

INITIAL BARGAINING PROPOSAL

FROM THE

FONTANA UNIFIED SCHOOL DISTRICT

TO THE

FONTANA TEACHERS ASSOCIATION

BARGAINING FOR 2021-2022

JUNE 9, 2021

Pursuant to Article 29 (Duration) of the Collective Bargaining Agreement between the Fontana Unified School District and the Fontana Teachers Association, the current contract expires July 1, 2022.

During the 2020-2021 school year, the articles of the Collective Bargaining Agreement listed below were opened and were the subject of bargaining. However, due to the challenges of bargaining during the pandemic, the work on these articles is incomplete and will continue during the 2021-2022 school year.

- Article 9, Evaluations
- Article 12, Leaves of Absence
- Article 14, Work Year and Work Day
- Article 15, Class Size
- Article 16, Safety Conditions
- Article 20, Peer Assistance and Review
- Article 25, Salaries and Fringe Benefits

For the above-referenced articles that remain open and subject to bargaining, the District proposes to negotiate the following changes:

- Article 9, Evaluations
 - Align the evaluation document for certificated bargaining unit members not assigned to a classroom to reflect their current job responsibilities.
- Article 12, Leaves
 - Address amount and types of leave available during summer school.

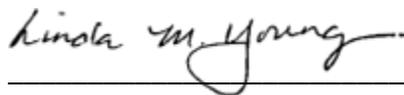
- Article 14, Work Year and Work Day
 - Complete editorial changes regarding the spelling of “workday.”
 - Restructure language regarding minimum days, workdays, and the instructional calendar in order to better facilitate professional development and Professional Learning Communities.
 - Develop parameters for Student Support Time within students’ instructional day.
 - Clarify the definition of a subject taught by a Certificated Unit Member when used in conjunction with inclusion classes.
 - Restructure language governing student supervision to match current site practices to ensure student safety while on campus.

- Article 25, Salary and Fringe Benefits
 - Section 25.2.1 requires any change in the provider or an increase in the premium of health and welfare benefits to be the subject of negotiations. The District wishes to allow for the discussion of any potential changes for the 2022-2023 school year.
 - Develop language to establish a deadline by which timesheets for excess class size/caseload and other extra-duty assignments must be submitted in order to reduce CalSTRS penalties assessed against the District for late submissions.

In addition to the articles which continue to remain the subject of bargaining from the 2020-2021 school year, the District proposes to negotiate language for the following changes:

- Article 8, Transfer of Certificated Personnel
 - Modify the transfer pool window language to develop a more efficient transfer process.

- Article 22, Summer School
 - Modify existing selection priority language to streamline the assignment to summer school positions.
 - Address the amount and types of leave available during summer school.



June 24, 2021

FOR THE DISTRICT

DATE