



FROM THE TABLE 2013-2014

No Raise, More Work

There are less than 30 days left in the school year and the District has not yet made a formal offer on salary. On April 16, the District did let us know their "Proposed Concepts". It can be summarized quite briefly by saying – This District administration does not value what you do. It does not want your input. It does not care about institutional memory.

In this From the Table we will list what we have witnessed over the last several months. You decide:

1. The District continues to state they do not believe they need to negotiate either Common Core or Local Control Advisory Plans with us yet.
2. They are attempting to marginalize your Benefits Committee by bringing offers directly to negotiations, bypassing them completely in an attempt to drastically alter your benefits.
3. They want to increase the work year with minimal compensation.
4. They want to increase the work year for middle school teachers by over 90 hours with NO compensation.
5. They want our counselors to work fewer days than counselors in surrounding districts.
6. They have not followed the agreed upon method of exchanging offers.
7. They RIFed nearly 50 teachers.
8. They will end the school year with over \$35 million in reserve (their figures) and yet they do not have the money to offer a competitive raise.
9. They want a two week grace period at the beginning of the school year, and another week at the semester before class size overages are financially compensated.
10. They have not offered any Grade Span Adjustment (AKA Class Size Reduction) in our K-3 classes.
11. They have restructured the District upper level management with new titles, new faces, and new salaries.

Classrooms & school sites are clearly not a priority for the Superintendent and School Board. As increased revenues flow into Fontana, the money is not directed to schools, rather devoted to upper level management at the District Office. We continue to negotiate in good faith. But, we will not be rushed into making bad decisions for our members and we will not sign-off on anything we know our members will vote down.

Our next full negotiations session is set for April 30. Expect another From the Table soon after.

Negotiations Team

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