



NOVEMBER 15, 2011

FONTANA TEACHERS ASSOCIATION

FROM THE TABLE 2011-2012

Negotiate in Good Faith

We have met with the District negotiations team two times since our last From the Table. At our last session we presented a Memorandum of Understanding regarding Health Benefits that we believe could move us out of impasse. We made this offer in good faith, and expect a counter. Although we have had very good sessions so far, the District's response was puzzling. We were informed that their team was unable to counter in any manner to this offer. For a negotiations team to be unable to respond begs the question, "Who should we be negotiating with, if not their negotiating team?"

Aside from this one issue, these meetings have predominantly been discussion in nature, as one side explains why an article has been opened and answers questions for better clarification. Both sides believe that by starting this way, if and when an initial offer is made, it will have a better chance at being accepted.

The FTA has opened:

- ◆ **Health Benefits** to establish a Benefits committee.
- ◆ **Comprehensive Student Support Provider (CSSP) and Academic Pathway Advisor (APA)** to clarify job duties.
- ◆ **High School Physical Education Teacher** in regards to workload and safety.
- ◆ **Evaluations** to make sure only approved forms are being used, and to update these forms.

The District has opened:

- ◆ **Evaluations** to update forms. Additionally, they would like ALL key elements within a standard applied and they would like to "adjust the frequency" of the evaluation cycle.
- ◆ **Transfer** regards to seniority.
- ◆ **Workday** to redefine professional duties and member directed prep time. They would also like to clarify minimum days at the middle and high school levels.
- ◆ **Peer Assistance and Review (PAR)** to differentiate between a referral based on an evaluation and a self-referral.
- ◆ **Class Size** to review special designated classes such as Honors, Advanced Placement (AP) and Remedial.
- ◆ **Summer School** to review the role seniority plays in hiring.
- ◆ **Appendix C** to review and revise Schedule C positions.

We are in the process of scheduling regional, grade-level meetings to discuss these articles, and any other concerns you may have. Please contact your site rep for a meeting near you.

As always, we'll keep you posted.

Negotiations Team

*Tom Kenefick, Wendy Shepard, Margie Brynda,
Curtis Dison, & Debra Washington*