



FONTANA TEACHERS ASSOCIATION MAY 18, 2018

# FROM THE TABLE 2017-2018

The FTA and FUSD Negotiation Teams met to bargain on May 18, 2018. The following topics were discussed:

A Tentative Agreement (TA) was reached that included the following:

## **2017-2018 SCHOOL YEAR**

1. 4% Bonus Off Schedule (one-time and not added to Step & Column)

## **2018-2019**

1. 2.5% Raise on Salary Schedule (ongoing and added to Step & Column)
2. 4% Bonus Off Schedule (one-time and not added to Step & Column)
3. 2.5% raise to the hourly rate
4. No change to benefits. No out of pocket cost for benefits; No cap on benefits.
5. No STRS cost increases passed on to members; this is money that stays in your pocket.
6. Article 10-Personnel Files – language related to removal of documents (1<sup>st</sup> time we have had this option)
7. Article 14-Inclement Weather – language regarding the site plan/procedure for inclement weather
8. Article 19-Just Cause – moved appraisal out of progressive discipline, a written reprimand would now stay on file for two years and also clarification language regarding deliberate violations in the contract
9. Article 29-Duration-updated to fit the current year
10. Two work days added to the school calendar. One member directed (non-student) day & one for additional Professional Development day. The dates of the added Professional Development day and Member Directed day would be determined early in the 2018-2019 for the 2018-2019 school year.
11. 2.5% Raise on Schedule C Base Factor only
12. Prep day before school starts is now a full Member Directed day (no meetings on the day before school starts so you have the entire day to prep)
13. 2.5% Raise on lower Preschool Salary Schedule and Program Specialist Schedule; members on the higher Preschool Salary Schedule will be Y-Rated
14. Eliminate Salary Schedule Column IIA and move members affected to Salary Schedule Column A without harm (no member in Column IIA will lose money).
15. Salary Schedule Column III will be changed to “Master’s or Bachelor’s +45 semester units.” This adds Master’s to Column III.
16. Online classes (such as Cyber High, APEX, A+ ) will have a class size limit of 40:1 (would not apply to Special Education classes)
17. Graduation duty language modified to state that “The professional expectation is that unit members will stay until the conclusion of the high school graduation ceremony unless arrangements are made at least 48 hours in advance with the administrator, whenever possible.”

Complete language regarding changes to articles will be distributed to all members prior to ratification vote. Process will begin when we return in August. Voting will begin in the middle of August. Member meetings will be held to address questions and concerns.

We start gathering information for next year’s negotiation starting tomorrow.

**Please go to the [fontanateachers.org](http://fontanateachers.org) to complete the Negotiations Survey.**

## **Negotiations Team**

Carlos Avina, Janie Garcia, Leandra Marchis Poirier, Pat Mazzulli, Albert Murillo, Jennifer Norton, Tina Romo, Robyn Scott, and Deborah Whiteside