



DIVISION OF HUMAN RESOURCES

District Update on A.C.T. Negotiations

February 13, 2024

The bargaining teams from the District and Associated Chino Teachers (A.C.T.) met on Tuesday, February 13, 2024, from 1:00 p.m. to 3:00 p.m. The District team was ready to negotiate at 1:00 p.m. A.C.T. indicated they were not ready to begin at 1:00 p.m., so negotiations commenced at 1:39 p.m. The Parties were together for two minutes and A.C.T. asked for a caucus. Negotiations resumed at 2:03 p.m.

A.C.T. presented a comprehensive counter proposal that maintained a 10.25% ongoing salary increase and an additional \$1,250 increase to health and welfare benefits. A.C.T. did make some movement on their proposal concerning Article 24, Special Education. A.C.T. dropped their proposal concerning a \$3,000 stipend for Special Education Teachers. Additionally, they dropped their proposal concerning a limit on the number of assignments that can be performed by Speech and Language Pathologists.

A.C.T.'s proposal maintained the following increases for certain specialized positions.

For Psychologists and Behavior Intervention Psychologists, the proposed percentage increase to salary is as follows:

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

For BHCs/BICs, the proposed percentage increase to salary is as follows:

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

The parties then engaged in a fruitful discussion concerning priorities.

Thereafter, the District presented a comprehensive counterproposal. The District maintained its salary and benefits offer of 3.75% and \$1,000 respectively, but agreed to a pilot program whereby a Special Education Task Force would be created for the remaining period of the 2023-24 school year and the 2024-2025 school year. The Task Force would meet at least four times per year to discuss mutual issues involving special education.

The parties meet again on Thursday, February 15, 2024.