



MAY 27, 2014

FONTANA TEACHERS ASSOCIATION

# FROM THE TABLE 2013-2014

## STILL NO AGREEMENT

The District negotiations team came to the third consecutive meeting with no formal offer. There are eight issues we are still negotiating. We are ready to sign-off on several of these issues. We have been ready to sign-off of these issues for some time, but the District refuses to separate any of these. We have been told that it is all-or-nothing. That is not how negotiations should work.

As this school year comes to a close, here is the District's latest "conceptual" counter proposal:

1. Professional Development Days: Two (2) additional workdays with 1.1% compensation added to the salary schedule. (We agree that professional development is important. The district finally understands that this is not a raise, but compensation for work performed.)
2. Middle School Workday: Increase the workday by 30 minutes. One time compensation of \$500 for Middle School bargaining unit members. (We disagree. Middle School instructional minutes are almost 5000 minutes longer for the year than Elementary Schools.)
3. Grade Span Adjustment (GSA) for TK-3 for the 2014-15 school year: 30:1 soft cap / 32:1 hard cap. The intent of GSA is to continue to reduce class size through future negotiations. (We are not ready to agree until the District completes its analysis of facilities. If current facilities do not allow for a major reduction in class size at this time, we are more willing to agree to this for the time being.)
4. Hourly rate/Schedule C: Increase each by the equivalent percentage of whatever salary increase is agreed upon (We agree. This is pretty straight forward.)
5. Class-size overage: A ten (10) day grace period at the beginning of the school year for all levels to balance class sizes. A five (5) day grace period at the beginning of the second semester for secondary. Continuation High Schools will use the same formula as comprehensive high schools to calculate overages. (We can agree. We understand that there are variables out of the District's control at these times, so we are willing to work with them.)
6. Secondary Prep Periods: The District would like one prep period a month to be used for professional development. They would also like next year to be on a pilot basis to be evaluated by the district and FTA to determine effectiveness. (We can agree with some conditions. We do not want these meetings at the beginning or end of any grading period. We also believe bargaining unit members should be compensated for this time.)
7. Sixth Grade Prep: The District will expand the 4-5 prep to include sixth grade at sites with sixth grade elementary. (We agree. These sixth grade classes have been ignored for too long.)
8. Salary: 2013-14: 3.5% on schedule retroactive to July 1, 2013. (We disagree. When the District wants to hire more district level administrators, they find the money. Why can't they find money for our classrooms?)

We will confer with the District to determine when we can meet over the summer. If no agreement is reached by the start of the school year, we continue to work under our current contract.

We also need to determine what to negotiate for next year. Please go to [www.fontanateachers.org](http://www.fontanateachers.org) and click on the survey link. Let your voice be heard.

On a separate note, our counselors rejected their MOU regarding staffing, workday/year, and evaluations by a 32 NO / 21 YES vote. We will continue to attempt to negotiate an agreement that is acceptable for everyone concerned.

Have a great summer!

### **Negotiations Team**

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