

ADELANTO ELEMENTARY SCHOOL DISTRICT

To: All Classified Employees

From: District's Negotiating Team

Date: October 29, 2019

Subject: Status of Negotiations with California School Employees Association

On Monday, October 28, 2019, the representatives of the Adelanto Elementary School District and the California School Employees Association met for negotiations, over the 2019-2022 Successor contract. The current contract expired on June 30, 2019.

This was our second negotiations session for the 2019-2020 school year. CSEA presented a counter proposal on Article 4 - Organizational Rights and Initial proposals on Article 5 – Salary and Article 6 – Health and Welfare/Benefits/Early Retirement/Life Insurance and Medical Insurance.

For Article 4, CSEA proposed the following:

- No limit on hours to notify supervisors for release time
- An increase of release hours for union business from 150 to 300
- An increase of release hours for Conference Delegates from 150 to 300
- Rewording of language for use of District mailboxes emails and bulletin boards
- Having the CSEA contract available to new employees online or hard copy, if requested
- The right to review an employee's personnel files and any other records pertaining to the employee when accompanied by the employee or upon presentation of a written authorization signed by the employee
- The right for the Board President or designee to receive copies of board agenda packets at least 72 hours prior to board meetings
- A bargaining unit member list on September 1st of each year
- A seniority list, for all classifications, on a quarterly basis, starting on September 1st of each year.
- A list of open positions, monthly, including position title, location, position control number, date position became vacant and number of days filled by a substitute.

For Article 5, CSEA proposed the following:

- Effective, July 1st 2019, it is agreed that CSEA bargaining unit members will receive a salary increase of 5% applied to the salary schedule and a 3.26% COLA.
- 12% Longevity pay for 40 years of service
- Adelanto School District retirees and former employees with minimum ten (10) years of service with the district, shall be paid at Step 3 when subbing in the same classification at the time of retirement/resignation
- Beginning at step 8 and continuing thereafter, each annual step increase shall be .50% higher than the previous step. This is an increase from .25%

For Article 6, CSEA proposed the following:

- If there is an increase in medical premium, CSEA and the District will split equally, the potential increase, until a new agreement can be reached.
- An increase of \$2,000, from \$500 to \$2,500 buy out to the unit members with proof or alternative health insurance.
- \$50,000 Term Life Insurance for all unit members. This is an increase of \$30,000. Also an increase in dependent coverage, child or spouse, from \$1,500 to \$10,000 with no cost to the employee.
- Unit members working 4 hours per day, but less than 5 shall be entitled to \$1,000 "cafeteria option". This is an increase of \$450.
- Pro rata share will be increased from \$550 or \$275 to \$1,000 or \$500.
- An increase to the Retirement Medical Benefit from \$1,200 to \$2,500 per year until Medicare eligible.

The District's initial proposal remains open for consideration by CSEA. The next negotiations meeting between the Parties is scheduled for November 13, 2019.