



Summary of 2021-22 FETA/FSD Tentative Agreement Signed February 1, 2022

FETA & the Fullerton School District are pleased to announce a Tentative Agreement for the 2021-22 school year. Here is a brief summary of the main points of the proposed agreement. This TA is pending approval by FETA membership and the FSD Board of Trustees.

Salary:

- **Article 16 - 5.5% Compensation Increase for the 2021-2022 school year consisting of:**
 - **3%** on the salary schedule pay increase retroactive to July 1, 2021 estimated new monthly pay amount to be paid on March 30, 2022 and retroactive pay to be paid on May 31, 2022.
 - **1%** one-time off the salary schedule adjustment estimated to be paid on April 30, 2022 based on the 2021-22 salary schedule.
 - **1%** one-time off the salary schedule COVID-19 Seamless Service Stipend estimated to be paid on April 30, 2022 based on the 2021-22 salary schedule.
 - **.5%** one-time off the salary schedule Social Emotional Learning (SEL) Professional Development Stipend estimated to be paid on April 30, 2022 based on the 2021-22 salary schedule as long as the following requirements are met:
 - Employees must complete the same number of professional development hours as they work on a regular duty day.
 - SEL professional development hours are to be done outside of the regular duty day at a location of the employee's choosing and content will be provided by the District.
 - Employees must complete an electronic self-attestation indicating the professional development hours have been completed no later than May 6, 2022 at 11:59 pm or the .5% will be deducted from the May 31, 2022 pay warrant.
- The Preschool Salary schedule will include an annual **\$1,000 longevity bonus** beginning on the tenth (10th) year of District service and the Preschool hourly rate will be computed on the hourly rate of Column I, Step 5 of the Preschool Teachers' Salary Schedule.

Health and Welfare:

- **Article 17** -The employee health insurance medical cap for "family plans" will be **increased to \$19,296** providing for one family plan that is available with no monthly contribution from the employee.

Association Rights:

- **Article 5** -In the event of a declared State of Emergency that changes program/instructional delivery, FETA and FSD agree to consultations regarding proposed program/instructional changes.

Hours of Employment:

- **Article 8** -IEPs will not be scheduled more than 30 minutes before the start of the instructional day. The scheduling of IEPs before the start of the instructional day shall not be excessive.

Peer Assistance and Review:

- **Article 12** -PAR program language was updated eliminating Voluntary PAR and making greater availability of Teachers Helping Teachers support.

Leaves of Absence:

- **Article 13** - Upon ratification of the Tentative Agreement, if State COVID relief sick days do not provide pay for a teacher's full daily pay rate, the District will make up the difference between the teacher's daily pay rate and the State's daily reimbursement for COVID related absences.
- Bereavement leave will now also be provided for the death of a stepfather, stepmother, stepbrother, and stepsister.

Safety:

- **Article 18** - In the event a student requires support from non-classroom staff, the principal shall inform the certificated employee of the anticipated response within 5 working days; and in the event of severe behavioral concerns placing staff or students in danger of physical injury the site administrator will communicate a plan for response within 3 working days.

Agreement, Terms and Reopeners/Negotiation Procedures:

- **Articles 1 and 4** on Negotiations have updated language and **Articles 30 and 32** will be removed from the contract and the language from these articles will be added to Articles 1 & 4.

Retiree Benefits:

- **Article 23** regarding Retirees, was split into two **Articles 23 and 24** and minor edits were made.

Savings Provisions/Concerted Activities/Support of Agreement/Effect of Agreement/Completion of Meet and Negotiate:

- **Articles 24-28** were renumbered to **Article 25-29**.

Miscellaneous Provisions:

- **Article 29**, Miscellaneous, was renumbered to Article 30 and the following changes were made:
 - Certificated employees have up to 10 days to revoke a resignation once submitted to Human Resources.
 - When Junior High or 6-8 Grade Middle School Teachers cover classrooms without substitutes during their prep periods, they will earn \$33 per period worked.
 - Educational Specialists with mild moderate or moderate severe assignment with at least 50% of their caseload in an SDC or co-teach classroom will be provided with 3 on campus prep sub days (or 6 half-days), or 3 days of pay at the substitute rate.

Appendix D:

- New hires shall be given credit for credentialed classroom teacher experience year for year **up to a maximum of 10 years** for experience in an accredited private school or public school.

Pamela Zinnel
FETA Negotiations Chair

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