Your FTA Negotiations Team wishes to emphasize that we feel the urgency of the moment. We have been bargaining constantly, but progress has been slow. We are endeavoring to deal with the constraints as they exist, and we are fighting to secure the best possible working conditions for our members as we do not want to make hasty decisions.

The F.T.A. and F.U.S.D. Negotiations Teams met to bargain on Tuesday, March 30, 2021. The following items were discussed:

- **COMPENSATION:** The District proposed an option for compensation at our last session and FTA proposed a different option at today’s session. Additionally, we had previously proposed that there be two asynchronous days for teachers to prepare for the re-opening, but the district had concerns regarding providing those days. They countered with three days of per-diem compensation, but the work must be accomplished outside of our normal workday. The teacher may select where and when the work occurs for the three days, similar to how we signed affidavits for the flex-days earlier this year. We will continue to discuss additional compensation.

- **ELEMENTARY RE-OPENING PROPOSED MOU:** This language is NOT finalized but this is what we can share.
  - Teaching Model
    - Each individual teacher may select their own model (concurrent or non-concurrent) for providing instruction.
    - No one is required to teach concurrently (to a cohort at home and in-person, simultaneously)
    - No one is required to agree to do the same model as their grade-level team.
  - Administrators were directed to work with teachers to create a schedule/plan for re-opening their school site. The plan must include:
    - A start-time around 7:00 a.m. and end-time around 2:30 p.m. and in no case should the workday exceed 7.5 hours (per current CBA language)
    - A 40-minute duty-free lunch
    - A 20-minute recess or two 10-minute recesses Monday, Tuesday, Thursday, Friday
    - 30 minutes of prep in the morning as provided by Ed. Code. every day
    - A minimum of 1 hour of daily prep time in addition on Monday, Tuesday, Thursday, Friday
    - An option to work remotely on Wednesdays
    - 90 minutes of member-directed time each Wednesday
    - 90 minutes of admin-directed time each Wednesday
    - 90 minutes to work with Cohort C each Wednesday (and may include other cohorts at teacher’s discretion – admin cannot mandate that you meet with all three cohorts during that time period)
    - A plan for where students can have lunch and a plan for where teachers can have lunch, maintaining proper social distance
    - A plan for inclement weather
    - A plan to clean and sanitize equipment, furniture, and rooms/spaces before a new cohort may use the space
    - A plan to have in-person students in a different location when the teacher is giving a Distance Learning/online lesson
    - Substitute coverage plans for absent teachers and absent support staff who supervise students

We realize that with the model the district has selected for re-opening, students will receive less synchronous time with their teachers. Please remember that we did not choose this model; the School Board and District did. Some parents may not realize that the amount of “face time” their students have with teachers will be decreasing and may be upset. Some of you may hear from parents and we suggest referring them to contact the Board of Education. Contact information can be found on the fontanateachers.org website.

The Negotiations teams (FTA & FUSD) will meet again on Thursday, April 1, 2021.

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.

Negotiations Team
Jennifer Barrett, Curtis Dison, Denise Easton, R. Lynnette Monk Dezan, Jennifer Norton, Leandra Marchis Poirier and Luis Retana