



FONTANA TEACHERS ASSOCIATION MAY 6, 2015

FROM THE TABLE 2014-2015

Your FTA Team met with the District May 6, 2015 for a negotiation session. **NO** Tentative Agreements were reached or signed.

Our counter proposal to the District's two salary proposal options (described in April 17th *From the Table*) can be read directly at www.fontanateachers.org in the Negotiations section.

- ◆ You will see a proposed 3 year extension of the health and welfare benefits soft cap. This provision was included because it forces the providers to compete for our business resulting in lower premiums and thus freeing more funds to provide salary increases.
- ◆ The 7.5 hour workday was included in our counter **PROVIDED** the District pays for this increase **AND** provides a reasonable salary increase as well. Even though the District has drafted new bell schedules, our proposal seeks status quo for student schedules next year to provide time to negotiate quality changes to our instructional model. Again, please read the specifics at our website.

FUSD further clarified their position on the new workday and bell schedules for next year. (Also posted on our website.)

Issues for counselors and the counseling program are still outstanding. We have scheduled an informational meeting on May 18th from 3:30pm until 4:00pm at the FTA Office.

Many people have been asking about the difference between increases on and off schedule. An off schedule increase is a one-time bonus. After you receive it, those funds no longer continue into future years. This bonus is not factored in your retirement salary, but may be included in the supplemental fund managed by STRS. An on schedule increase, in contrast, is on-going and counts toward your retirement income calculation. This increase results in a higher base salary for future years and is compounded with additional raises as they occur.

Since you will already be on the website reading these proposals, don't forget to complete the Negotiations Survey. We need your input to prepare for future years. You can complete this quick survey at your convenience through May 31st.

Looks like the forecast calls for yet another “**Blue Shirt Wednesday**” this week.

The next bargaining session with the District is scheduled for May 13, 2015.

Negotiations Team

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