



APRIL 1, 2014

FONTANA TEACHERS ASSOCIATION

FROM THE TABLE 2013-2014

We met with the District's Negotiations team on Wednesday, March 19. At this session the District made their initial proposal on class size overages. We countered their offer regarding counselor work issues, made our initial offer on salary and benefits, and restated our belief that we must be included in implementing Common Core standards, Local Control Funding Formula (LCFF), and Local Control Accountability Plan (LCAP).

The District is requesting a ten day grace period at the beginning of the school year to balance class sizes. Their proposal calls for a five day grace period at the secondary level at the beginning of the second semester.

Our counter to the District's initial offer regarding counselor issues increases the work year by ten days while keeping the workday in line with the teacher workday. Additionally, counselors should be paid at their per diem rate for any evening meetings beyond those already spelled out in our collective bargaining agreement.

Early in the school year we requested information from the District to enable us to propose a fair offer regarding salary and benefits. The District has not completely complied, so based on what has been provided, we are asking for a 7.5% salary increase. Our proposal also calls for hourly pay to be increased to per diem rate and increase in the base rate for Appendix C positions to reflect Step 1, Column 1. We also propose that this increase should be retroactive to July 1, 2013. Our initial offer calls for maintaining our current benefit providers and plan design. We also propose a long overdue increase to dental and vision coverage are.

Common Core, LCFF and LCAP are major changes to education. Their implementations will impact how we educate our students from workday to class size and even what might be taught. It is unthinkable that such an undertaking would be started without our input. This area is so vital that we have asked the FTA Organizing Committee to take the lead in communicating with our members. They have already contacted site reps and are planning meetings during the spring quarter.

We have not yet scheduled our next formal meeting for both negotiations teams, but have scheduled a sidebar for April 3rd and a "Budget Summit" for April 17th. As always, we can be reached via email at negotiations@fontanateachers.org. The Tuesday before Rep. Council, between 3:00 and 4:00, is also set aside to meet with members at the FTA office.

Negotiations Team

Tom Kenefick, Wendy Shapard, Linda Young, Margie Brynda,
Curtis Dison, Nancy Hofrock, Debra Washington & Albert Murillo