

FONTANA UNIFIED SCHOOL DISTRICT  
FONTANA TEACHERS ASSOCIATION  
Negotiations Conceptual Package  
May 29, 2015

**It would be equal to a 12.25 percent increase over 3 years.**

A three year pay increase:

**2014-2015 School year:** 3.5% on schedule salary pay increase.

- 3.5% retroactive to July 1, 2014
- No increase to employee contributions for health and welfare.
- This increase shall be applied to all certificated salary schedules, appendices and hourly compensation. Only base salary shall be retroactive.

**2015-2016 School year:** 4.0% on schedule salary pay increase effective July 1, 2015.

Changes will occur in the following areas:

- Add two days of district directed professional development to the calendar beginning 2015-2016 school year. The District agrees to honor requests from bargaining unit members to use Personnel Necessity leave or Sick leave for these days in the event the bargaining unit member has documented, pre-planned absences that conflict with the professional development days.
- Grandfather out lifetime benefits. No lifetime benefits for new employees with a contract hire date after July 1, 2015;
- Apply tentative agreement language on transfers, shared teaching, evaluations and other Articles as tentatively agreed.
- The negotiations team will determine the defined framework of the 7.5 hour workday and establish parameters of how to implement or make changes to the 7.5 hour work day. Once this is established 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. (Once the 7.5 hour school day plan is finalized it will be submitted to HR for final approval and it will need to be vetted through the appropriate departments such as transportation, student services, and nutrition).
- There will be a grace period on overage payment beginning semester one for the first 20 days after the start of school for all levels and for the first 5 days of semester two for secondary levels only.
- A change in TK-3 Grades Span Adjustment from 32/30 to 31/29 for the 2015-16 and to 30/28 for the 2016-17 school year.

- One (1) year MOU for a hiring incentive and retention bonus for all special education teachers and speech language pathologists.
- We will establish a new collaborative benefits advisory committee in conjunction with other associations and management. The District may add plans to the current options.
- The 2015-16 increase shall be applied to all certificated salary schedules, appendices and hourly compensation.

**2016-2017 School year:** 4.75% on schedule salary increase, effective July 1, 2016.

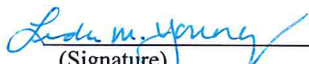


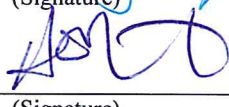


Changes will occur in the following areas:

- The implementation of the 7.5 hours work day at all school sites effective July 1, 2016.
- Trigger language will be negotiated to re-open salary discussion for the 2016-2017 school year should projected revenues change.
- The 2016-17 increase shall be applied to all certificated salary schedules, appendices and hourly compensation.

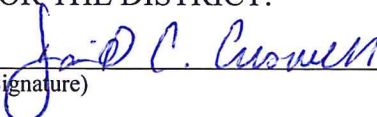

**Overview of four year salary package:**

During the 2013-2014 school year all staff received a one-time 2% off schedule payment and a 3.25% on schedule pay increase. This will take staff salary increases over four years (2013-2017) to a 15.5% on schedule salary increase. In addition, over the same 4 years teachers will have also received a 2% off schedule payment.

FOR THE ASSOCIATION:

			<u>5/29/15</u>
(Signature)			(Date)
			<u>5/29/15</u>
(Signature)			(Date)

FOR THE DISTRICT:

	<u>5-29-15</u>
(Signature)	(Date)
	<u>5/29/15</u>
(Signature)	(Date)