

ADELANTO ELEMENTARY SCHOOL DISTRICT

To: All Employees and AESD Community

From: District's Negotiating Team

Date: March 12, 2020

Subject: Status of Negotiations with California School Employees Association

On Wednesday, March 11, 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 fifth negotiations session for the 2019-2020 school year. The District and CSEA worked collaboratively through the contract and had agreement on the following:

- Article 1 - Agreement
- Article 2 – Recognition (Appendix updates)
- Article 7 – Uniforms/Attire
- Article 10 – Holidays
- Article 11 – Annual Vacation
- Article 14 – Grievance Procedures (Terminology updates)

CSEA presented a counter offer on Article – 6 Health and Welfare/Benefits/Early Retirement/Life Insurance and Medical Insurance proposing \$900.00 cap on Health and Welfare. CSEA also presented a counter on Article 18 – Professional Growth, requesting removal of courses being related to the unit member's assignment and adding an additional unit member to the Professional Growth Committee. There were no additional counter proposals offered by either CSEA or the District.

There were discussions on Article 4 – Organization Rights, Article – 5 Salary, Article 8 – Performance Reviews and Discipline Procedures and Article 9 – Leave Provisions, Article 13 – Transfers, Promotions, Demotions and Article 19 – Layoff and Reemployment and Article 20 Transportation.

The District felt that this was a positive and productive day. The District's proposals remain open for consideration by CSEA. The next negotiations meeting between the Parties is scheduled for:

- March 18, 2020