



DIVISION OF HUMAN RESOURCES

District Update on A.C.T. Negotiations

February 15, 2024

The bargaining teams from the District and Associated Chino Teachers (A.C.T.) were scheduled for negotiations on Thursday, February 15, 2024, from 10:30 a.m. to 4:00 p.m. Negotiations began at 10:45 a.m. with the Association asking questions regarding the District's prior proposal. The Parties then caucused while A.C.T. finalized their proposal #7 at 12:24 p.m.

A.C.T.'s proposal #7 maintained a 10.25% ongoing salary increase and an additional \$1,250 increase to health and welfare benefits. A.C.T. removed the "definitions" portion of their Article 24 Special Education proposal, and countered the District's proposal for a pilot program concerning the Special Education Task Force. A.C.T. proposed that this program be placed in the contract on an ongoing basis.

The Parties then caucused at 12:28 p.m. The District prepared a counterproposal and the parties reconvened 12:54 p.m. A brief discussion commenced concerning Behavior Intervention Counselors and Behavioral Health Counselors. Thereafter, the District presented their counterproposal at 1:17 p.m. The District maintained its salary and benefits offer of 3.75% and \$1,000 respectively, but agreed with A.C.T. to add the Special Education Task Force to the contract on an ongoing basis, provided it begin in the 2024-2025 school year. Further discussions ensued and the Parties broke for lunch from 1:34 p.m. to 2:53 p.m.

ACT presented its proposal #8 at 2:57pm, which mirrored its proposal #7 with 2 exceptions. A.C.T. qualified its proposed increase for Behavior Intervention Counselors and Behavioral Health Counselors to those employees who are licensed. A.C.T. also prepare counterproposal to Appendix C, Elementary Grade Level and Secondary Department Chairpersons.

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 licensed 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%

At 4:08 p.m., the District presented counterproposal #8. The District agreed to a stipend for Speech and Language Pathologists (SLP) who supervise a new SLP who is in the process of obtaining their licensure. The rest of the proposal was the same as the District's counterproposal #7.

Negotiations ended at 4:12 p.m. and the parties will meet again on Thursday, February 22, 2024.

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

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