

TENTATIVE AGREEMENT

A Tentative Agreement has been reached between the Fontana Teachers Association and the Fontana Unified School District regarding bargaining for the 2013-14 school year! While this may come as a surprise or seem sudden to some members, in reality this is the result of many hours of effort on the part of your Negotiations Team. Below is a recap of recent events. Questions we received from our members have been addressed under the bold headers. "How it affects you", can be found on page 2.

Why it took so long to reach a Tentative Agreement.

There are two reasons for the delay. Firstly, our District did not provide any proposals or counters to our proposals until nearly April. Secondly, when they did make a conceptual proposal there were several points of contention. We believed that if these remained unchanged they would prevent us from reaching an agreement. These included:

- ◆ limited commitment to TK-3 grade span (class size) adjustment even though this is supported by our community and our District is receiving additional funds for this purpose;
- ◆ requiring secondary members to attend uncompensated, district directed professional development meetings during 2 preparation periods monthly in addition to the contractually mandated monthly meetings;
- ◆ extending the work day of all middle school teachers because of "equity" when, in fact, inequity exists across the entire district among all grade levels (some of which is as a result of state mandated minutes varying among grade levels);
- ◆ creating a tiered system that required members to pay monthly toward their benefits based upon their family configuration; and
- ◆ proposing a less than reasonable salary offer when viewed in light of excess reserve funds and the recent high dollar administrative positions created

Put bluntly, their proposal did not offer a raise because we would all have to buy a slight salary increase with large concessions. At this time, our District insisted that every aspect of their proposal must be accepted or none of it. We believed that our members have earned a more reasonable settlement than what was proposed.

How this Tentative Agreement was reached.

On June 18th, a subgroup of your Negotiations Team met informally with our District to see if we could "get the ball rolling again" and what issues could be salvaged if we did. As a result of this meeting, we met again on June 27th to present a counter proposal to our District which included:

- ◆ Class Size Overages
- ◆ 6th Grade Preparation Periods for Elementary Schools
- ◆ Salary Including the Hourly Rate and Schedule "C"

The points of contention referenced above were not included in our counter. The District countered with proposals accepting class size overages and 6th grade prep. Additionally they brought counter proposals for TK-3 grade span adjustment and salary. The grade span adjustment proposal was viewed as viable enough by your Team for the upcoming year to tentatively agree and we countered on salary. At the end of this session, the contentious issues were off the table and tentative agreement had been reached on all issues except salary. On June 27th, our District countered on salary to which we tentatively agreed. Once tentative agreement had been reached on all issues, FTA's Executive Board was notified and they directed the release of the actual documents. You can now read them yourself online.

How the counseling program will be structured next year since their MOU was rejected.

In a separate intent letter both sides committed to continue working on the Counseling MOU. Until this is resolved, counselors will remain on the same 182, 6-hour workday schedule as last year. No elementary counselor will be assigned to more than 2 schools next year. This results in one more counselor being employed next year. Additionally, the evaluation document drafted by Counselors two summers ago will be used during the upcoming 2014-15 school year.

Negotiations Team

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



How this Tentative Agreement affects you.

- ◆ Our District committed contractually to negotiating TK-3 grade span adjustment annually in addition to creating both a soft (30:1) and hard (32:1) cap for class size this year.
 1. No TK-3 class may exceed 32 students.
 2. Administration at the school is now obligated to first seek volunteers for exceeding the soft cap before excess students are assigned.
 3. All TK-3 teachers (volunteer or not) will receive compensation for students in excess of 30.
- ◆ Sixth grade teachers at elementary schools will receive 2 new prep periods each week during the school day which brings them closer to what their counterparts teaching at middle schools receive weekly. This also results in two more teachers having a job next year.
- ◆ Continuation high school teachers will have class size overages calculated in the same manner as their counterparts at comprehensive high schools. In exchange for this there will now be a grace period at the beginning of each semester before a teacher can request overage compensation. There is a 10 day grace period at all levels for the first semester and a 5 day grace period at only secondary levels for the second semester. The purpose of these grace periods is to allow reasonable time to balance classes once actual enrollment numbers are known.
- ◆ Every educator will receive a total compensation increase of 5.25% for 2013-14, retroactive to July 1, 2013.
 1. 3.25% will be applied to the salary schedule and will be ongoing in subsequent years.
 2. 2% will be a one-time bonus applied only to the 2013-2014 school year. While it would have been preferable for this 2% to be ongoing, this new amount will restore the 2% we lost as a result of four furlough days a few years ago.
- ◆ Both the hourly rate and Schedule "C" will receive an increase for the first time in nearly 10 years, effective July 1, 2014.
- ◆ *Hopefully* retro checks would be done by October 1, but no later than November 1. The delay is caused by the Board of Education which now meets only once a month and the board cannot take action until any tentative agreement is ratified by the members of FTA.

Why your FTA Bargaining Team and Executive Board support this Tentative Agreement.

- ◆ Any money "left on the table" this year is fair game for negotiation during the 2014-15 school year.
- ◆ The contentious elements are not included.
- ◆ It begins to address the need for 6th grade elementary teachers to have preparation time similar to counterparts teaching at middle schools.
- ◆ TK-3 classes cannot exceed 32 students and teachers will be compensated for students in excess of 30. Further, principals must seek volunteers for excess students before assigning them.
- ◆ All members will receive a long overdue raise as well as compensation equivalent to the salary lost during the furlough days.
- ◆ Schedule "C" and the hourly rate increase.
- ◆ One more counselor and two more teachers will have jobs next year.
- ◆ Many members have expressed their desire to see bargaining for the 2013-14 school year end and retroactive checks be drafted.

This is still a Tentative Agreement and must be Ratified by our Membership.

After reading the rationale above and reviewing the actual documents yourself it is still up to YOU to decide whether or not to accept this Tentative Agreement through a ratification vote. You will have your chance to ask questions during informational meetings to be held in early August. Voting will occur soon thereafter. Notice of dates will be provided as soon as they are scheduled.

Your FTA Bargaining team thanks you for both your patience and efforts to support the process that resulted in reaching this tentative agreement for the 2013-14 school year. We look forward to working with you during the 2014-15 bargaining session.