

Fontana Teachers Association and Fontana Unified School District

Tentative Agreements from the Bargaining Table

Both parties agree to the following enhancements to the salary schedule, collective bargaining agreement and memoranda of understanding for 2021-2022, 2022-2023, and 2023-2024:

- Three-year agreement for 2021-2022, 2022-2023, and 2023-2024 with no reopeners for salary or benefits during this contract period.
- 8% on schedule salary adjustment for 2021-2022 work year retroactive to the beginning of the 2021-2022 work year.
- 5% off schedule bonus for 2021-2022 work year.
- 4% on schedule salary adjustment for the 2022-2023 work year.
- Collapse of longevity steps beyond year 30 on to the year 30 longevity line on the salary schedule beginning in the 2023-2024 work year.
- An agreement for an MOU related to hiring bonuses for hard to fill positions.
- An agreement for an MOU to pay per Diem rate for summer programs for the 2021-2022, 2022-2023, and 2023-2024 summer programs, based on program offerings through July of 2024. This will be reevaluated after this time as to the feasibility of continuation of these provisions based on funding available. Summer programs are defined as summer offerings that are directly related to the prior school year.
- Restoration of leave or pay dock for those employees who accessed COVID leave between October 1 of 2021 and December 31 of 2021, and who had not already depleted the original 10 days of COVID leave provided to employees.
- Move lifetime benefit eligibility from 35 years of service in FUSD to 33 years of service in FUSD (Article 13.1.1.4)
 - Lifetime benefits are available for eligible employees beginning at age 55.
 - Deferral of lifetime benefits is only eligible to those employees who are leaving for service retirement or medical retirement. Employees who are not retiring from CALSTRS or CALPERS are not eligible for deferral of lifetime benefits.
- Fully funded benefits will be maintained through the expiration of this agreement.
- Both parties further agree to work and confer to move previously Tentatively Agreed upon contract language and previous MOUs into current contract language.
- It is agreed that the District and Association will work with Payroll to determine timelines for payment of retroactive pay and bonus pay for the 2021-2022 work-year once this agreement has been fully ratified by both parties.

The Above listed agreements will be incorporated into contract language and appropriate MOUs related to the new agreement for the 2021-2022, 2022-2023, and 2023-2024. The final MOU and contract language will be drafted and reviewed by the bargaining teams.

 2-9-22
For the District Date

 2/9/2022
For the Association Date