

ADELANTO ELEMENTARY SCHOOL DISTRICT

To: All Employees and AESD Community

From: District's Negotiating Team

Date: January 31, 2020

Subject: Status of Negotiations with California School Employees Association

On Wednesday, January 29, 2020, the representatives of the Adelanto Elementary School District and the California School Employees Association met for a day on negotiations, over the 2019-2022 Successor contract. The current contract expired on June 30, 2019.

This was our third negotiations session for the 2019-2020 school year. The District presented a counter offer to Article 5 – Salary, for an increase of 2%. CSEA's initial proposal included a salary increase of 5% applied to the salary schedule and a 3.26% COLA. There was discussion about the Governor's Budget and the implications of the reduction in COLA, decrease of ADA in previous years and projected decline of ADA in future years.

In addition, the District gave counter proposals on Article 4 – Organizational Rights, Article 6 – Health and Welfare and a revision of Article 8 – Performance Reviews and Discipline Procedures to include new evaluation timelines as required under AB1353.

CSEA gave a counter proposal for Article 11 – Annual Vacation that included language for employees to submit vacation requests at least five business days prior to the first day of requested vacation and that responses to vacation request to be returned within 72 hours.

The District's proposal remains open for consideration by CSEA. The next negotiations meeting between the Parties are scheduled for:

- February 19, 2020
- February 27, 2020
- March 11, 2020