



FONTANA TEACHERS ASSOCIATION
MARCH 12, 2015

FROM THE TABLE 2014-2015

Your FTA Team met with the District March 12, 2015 for a negotiation session. Below is a short summary. Please remember that this is an on-going process and that no Tentative Agreements (TA's) were reached.

Salary – We countered the District's 4% total compensation package with our original proposal of a 7% salary increase plus an additional 1.1% increase for two additional workdays. One of these days would be for District-directed staff development and the other would be a prep day counter proposal represents a total compensation increase of 8.1% without any extension of unit members' workdays. Again, recall this is a proposal, not a TA.

Workday – The District clarified their intent to bargain an extended workday of 7.5 hours (inclusive of lunch) for all unit members. No formal proposal was provided.

MOU's were discussed to provide hiring and retention incentives for the hard-to-fill areas of Speech and Language Pathologists and Special Education teachers. Additional MOU's that provided an incentive to mentor new employees in these areas were discussed.

FTA presented a counter MOU for TK-3 grade span adjustment that changes the soft cap to 29 and the hard cap to 32. Both of these reflect a reduction of one student from the current 2014-15 numbers. Teachers would be compensated for any additional students beyond 29 instead of the District's proposed 31.

We are waiting on a modified counter proposal from the District concerning the counselor work year.

Looks like the forecast calls for a "Blue Wednesday" this week.

The next bargaining session with the District is scheduled for March 19, 2015.

Negotiations Team

Linda Young, Curtis Dison, Tom Kenefick, Margie Brynda, Tami Isgett
Debra Washington & Albert Murillo