

**MEMORANDUM OF UNDERSTANDING**

**Fontana Unified School District  
and  
Fontana Teachers Association**

**MOU-Early Notification**

This Memorandum of Understanding is made and entered into the 8<sup>th</sup> day of September 2016, between the Fontana Unified School District (hereinafter referred to as the "District") and the Fontana Teachers' Association (hereinafter referred to as the "Association").

WHEREAS: The District and Association believe that early notification of retirement or resignation submitted by permanent bargaining unit members facilitates the timely hiring and assignment of bargaining unit members well in advance of the start of the new school year; and

WHEREAS: Quality teaching and learning can best be realized by students when taught by highly-qualified teachers in place at the start of a new school year; and

WHEREAS: Permanent bargaining unit members desiring to retire or resign at the end of the 2016-17 school year shall receive a **\$1,500** early notification bonus in the event they meet certain conditions as agreed upon below.


IT IS THEREFORE AGREED as follows:

- A. Permanent bargaining unit members shall submit an irrevocable retirement or resignation notice to Human Resources Certificated no later than **4:00 p.m., January 20, 2017**.
- B. A one-time early notification bonus shall be paid to the bargaining unit members who satisfy the irrevocable notification requirements no sooner than their last pay warrant issued by Fontana Unified School District.
- C. Upon receipt of such early notification bonus, the bargaining unit member acknowledges that they will not seek future employment with the District. In the event the bargaining unit member desires to be reemployed and is hired, they shall repay the one-time early notification bonus.

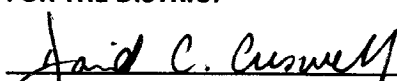
This Memorandum of Understanding shall expire June 30, 2017 and shall not become part of the Collective Bargaining Agreement upon expiration.

Dated this 8<sup>th</sup> day of September 2016, at Fontana, California.

**FOR THE ASSOCIATION**

  
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Susan Felt  
FTA President

**FOR THE DISTRICT**

  
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David C. Creswell  
Associate Superintendent, Human Resources