



DIVISION OF HUMAN RESOURCES

District Update on A.C.T. Negotiations

February 8, 2024

The bargaining teams from the District and Associated Chino Teachers (A.C.T.) met on February 8, 2024, from 9:15 a.m. to 12:56 p.m. to continue the negotiation process.

By way of history, prior to February 5, 2024, the Parties last met for negotiations on November 27, 2023. On that day, the Parties exchanged comprehensive proposals, which included both salary, health and welfare benefits, and additional non-salary/health and welfare Articles. With regard to salary and health and welfare benefits, A.C.T. proposed a 10.25% increase, and an additional \$1,250 toward the District's annual health and welfare contribution. In addition, A.C.T. also proposed the following increases for certain specialized positions:

For Psychologists and Behavior Intervention Psychologists, A.C.T. proposed the following increases:

- Step 1: 2%
- Step 2: 4%
- Step 3: 6%
- Step 4: 8%
- Step 5: 10%

For Behavior Intervention Counselors (BIC) and Behavioral Health Counselors (BHC), A.C.T. proposed the following increases:

- Step 1: 35%
- Step 2: 37%
- Step 3: 38%
- Step 4: 40%
- Step 5: 41%

In consideration of the expected Cost of Living Adjustment (COLA), the District counter-proposed a 3.75% increase, with an additional \$1,000 toward the District's annual health and welfare contribution. The District proposed maintaining the current salary schedules for Psychologists, Behavior Intervention Psychologists, BICs, and BHCs.

On February 5, 2024, the Parties exchanged multiple proposals. A.C.T. reduced its compensation proposal from 10.25% to 9.25%, and maintained its proposal for an additional \$1,250 toward the District's annual health and welfare contribution. A.C.T. maintained its proposal regarding Appendix B: Salary Schedule – Psychologists, Behavior Intervention Psychologists, BICs, and BHCs. Additionally, A.C.T. proposed that the Parties agree to postpone negotiations for Article 8 – Evaluations, Article 23 – Progressive Discipline, Article 24 – Special Education, and Appendix C – Extra Duty Rates until 2024-25 reopener negotiations.

The District promptly prepared a counterproposal increasing its salary proposal to 4.75%, while maintaining its proposal for health and welfare benefits and salary schedules for Psychologists, Behavior Intervention Psychologists, BICs, and BHCs. The District also agreed to postpone negotiations on the non-salary/health and welfare Articles.

A.C.T. prepared a counterproposal reducing its salary proposal to 8.75% and lowered its proposed increase to the District's health and welfare proposal to \$1,000. A.C.T. maintained its proposal concerning Psychologists, Behavior Intervention Psychologists, BICs, and BHCs.

At 11:45 a.m., the District prepared a counterproposal for a salary increase of 5.25%, with an additional .25% one-time bonus. The District maintained its proposal concerning Psychologists, Behavior Intervention Psychologists, BICs, and BHCs.

After the District made its proposal, the Parties broke for lunch. After lunch, A.C.T. indicated it would not be making an additional proposal that day, even though negotiations were scheduled until 3:00 p.m.

On February 8, 2024, the Parties again met for negotiations at 9:15 a.m. A.C.T. presented the District with its 5th Counter Proposal at 11:27 a.m., which largely reverted back to A.C.T.'s proposal from November 27, 2023. In addition to a proposed 10.25% salary increase, and a proposed \$1,250 increase to the District's annual health and welfare contribution, the proposal again included:

- Article 8 – Evaluations
- Article 17 – Compensation and Health and Welfare Benefits
- Article 23 – Progressive Discipline
- Article 24 – Special Education (A.C.T. struck-out 24.3 Class Size)
- Appendix B – Salary Schedules: Behavior Intervention Counselor, Behavioral Health Counselor, Psychologist, and Behavior Intervention Psychologist.
- Appendix C – Extra Duty Rates.

The District presented A.C.T. with Counter Proposal #5 at 12:09 p.m. Because A.C.T. returned to its November 27, 2023 proposal, the District also reverted back to a 3.75% salary increase and a \$1,000 dollar increase towards the District's annual health and welfare contribution. Additionally, the District presented proposals for:

- Article 8 – Evaluations
- Article 17 – Compensation and Health and Welfare Benefits
- Article 23 – Progressive Discipline
- Article 24 – Special Education
- Appendix B – Salary Schedules: Behavior Intervention Counselor, Behavioral Health Counselor, Psychologist, and Behavior Intervention Psychologist.
- Appendix C – Extra Duty Rates.

A.C.T. caucused and negotiations resumed at 12:32 p.m. A.C.T. did not counter and elected to end negotiations at 12:56 p.m., even though the parties were scheduled to bargain until 3:00 p.m.

The District looks forward to continuing the negotiation process and is hopeful the Parties will reach a fair agreement.

NOTE: Negotiations updates can be accessed via the District website at:

<https://www.chino.k12.ca.us/Page/18168>