

TENTATIVE AGREEMENT
BETWEEN
TWO ROCK UNION SCHOOL DISTRICT
AND

THE CLASSIFIED SCHOOLS EMPLOYEE'S ASSOCIATION (CSEA)

Article 7 - Compensation and Allowance

7.2 A classified employee salary schedule is attached as Appendix A. Placement on the salary schedule will generally begin at Step 3, but at the discretion of the Superintendent/Principal, initial placement may be at a higher step based on previous employment experience in the same or similar position.

The 2024-25 Salary Schedule shall be increased by 6% effective July 1, 2025 (2025-26 Fiscal Year); and

Effective July 1 2026, the Salary Schedule shall be increased by 5% (2026-27 Fiscal Year)

~~The 2023-2024 salary schedule shall be increased, effective July 1, 2024 (2024-2025 Fiscal Year), by two and one-half percent (2.5%);~~

~~Steps 1 and 2 shall be eliminated with the first step beginning at step 3 (i.e. the first step of the salary schedule will be step 3);~~

Estimated Annual Cost \$33,000

Article 8 - HEALTH AND WELFARE BENEFITS

8.1. Health and welfare benefits shall be made available to full time unit members.

8.2. **Effective October 1, 2026,** ~~The District shall contribute up to \$9,800~~ **\$15,500** annually per full-time unit member (1.0 FTE, or 8 hours per day), (~~\$1409.09~~ **890.90** per month paid in 11 equal installments).

8.2.1. Effective March 1, 2025, unit members who work less than 1.0 FTE shall be eligible for a prorated contribution to health benefits, assuming they qualify under the group medical insurance terms.

Effective October 1, 2026, the following prorated rates will be in effect:

For part-time members who are employed for 6-7.75 hours per day (0.75-0.9725 FTE) the district shall pay 60% of cap. 60% = ~~\$9,300~~ **\$5,800**.

For part-time members who are employed 4-5.75 hours per day, (.5-.71 FTE) the District shall contribute 40% of the cap. 40% = ~~\$6,200~~ **\$3,900**.

Estimated Cost: TBD based on utilization.

(No change) If a unit member elects the Delta Family option, the district shall pay up to \$131 per month and VSP vision plan \$27.86 a month not to exceed \$1,906.32 annually.

8.3. The unit member shall be responsible for payment of all insurance costs in excess of the District's contribution. The unit member's contribution shall be by payroll deduction however, if the unit member's wages are insufficient to cover the contribution, the unit member shall remit payment to the business office on or before the last business day of each month.

This will conclude all negotiations for the 2025-26 Fiscal Year and the 2026-27 Fiscal Year.

TWO ROCK UNION SCHOL DISTRICT

CLASSIFIED SCHOOLS EMPLOYEES ASSOC (CSEA)

[Signature] 3/26/26

[Signature] 3/24/26

[Signature] 3/26/2026

[Signature]

Our CSEA membership Chapter 897 approve this agreement

10/13/2026

Marilee Gatlin President

Elvia Ruiz

Kali Sanchez

Jocelyn Lozano

Jessica Hamburg

Robin Causbrook

Maria Ayala

Jennel Rossetti

[Signature] 3/26/26 CSEA LRR

Marilee Gatlin 897 Chapter pres.

R. Causbrook 3-26-26

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