



## DIVISION OF HUMAN RESOURCES

### District Update on A.C.T. Negotiations

March 18, 2024

Despite the fact that the Associated Chino Teachers (ACT) declared an impasse in negotiations on February 22, 2024, on March 6, 2024, A.C.T. contacted the District to state that they would be willing to negotiate in advance of the scheduled mediation if the District was prepared to make significant movement. The District accepted the offer and the bargaining teams from the District and A.C.T. met on March 18, 2024, from 8:59 a.m. to 2:44 p.m. in hopes of reaching an agreement before the scheduled impasse mediation on April 16, 2024.

At 8:59 am, the District presented counterproposal #10, a timed proposal that expired by 11:00 a.m., which contained some considerable concessions. The District increased its salary offer by 2.25% from 3.75% to 6.00%, as well as an increase of \$1,000 to the District's annual contribution toward the health and welfare benefits. Additionally, the District proposed class sizes and caseload maximums for Special Education, along with a mechanism for payment when the District exceeds cap sizes. Additionally, the District proposed additional clarifying language changes to Article 24 (Special Education). The proposal amounted to 6.85% total compensation increase.

A.C.T. asked for a caucus at 9:08 a.m.

At 10:10 a.m., ACT asked to reconvene so they would ask additional questions regarding the District's proposal. The parties caucused again at 10:26 a.m. and A.C.T. asked the District for additional time to respond. The District agreed to provide additional time to respond. At 11:45 a.m., A.C.T. presented a timed counterproposal that expired at 2:00 pm, which reduced their compensation proposal by 1.25% from 10.25% to 9%, countered the District on Special Education Class sizes, and maintained proposed increases for Psychologists, Behavior Intervention Psychologists, Behavior Intervention Counselors (BIC) and Behavioral Health Counselors (BHC).

The parties further discussed the proposals and explored settlement opportunities. At 1:55 p.m., the District presented a timed counterproposal #11 that expired at 3:00 p.m. which contained the following concessions:

- Ongoing salary increase of 6.25%, meaning the District increased its salary offer by 2.5% over the course of the day.
- \$1,000.00 increase to the annual Health and Welfare Benefits.
- A counterproposal on special education class sizes.
- SLP supervising stipend and annual stipend.
- An additional step equal to 3% for Psychologists, Behavior Intervention Psychologists, BICs and BHCs.

The proposal amounts to 7.15% total compensation increase.

The Parties caucused again at 2:03 p.m. At 2:44 p.m., ACT indicated that it would not be making another proposal. Negotiations ended shortly thereafter.

As none of the timed proposals were accepted within the deadlines provided, both Parties may revert back to their pre-impasse proposals from February 22, 2024.

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>**