 7 years of fieldwork experience will be recognized when placing employees in the DS Column, and up to 9 years of fieldwork experience will be recognized when placing employees in the DS + 30 Column. If a teacher has both a CTE and a Regular Teaching Credential then placement on the salary schedule shall be in the class that is highest based on each respective credential type.

- *1200 clock hours equals 1 year of work experience, which may be full-time or part-time.*

- *No more than one year of work experience shall be granted for any 12 calendar month period. Part-time work experience may be accumulated over multiple years.*
- *The Human Resources Director will determine appropriateness of experience, advanced industry certification, and academic coursework.*

Effective July 1, 2025, Full time Agriculture unit members (three or more periods of Ag related classes) will be paid on the 213-day wage schedule for the equivalency of 30 days (210 hours) during the summer. Part time Agriculture unit members (two or fewer periods of Ag related classes) will be paid on the 198-day wage schedule for the equivalency of 15 days (105 hours) during the summer. Such assignments shall exclude teaching summer school classes.

9. RESPONSE

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

10. CLARIFICATION NEEDED

Article 8.8.2 (7) – This is referencing the limit of EDTO to ASTO conversions, not carryovers

11. AGREED

Article 8.9.1 –All leaves must be exhausted prior to using unpaid leave. Must request five days prior for any planned unpaid leave.

12. AGREED

Article - 11.2.1(5) – Add language clarifying the conversion of CEU units to semester units.

13. AGREED

Article 11.2.2 (9) – Add Community Day.

14. PROPOSAL

Article 11.2.2 (10) - Create salary schedule for any future employees for a 201 Day Contracts for SH/ERICS teachers. Current employees would need to agree to be paid at their daily rate for ESY. **Renumber Articles 11.2.2 (11-13)**.

15. AGREED

Article 11.2.2 (5) – ANTHS has no need for the position and agreed to remove the last sentence re: ANTHS Athletic Director Stipends.