



SEPTEMBER 17, 2013

FONTANA TEACHERS ASSOCIATION

FROM THE TABLE 2013-2014

As you read our first From the Table of the year, our District is without a permanent Superintendent or Associate Superintendent for Human Resources. The interim Associate Superintendent, David Hatton has informed us that no issues regarding money can be negotiated until these positions are filled. That means that returning the .13 factor to our counselors for their lengthened school day and school year cannot be negotiated at this time. It means that negotiating class size limits for our continuation schools cannot be undertaken at this time. Discussions regarding the elementary school workday are also on hold. And any discussion of a pay increase, after five years of cuts and stagnation can not be brought up until after January.

That does not mean we will be doing nothing until the new year. Many schools have requested innovations. These all need to be negotiated. We will be meeting with the staffs at these sites to explain the process.

In addition, the MOU returning our counselors mandates that a new evaluation process and forms be negotiated and agreed upon by mid-January, so this sub-committee will be meeting regularly and reporting their progress.

The MOU allowing for a soft-cap on benefits also spells out the need for regular meetings of a benefits committee. This group lets us know of ways available to hold down costs, allowing for more money in other areas, including salaries.

In closing our first From the Table, we want to remind you all how articles get chosen to be negotiated. Our most important method is by surveying our members. When you take the time to respond you are telling us what you want negotiated. We also hear from grievance. Often, the terms of an agreement in a grievance will mandate that an issue be addressed. In addition, sometimes new legislation will trigger the need to negotiate an issue.

If you would like to meet with us to give us your views, we are available on the Tuesdays before Rep. Council, at 3:30 p.m. at the FTA office, or you can email us at negotiations@fontanateachers.org.

Negotiations Team

Tom Kenefick, Wendy Shapard, Margie Brynda,
Curtis Dison, Debra Washington & Albert Murillo