



DIVISION OF HUMAN RESOURCES

District Update on A.C.T. Negotiations

February 22, 2024

The bargaining teams from the District and Associated Chino Teachers (A.C.T.) were scheduled for negotiations on Thursday, February 22, 2024, from 9:30 a.m. to 3:00 p.m. Negotiations began at 9:42 a.m. with the Association presenting Proposal #9. A.C.T.'s proposal #9 maintained a 10.25% ongoing salary increase, an additional \$1,250 increase to health and welfare benefits, and increases for certain specialized positions. A.C.T. retracted its proposal regarding 8.7.1 formal observations. Additionally, A.C.T. removed the word "class sizes" from a portion of its Article 24 proposal. Furthermore, A.C.T. modified its Article 24.2 that Caseload language being proposed would take effect in the 2024-2025 school year and removed Article 24.4.3 regarding the weekly thirty-minute prep period for PreK-6 self-contained classrooms.

The Parties then caucused at 9:46 a.m. The District prepared its counterproposal #9, which maintained its salary and benefits offer of 3.75% and \$1,000 respectively but agreed with A.C.T. to add an annual stipend for Speech and Language Pathologists of \$3,000. Further discussions ensued concerning speech and language pathologists and the Parties caucused at 11:21 a.m.

The Parties broke for lunch and reconvened at 1:20 p.m. At that time, A.C.T. presented proposal #10, which was substantively the same as Proposal #9. A.C.T. indicated that this was their last, best, and final proposal, that they did not believe further negotiations would be fruitful, and that they were declaring an impasse. Negotiations ended at 1:27 p.m.

Impasse is a point during negotiations at which the parties' differences on pending issues are so substantial that future meetings would be futile. Once this occurs, either party may declare that an impasse exists and initiate the process for appointing a mediator. A request for appointment of a mediator setting forth the relevant information regarding the status of negotiations is submitted to Public Employment Relations Board (PERB) which then considers the request and determines whether the parties are truly at impasse.

The first step in the impasse procedure is mediation. When PERB has determined that the school employer and the employee organization are at an impasse, PERB will assign a mediator in an attempt to broker settlement. The mediator is a state employee who works with the school employer and the employee organization to seek resolution of the impasse.

Once a mediator has been appointed, the parties mutually schedule a date or dates for mediation. The mediator's goal is to meet jointly and/or separately with the parties to persuade them to resolve their differences and enter into a mutually acceptable agreement.

If mediation is unsuccessful, the next step in the impasse process is factfinding. The District will provide further information should negotiations reach this point.

At this point, the District has not received official documentation confirming A.C.T.'s request. Once more information is available, another update will be provided.

It is important to remember that an impasse is a continuation of the negotiations process, rather than a breakdown. The District looks forward to continuing to work with A.C.T. to reach a mutually beneficial settlement.

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

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