



JANUARY 21, 2014

FONTANA TEACHERS ASSOCIATION

FROM THE TABLE 2013-2014

We are pleased to finally announce that the Fontana Teachers Association and Fontana Unified School District have set January 29, 2014 as the date that formal negotiations will begin! We are optimistic that we will be able to come to agreements that are fair and equitable for everyone concerned.

At this initial meeting there are two action items on the agenda:

- (1) Issues specified in the Memorandum of Understanding (MOU) signed in May of 2013 regarding our comprehensive counseling program.
- (2) The new Local Control Funding Formula (LCFF) which broadly spells out how the money given to school districts is to be spent.

Three areas of the comprehensive counseling MOU still need to be addressed:

- ◆ Updating the counselor evaluation process
- ◆ Counselor to student ratios at high schools and middle schools
- ◆ Counselor work year, work day and restoration of the factor

California has developed a new formula for funding public education. Part of LCFF includes mandating smaller class sizes in Kindergarten through third grades. This issue needs to be addressed now because it will affect hiring over the next several years.

From your emails and phone calls we know that many of you are concerned with the lack of progress in negotiations regarding raises. When we hear about other districts reaching agreements, and we have not even sat down at the table, it is frustrating... but it is not without reason. We have been ready to negotiate any and all issues since August, but FUSD did not have a permanent Superintendent until mid-November, and the position of Associate Superintendent for Human Resources was not filled until December. Interim appointees were not willing to commit the District to financial decisions they personally would not have to live with.

Starting late does give us the advantage of knowing what surrounding districts and associations are settling for. That can only help us in negotiations.

We will have another From the Table out shortly after our January 29th meeting.

Negotiations Team

Tom Kenefick, Wendy Shapard, Margie Brynda,
Curtis Dison, Debra Washington & Albert Murillo