



FONTANA TEACHERS ASSOCIATION JUNE 1, 2015

FROM THE TABLE 2014-2015

Tentative Agreement Reached 12.25 percent increase over 3 years

2014-15:

- ◆ **3.5% on the Salary Schedule retro to July 1, 2014.** This increase will be to all schedules, appendices and hourly, however only base salary is retro. District expects retro checks to be available Oct. 1.
- ◆ No increase in employee contribution to benefits.

2015-16:

- ◆ **4.0% on the Salary Schedule pay increase effective July 1, 2015. This increase will be to all schedules, appendices and hourly.**
- ◆ **Soft Cap disappears. Benefits revert to fully funded.**
- ◆ **Two days** of professional development added to the calendar. If you already had documented plans for these days you will be allowed to use PN to cover them.
- ◆ Grandfather out **lifetime benefits**. Members hired after July 1, 2015 would not be eligible.
- ◆ **Shared contracts** would become 50/50 splits only. This applies to benefits and work year.
- ◆ **Evaluation-** removed language pertaining to probationary teachers that was not legally enforceable. (No probationary bargaining member shall be non-reelected without all steps of the procedures as outlined in this Article being adhered to.) ED Code allows for dismissal without cause.
- ◆ **Signing and retention bonuses** for Special Ed and Speech and Language teachers. (1 year MOU) \$1500 for SLP teachers for mentoring two SLPs. \$750 for Special Ed teachers who mentor 1 Spec Ed teacher. \$2000 signing bonus for newly hired Spec Ed or SLP who are fully credentialed and \$1000 for interns. \$1000 onetime bonus to all returning Special Ed and SLP teachers.
- ◆ **Counselor** staffing ratio would be 6 at each Comprehensive High School, 2 at each Continuation High School and Middle School and 1/2 at each Elementary School.
- ◆ **Counselor work year** shall be equivalent to the teacher work year/work day plus 7 additional days, paid on a separate salary schedule in the Appendix (Based on per diem). Four of these days will be prior to the report date of teachers. Again, if prior plans have been made and can be documented the use of PN days will be allowed. Three additional days will be scheduled upon mutual agreement between the bargaining unit member and site administrator.
- ◆ The **grace period** for overages has been changed from 10 days at the beginning of the first semester to 20 days. **We agreed to this in exchange for 1/2 percent more on schedule.**
- ◆ **TK-3 GSA** - Class size will go down one student from 32/30 to 31/29.
- ◆ We will establish a new **benefits advisory committee** in conjunction with other associations and management. The District may add plans to the current options.
- ◆ **With the vote occurring before the start of the school year, we begin the year with the new salary in place and do not have to wait for a retro on the 15-16 salary increase.**
- ◆ **Transfer- Establish a transfer pool.** Transfers for the following school year must be filed no later than April 1. You may put in for any position, whether or not it has been posted. There will no longer be a limit on the number of transfers you may submit. These transfer applications will expire March 1 of the following year.
- ◆ **Transfers for positions posted after the first six weeks of school and prior to March 1** must be submitted to Human Resources by the closing date on the posting, but no later than April 1.
- ◆ **Each school may develop a voluntary staff committee** to plan for the initial implementation of the 7.5 hours school day within the defined framework, and have their plan submitted to FTA and the FUSD Chiefs of Schools for review by December 2015. All schools will have minimum days in the 16-17 school year. Half of the Wednesdays will be teacher directed and half will be District directed. The additional 25 min of prep at the elementary will be teacher directed. Use of the additional instructional minutes will be determined by the site committee.
- ◆ **First Right of Refusal- When involuntarily transferred, should an opening occur at the sight you were transferred from, (that you are credentialed to teach) you will have the first right to take or refuse the job.**

2016-17:

- ◆ **4.75 % on schedule applied to all appendices and hourly compensation.**
- ◆ The implementation of the 7.5 hour work day at all school sites effective July 1, 2016.
- ◆ **TK-3 GSA**- Class size will go down from 31/29 to 30/28.
- ◆ Trigger language will be negotiated to re-open salary schedules, appendices and hourly compensation.

More information to follow.

Negotiations Team

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