

FCEA-FCUSD Joint Communication

August 21, 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.

2024-2025 Certificated Collective Bargaining Dates

- August 21, 2024
- September 11, 2024
- 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

BENEFITS (Special Presentation by Schools Federal Credit Union)

- Effective January 1, 2025, **TDS (Tax Deferred Services)** is being replaced by **Schools Federal Credit Union (FCU)**. TDS was the previous service provider for employee 403(b)/457 accounts. Employees can still make changes through TDS until December 31st, 2024. Changes in the new year (2025) will be made with Schools FCU. This change was made because Schools FCU should be an upgrade in customer service, services, and rates.
- **Nonstop** credit cards activate on September 1st, 2024. They are for medical and pharmacy services only (not vision or dental). The cards are loaded to provide deductible payments with \$5,500/singles and \$11,000/family. On January 1st, 2025 the cards reload to \$5,500/\$11,000.

Multi-Tiered System of Support (MTSS) Specialist Job Description

- **MTSS Specialist:** Pending approval by the FCUSD School Board in September, some of the current intervention teachers will have a new job description and title, "**MTSS Specialist**". Individuals in this situation have already been notified; they will have some minor adjustments to their position and additional training, but most of their duties will remain the same. These positions are funded by FCUSD (not site funds).

MOU Update

- The teams discussed the 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).

Future Bargaining

- Both parties plan to submit contract openers at the September 5th Board Meeting.

FCUSD Special Education Teacher Intern Program

(Special Presentation by Special Education Department)

The SPED department shared data on the various new teacher programs that have been implemented including the Teacher Resident Program, the Intern Program, and the Induction Program. These programs have resulted in high employee retention. For example, of the 52 resident teachers, pre-intern teachers, and intern teachers last year, 90% returned this year!

- Thank you to our Teacher Interns and Induction Teachers for helping us to fill vacant Special Education positions. We couldn't do it without you!
- Below is a slide from the presentation describing the various programs.

Definitions / Descriptions		
Certified & Induction Teacher	Teacher Intern	Teacher Resident
A certified teacher is an educator who has been legally authorized to teach in a public school by earning a certificate to teach, which also functions as a license. The certification process can include: Earning a bachelor's degree or completing coursework in a specific subject area, Passing exams, Gaining classroom teaching experience/student teaching, Undergoing a criminal background check, and Providing character references.	A teacher intern is a student or graduate with a BA degree, who is enrolled in a college or university and is gaining practical experience in a classroom setting. An intern teacher is employed as the teacher of record in a classroom while completing their program and earning a salary. This process incorporates job embedded student teaching.	A teacher resident is a prospective teacher who participates in a school-based program that combines classroom experience and academic coursework to prepare them for teaching. Teacher residents work alongside a mentor teacher in a school district for at least one year, typically in a supporting role before moving into the lead teacher role. They learn how to teach by observing and working with a highly trained ment. Teacher residents take evening classes that supplement their in-class training and align with their classroom experience. They may also earn a master's degree during the program.
Supports:	Supports:	Supports:
School Site Staff Special Ed Department Staff / Program Specialist Teacher Induction Mentor New Teacher Support & Development TOSA	School Site Staff Special Ed Department Staff / Program Specialist Special Ed Intern Mentor University/Program Mentor New Teacher Support & Development TOSA	School Site Staff Special Ed Department Staff / Program Specialist Classroom Teacher Mentor University/Program Mentor New Teacher Support & Development TOSA

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