



# Adelanto *Elementary School District*

**TO:** ADTA Bargaining Unit Members

**FROM:** District's Negotiating Team

**Cc:** Dr. Kennon Mitchell, Ph.D.

**DATE:** March 16, 2022

**SUBJECT:** Status of Negotiations with Adelanto District Teachers Association (ADTA)

**BOARD OF TRUSTEES**  
Christina Bentz, President  
Christine Turner, Clerk  
Holly Eckes, Member  
La Shawn Love-French, Member  
Stephanie Webster, Member

**SUPERINTENDENT**  
Kennon Mitchell, Ph.D.

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Adelanto Elementary School District's ("District") negotiations team have had very productive negotiation sessions with ADTA that began in November 2021. The District and ADTA have conducted eight (8) negotiations sessions and have made great progress towards coming together to reach an agreement.

On Wednesday, March 9, 2022, the District and the ADTA met for our 8<sup>th</sup> negotiations session. The primary topics of discussion were Salary, Health and Welfare Benefits, Leave Provisions, Duty Day, Calendar, Class Size, and Assignments, Vacancies, Transfers, Reassignments and Displacements. The District's negotiation's team received a proposal from ADTA negotiation's team to our best, last and final proposal from our last negotiations meeting held on February 23, 2022. The District's negotiation's team responded to ADTA's proposal for the following Articles:

**Article 12 – Salary:** AESD proposed a 3% on schedule salary increase and increased the one-time stipend for the 2021-2022 school year from \$1,600 to \$2,000. We continued to propose the two longevity stipends, at 24 (\$3,500) and 30 (\$4,000) years. Additionally, we maintained the increase of extra duty stipends for EL Coordinators, Coaches, and Athletic Directors.

**Article 13 – Health and Welfare Benefits:** AESD maintained the last proposal of a one-time insurance stipend of \$2,600 for out of pocket medical expenses related to COVID-19 for the 2021-2022 school year. Due to rising insurance costs, AESD maintained the last proposal to increase the medical insurance cap from \$1,177 to \$1,554 per month, effective July 1, 2022. This increase is in line with the Superintendent's Core Values and would cover the projected out of pocket premiums for the lowest cost health insurance plan. This increase would provide an average of \$4,500 back in the pockets of ADTA Bargaining Unit Members.

In addition, AESD agreed to ADTA's counter proposal language for the Transfer and Reassignment Article. The District agreed if the medical monthly premiums cover the

lowest cost HMO option, the District can transfer bargaining unit members at the beginning of the school year. Also, if at any time the medical monthly premium is not covered by the District for the lowest cost HMO option, the Transfer and Reassignment language will be suspended.

**Article 14 – Leave Provisions:** AESD agreed to allow the Bargaining Unit member to use at his/her election not more than 8 days of accumulated sick leave benefits per school year for Personal Business (non-accumulative).

**Article 17 – Duty Day:** AESD proposed that one hour of the current two hours of collaboration time be directed by the Site Administration. The intention is to allow for a professional and collaborative work culture, and to provide opportunities for all staff to grow and learn. ADTA and AESD are in agreement with collaboration language.

**Article 18 – Calendar:** AESD proposed a two-year rolling calendar that shall be Board approved each year by January 31. The intention is to provide this calendar in a timely manner to all employees, parents, and community members for planning purposes (i.e., start of school, vacation). Calendar options have been provided to the ADTA negotiating team.

**Article 19 – Class Size:** AESD proposed a cap of 36 in non-class size reduction classes, excluding PE and electives. AESD proposed a, when possible, class size of 22 in class size reduction combination classes and a \$1,000 stipend if it goes over.

**Article 20 – Assignments, Vacancies, Transfers, Reassignments and Displacements:** AESD agreed to ADTA’s proposed language that allows for transfer after the school year begins as mentioned above in Article 13. Restated here: AESD agreed to ADTA’s counter proposal language for the Transfer and Reassignment Article. The District agreed if the medical monthly premiums cover the lowest cost HMO option, the District can transfer bargaining unit members at the beginning of the school year. Also, if at any time the medical monthly premium is not covered by the District for the lowest cost HMO option, the Transfer and Reassignment language will be suspended.

The intent of the transfer language is to allow for flexibility, in the first 15 days of school, in order to ensure proper staffing based on actual student enrollment numbers that differ from projections.

ADTA rejected the District’s proposal and submitted a counter proposal at approximately 5:00 pm.

Negotiations concluded at approximately 5:30 pm. The parties have not scheduled the next negotiation’s session. The District looks forward to coming to an agreement and concluding negotiations soon.