

## Innovation Cheat Sheet for FTA

Questions? Contact the FTA Negotiations Team 909-829-0940

Please follow the steps in order. Skipping any steps may slow the process down.

1. Pick a plan pursuant to the Innovation Article (14.3) (See page 2)
2. FTA Rep surveys the members to see if approximately 60% or more are interested (Need to know plan has support before moving forward).
3. Verify site administration approves the plan.
4. Verify District approves the plan.
5. FTA Rep will verify if FTA President approves the plan.
6. Outline of plan is presented to FTA/FUSD Negotiations Teams.
7. After language is negotiated by FTA & FUSD, MOU(memorandum of understanding)created.
8. FTA Negotiations team runs an innovation vote at the site.
9. If 75% of affected members approve, MOU is signed and implemented.

## Collective Bargaining Agreement Innovation Language

- 6 14.3 Modifications and innovations affecting the workday are subject to the following:
- 7 14.3.1 Any innovations requested by a specific school site, including, but not limited to,  
8 changes to the workday, must have the approval of seventy-five percent (75%) of  
9 the affected bargaining unit members as determined by a secret ballot of the  
10 affected bargaining unit members in an election conducted by the Association.
- 11 14.3.2 Any innovation or modification is further contingent upon written agreement of  
12 both the District and the Association after they have considered the impact of the  
13 innovation on the Collective Bargaining Agreement, Board Policy, Education  
14 Code and past practices.
- 15 14.3.2.1 Any agreement under Section 14.3.2 is subject to annual review by the  
16 District and the Association.
- 17 14.3.2.2 If neither the District nor the Association request a review of an innovation or  
18 modification under Section 14.3, there may be no grievance based on Section  
19 14.3 during the school year in which neither the District nor the Association  
20 fail to request a review.
- 21 14.3.3 Any innovation or modification approved pursuant to this section shall not result  
22 in an increase in the time, exclusive of passing periods, that bargaining unit  
23 members are responsible for, or in required contact with, students.
- 24 14.3.4 The District and the Association agree to meet, negotiate and reach a written  
25 agreement prior to the development and implementation of any plan that may  
26 extend bargaining unit members' instructional day.