

FCEA – FCUSD Joint Communications

1-15-2025 Meeting

The collective bargaining teams met on January 15, 2025. The teams demonstrated a strong spirit of collaboration to address various challenges and improve processes.

ESS (Educational Support Services) presented an overview of a program to supply substitute staff to fill CSEA (classified) vacancies. The District is currently facing significant difficulties in filling classified substitute positions and unfilled positions have an impact on our classrooms. ESS has committed to assisting by expanding the substitute pool available for the District, showcasing a collaborative effort to recruit and hire.

Job Descriptions: Based upon the ability of staff to submit reimbursement billing for services like Medi-Cal based on CYBHI (Children and Youth Behavioral Health Initiative), several job descriptions were jointly updated by FCUSD/FCEA. These job descriptions included: School Counselor, School Psychologist, and Speech and Language Pathologists. This joint effort highlights the teams' dedication to ensuring accurate and comprehensive job descriptions that provide opportunities for staff to serve students and generate additional funding to support these programs.

The teams worked on Several MOUs (Memorandums of Understanding) collaboratively:

- All summer school pay rates and stipends for the summer of 2025 were adjusted to the highest rate to attract more teachers for Summer 2025. These new pay rates reflect the 24-25 pay scale and reflects a 2.5% increase over the 2024 pay rate. If schedules allow, summer program teachers may teach multiple sessions. These adjustments were made to the MOU through a collaborative decision-making process to ensure competitive compensation.
- An MOU was created to provide a mechanism to compensate teachers covering for colleagues on extended leave. This MOU was developed through joint efforts to support teachers and recognize the extra work provided to teachers on an extended leave.
- The bargaining teams collaborated to review the contract language in Article 19.4. Teams discussed revising language to clarify complaints on members and align the contract language with new statutory complaint processes and develop a mediation process for member-on-member complaints. Both teams have a shared interest in providing clear expectations and developing safeguards and supports when members are alerted to a formal complaint. A related article was discussed to

outline progressive disciplinary steps, ensuring transparency and consistency. These updates were made collaboratively to enhance clarity and fairness.

The District introduced a program to provide “Welcoming School Guidelines” for staff. This was originally introduced at a meeting of the administrative assistants and has grown to become a framework for all staff whether in departments at the ESC, a site, or as an individual. “Welcoming School Guidelines” for staff is a resource guiding response to emails/phone calls, positive engagement with parents, and more. The guidelines were developed through joint efforts and have the intention of fostering a welcoming environment.

A first draft of contract language regarding evaluation language was reviewed and discussed by the teams. Evaluation language is found in **Article 12** of the contract and the teams plan to begin a pilot process in the 2025-2026 school year. This draft was created through collaborative discussions with the aim to improve the evaluation process and develop a model that promotes coaching and improvement.