The F.T.A. and F.U.S.D. Negotiations Teams met to bargain on June 1st and June 24th, 2020. The following items were discussed:

MOUs – MOUs are Memorandums of Understanding. These are temporary changes to the contract and typically have an expiration date. MOUs do not have to be voted on because they do not permanently modify the contract. Because of these unusual times, some of these MOUs will be added to our next tentative agreement to be voted on by all bargaining unit members in the future to see if we want them to be permanently included in the contract.

In June, the teams came to an agreement and approved two additional MOU:

SPED Caseload Contract Language Adjustments

The intent of this MOU is to clarify caseloads for SPED in Article 15 of the Collective Bargaining Agreement. One change agreed upon was to change the title of the Article 15 from “Class Size” to “Class Size/Caseload.” The MOU further continues to clarify specific aspects of SPED caseloads.

Temporary Reduction of Eligibility for Lifetime Benefits (33 Years) – The District and Association have agreed upon a temporary reduction of eligibility for lifetime benefits for members who have completed 33-34 years of service in FUSD. The Association requested this temporary reduction to give the opportunity to those members who have completed 33-34 years of service and feel that they are not comfortable with returning to the classroom due to the COVID-19 Pandemic. There are currently less than 30 members that would eligible to take advantage of this, but the Association feels that if it potentially saves the life of even just one member, a temporary one is acceptable. The District was strongly opposed to making this a permanent change to our Collective Bargaining Agreement.

Reopening of Schools

The California Department of Education finally released the guidelines for the re-opening of schools. Please understand that these are guidelines and not mandates, so the District will most likely pick and choose which of the guidelines they will implement. There is a copy of the CDE guidelines on the FTA website, fontanateachers.org, in the Negotiations section of the site if you are interested in looking through them. Our union will then have to address any negotiable items that affect our members, that we feel the District should be implementing but are not part of their plan.

(continued on page 2)

Negotiations Team
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The District has informed the Association that they have been working on a re-opening plan and have various committees formed to address the different aspects of re-opening. The team was informed that the preliminary plan will be announced soon. While there was a task force/round table created to discuss the reopening of schools, please understand that the district has the right to create the plan they want to create regardless of the input of this task force/round table. Our Association can make suggestions and attempt to negotiate changes to what we feel could improve the plan. If we are unable to address changes at the bargaining table, then we have to organize as a union to work on those changes as we are seeing other unions do. Our Negotiations team hopes that we do not have to get to that point and that we can agree on the plan for reopening.

In the meantime, we suggest for those members or members who have dependents that are high-risk for COVID-19 related health issues contact the union office at ftadlinfo@fontanateachers.org to obtain guidance as to how to prepare for the re-opening of schools.

We also strongly recommend that members do not announce on social media/online, their inabilities to return to the classroom due to health issues. Although some of these sites claim to be private, we have evidence that screenshots from sites are often shared with people who are not approved members of such sites, like FUSD Management. If a legal situation regarding a member’s ability to return to work should arise, these screenshots could be used against you.

The Negotiations teams (FTA & FUSD) will meet again on Wednesday, July 8, 2020.

Thank you to those who have reached out to Negotiations via email or in person. We appreciate your input. If you have any questions or concerns that you would like Negotiations to take into consideration, please feel free to email negotiations@fontanateachers.org

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