

FCEA-FCUSD Joint Communication

September 11, 2024 Collective Bargaining

In an attempt to bargain in a transparent and collaborative manner, this joint communication has been developed for both staff and the community. This communication is a summary of the collective bargaining meeting held on August 21, 2024.

Future 2024-2025 Certificated Collective Bargaining Dates

- October 9, 2024
- November 13, 2024
- December 4, 2024 (Special Benefits Meeting)
- January 15, 2025
- February 5, 2025
- March 12, 2025
- April 2, 2025
- May 7, 2025

Supplemental and Onetime Funds: (Special Presentation by Director of Categorical Programs/ Grants/ State & Federal Programs)

- The teams were provided an overview of the different funding sources used to support all certificated positions.

Sunshine Letters:

- The Sunshine letters for the 2024-2025 school year were approved by the Board on September 5, 2024. These letters open specific articles of the contract for negotiations. Benefits will remain open for the 2024-2025 negotiations cycle to allow the teams to continue working on developing a benefits package for employees.
 - FCUSD opened:
 - Article 12: Teacher Evaluation
 - Article 19.4: Complaints Against FCEA Unit Members
 - Appendix D
 - FCEA opened:
 - Article 10.5 and 10.6
 - Article 12
 - Article 15
 - Article 19
 - Appendix D

Instructional Calendar: The FCUSD School Board approved the 2025-2026 School Calendar following BR 6111 at the September 5, 2024 meeting.

MOU Update

The teams approved two MOUs and discussed a third:

- Early Notice of Retirement. Staff earn \$1,500 for notifying HR by Jan 10 if retiring at the end of the school year. This early notice allows for FCUSD to be aware of open positions in advance of the staffing deadlines. (Approved)
- Appendix B. Rather than using ratio factors, Appendix B in the contract will now list all positions with a link to their salary schedule that reflects ratios or additional days to provide greater clarity. This MOU will not change compensation of work calendar. (Approved)
- The team continues progress on several MOUs and will continue to assess the impact in future meetings. The teams discussed MOU #8 (TK Collaboration Time), MOU #6 (Minimum Days Secondary), MOU #10 (Comprehensive High School Supervision).

Discussion Items

- Comprehensive HS supervision - follow up from Principals Meeting provided feedback on the progress the team have made on limiting the supervision duties and sharing the responsibilities.
- Evaluation Subcommittees had their organizational meeting August 29. The 3 subcommittees [Rubrics, Roles, Tech] will be meeting to complete their assigned tasks by the end of November
- Alternative Ed. Side letters - Representatives for both management and FCEA have held meetings with sites to complete their Practices and Policies documents to address unique needs at each alternative education site.
- PE Inclusion - The Director of Athletics answered questions and discussed plans for teacher training on de-escalation for Oct 14, use of 3rd Thursday PLC time, and the process for identifying adaptive PE equipment needs at sites.

Future Bargaining

- Director of Elementary Curriculum and Instruction will report on the progress of the Collaboration Time for TK teachers.

- Human Resources will be collaborating with FCEA to address improvement in the current transfer window.

Donald Ogden, Associate Superintendent

Tracy Suter, FCEA Lead Negotiator