

ADELANTO ELEMENTARY SCHOOL DISTRICT

To: All Employees and AESD Community

From: District's Negotiating Team

Date: May 11, 2021

Subject: Status of Negotiations with California School Employees Association

On Tuesday, May 11, 2021, the representatives of the Adelanto Elementary School District and the California School Employees Association met for a day on negotiations, over the reopeners of Article 5 Salary, Article 6 Health and Welfare and Article 12 Hours and Overtime.

This was our fourth negotiations session for the 2020-2021 school year. The District emailed counter proposals on May 4, 2021 on Salary offering a salary increase of 1% on schedule, applied to the salary schedule and a 4% one time "off schedule" salary increase for the 2020-2021. The 4% off schedule stipend will be prorated based on the number of months worked in 2020-2021. CSEA presented a counter offer to Article 5 – Salary, for an increase of 2% on schedule and 5% off schedule. The teams agreed to a 1% on schedule salary increase retroactive to July 1, 2020, 4% one-time "off schedule salary increase" retroactive to July 1, 2020 and a 5% stipend for unit members working in a higher classification for five or more days, in a 15-calendar day period.

For Article 6 Health and Welfare the District offered a stipend of \$1,475 for members participating in group medical insurance plans, provided by the District for out-of-pocket medical expenses for the 2020-2021 school year. This stipend will be prorated based on number of months covered under medical insurance. CSEA presented a counter offer to Article 6 – Benefits to add a deadline to the stipend payment and to establish a benefits' advisory team. The District's Negotiating Team countered with a stipend of \$1,600 for members participating in group medical insurance plans, provided by the District for out-of-pocket medical expenses for the 2020-2021 school year, no deadline for stipend payment in the contract. However, the District's intention is to process payments as soon as possible. In addition, the District is willing to form a benefits advisory team, but did not feel it is needed in contract language.

The teams reached a tentative agreement on March 18, 2021 on Article 20 – Transportation. The teams agreed that the District will pay for or reimburse the unit member for the cost of a required physical examination and schedule examinations during a mutually agreed time.

Negotiations for the 2020-2021 school year have concluded pending ratification of the tentative agreement reached on all re-opened Articles. We want to thank all the team members of the CSEA Negotiation Team for their collaboration and diligence during the negotiations process.