

MEMORANDUM OF UNDERSTANDING

Fontana Unified School District

and

Fontana Teachers Association

MOU-Early Notification of Retirement or Resignation

This Memorandum of Understanding is made and entered into the 16th day of December 2019, between the Fontana Unified School District (hereinafter referred to as the "District") and the Fontana Teachers' Association (hereinafter referred to as the "Association").

WHEREAS: The District and Association believe that early notification of retirement or resignation submitted by permanent bargaining unit members facilitates the timely hiring and assignment of bargaining unit members well in advance of the start of the new school year; and

WHEREAS: Quality teaching and learning can best be realized by students when taught by highly qualified teachers in place at the start of a new school year; and

WHEREAS: Permanent bargaining unit members desiring to retire or resign at the end of the 2018-19 school year shall receive a **\$2,000** early notification bonus in the event they meet certain conditions as agreed upon below.

IT IS THEREFORE AGREED as follows:

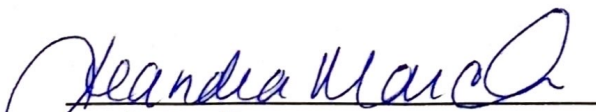
- A. Permanent bargaining unit members shall submit an irrevocable retirement or resignation notice to Human Resources Certificated no later than **4:00 p.m., January 24, 2020**.
- B. This irrevocable retirement or resignation shall be effective at the conclusion of the 2019-2020 instructional year.
- C. A one-time early notification bonus shall be paid to the bargaining unit members who satisfy the irrevocable notification requirements no sooner than their last pay warrant issued by Fontana Unified School District.
- D. Upon receipt of such early notification bonus, the bargaining unit member acknowledges that they will not seek future employment with the District. In the event the bargaining unit member desires to be reemployed and is hired, they shall repay the one-time early notification bonus. Employment as a substitute is exempt from this provision.
- E. The aforementioned funds shall not be counted against any additional compensation or raises for certificated bargaining unit members outside of this MOU.

This Memorandum of Understanding shall expire June 30, 2020 and shall not become part of the Collective Bargaining Agreement upon expiration.

Dated this 16th day of December, at Fontana, California.

FOR THE ASSOCIATION

FOR THE DISTRICT


Leandra Marchis
FTA Negotiations


Joseph Bremgartner
Associate Superintendent of Human Resources