

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
FONTANA TEACHERS ASSOCIATION  
AND  
FONTANA UNIFIED SCHOOL DISTRICT  
RE: COUNSELING PROGRAM**

**May 12, 2014**

- 1.1 Counselor ratio will be as follows:
  - Six (6) Counselors at each comprehensive high school
    - A high school shall receive an additional counselor if/when their total enrollment exceeds two thousand eight hundred (2,800) students.
  - Two (2) Counselors at each continuation high school and middle school
  - One half (.5) Counselor at each elementary school
- 1.2 Counselor work year will be one hundred eighty-two (182) days plus six (6) additional days paid at their per diem rate for a total of one hundred eighty-eight (188) days.
- 1.3 The additional days shall be scheduled by the site administrator in collaboration with the bargaining unit member.
- 1.4 Counselor work days shall be equal in time to the work days of teachers.
- 1.5 Every effort will be made to equitably distribute student case loads and assignments where opportunities arise.
- 1.6 Counselor evaluation forms, which were developed in a joint FTA/FUSD subcommittee and reviewed through the negotiations process, will be submitted to the FUSD Board of Education for adoption.
- 1.7 This Memorandum of Understanding is not a precedent for any other activity or situation in the Fontana Unified School District.
  - 1.7.1 Further, this Memorandum of Understanding does not modify the Collective Bargaining Agreement between the District and the Association in any way other than specifically set forth in this Memorandum of Understanding.
- 1.8 This Memorandum of Understanding shall come into effect after ratification by the affected Bargaining Unit Members and the FUSD Board of Education.

FOR THE ASSOCIATION:

Wendy K. Shepard  
(Signature)

5/12/2014  
(Date)

[Signature]  
(Signature)

5/12/14  
(Date)

FOR THE DISTRICT:

Janet Crowner  
(Signature)

5-12-14  
(Date)

Bundec. Gen  
(Signature)

5-12-14  
(Date)