

MEMORANDUM OF UNDERSTANDING

By and Between

FONTANA TEACHERS ASSOCIATION
and
FONTANA UNIFIED SCHOOL DISTRICT

(Article 13, Retirement)

This Memorandum of Understanding (MOU) is agreed upon and between the Fontana Unified School District (hereinafter referred to as the "District") and Fontana Teachers Association (hereinafter referred to as the "Association").

Whereas the District and the Association share a common interest in the welfare of our employees it is therefore agreed as follows:

- 1.1 Unit members who have completed thirty-three (33) years of service within the certificated bargaining unit of the District as of May 29, 2020 shall be eligible for lifetime medical benefits as provided for in Article 13, Section 1.1.4 of the Collective Bargaining Agreement.
- a) Unit members shall submit an irrevocable retirement notice to Human Resources Certificated no later than **4:00 p.m., July 17, 2020**.
 - b) This **irrevocable retirement** shall be effective prior to August 1, 2020.
 - c) Understanding the uniqueness of the current educational environment due to COVID-19 concerns, both parties agree that this window is a one-time non-precedent setting opportunity.
 - d) This Article and Clause shall not be subject of further bargaining during the 2020-21 school year unless mutually agreed to by both parties.
- 1.2 This Memorandum of Understanding is not a precedent for any other activity or situation in the Fontana Unified School District. Further, this Memorandum of Understanding does not modify the Collective Bargaining Agreement in any way other than specifically set forth in this document.

Dated this 26th day of June 2020, at Fontana, California.

For the Association:

For the District:



Leandra Marchis-Poirier, FTA
Lead Negotiator



Joseph Bremgartner, FUSD
Associate Superintendent, Human Resources