

FCEA & FCUSD Joint Negotiations Update: August 2019

Bargaining teams from the District and FCEA met on Aug. 22, 2019, and are committed to continuing the work that began this summer implementing [Outward Mindset](#). In their most recent session, the bargaining teams:

- agreed upon the format and norms for the bargaining days. These include the use of different facilitators to build leadership capacity, holding concurrent committee meetings to speed up turn-around time on important issues, and considering moving the Special Education committee meetings to follow the bargaining meetings.
- recommended looking at The PAR (Peer Assistance and Review) subcommittee to create a proactive support network for teachers. FCEA bargaining team representatives will be initiating half-day planning sessions to be held prior to each negotiation session.

Teams also discussed the upcoming Board of Education budget study sessions (first meeting is on Oct. 24). FCEA would like to help identify key focus area to be included on the agenda: items from the Summer negotiations meeting, items from the FCEA survey, items from the 2018-19 budget meetings, and items from the recent ThoughtExchange survey.

Collective Bargaining Agreement, Appendix D: This section references "all things stipend," and the bargaining teams worked together to revamp the current narrative and tables found in Appendix D. A draft has been generated for review by both teams with the intention to make Appendix D more user friendly, provide consistency across the District, and include all stipends and honorariums earned by FCEA employees.

Job Descriptions: Three job descriptions (School Nurse, National Board Certification Teacher Lead, and Gate Lead) were reviewed by the team and the feedback will be incorporated and brought back on the September meeting.

Next Bargaining Session: Sept. 27, 2019