

**Memorandum of Understanding  
between  
The Fontana Unified School District  
and  
United Steelworkers, Local 8599**

June 15, 2017

**One-Time Salary Bonus**

This Memorandum of Understanding is entered into this 15<sup>th</sup> day of June 2017 between the United Steelworkers, Local 8599 ("Union") and The Fontana Unified School District ("District").

WHEREAS Article 34-Salaries and Fringe Benefits was not a re-opener for 2016-2017 United Steelworker negotiations;

WHEREAS the Fontana Unified School District Board of Education, at its sole discretion, may choose to offer employees salary increases and/or bonuses;

WHEREAS the Board and the Union recognize that school districts in California are entering into difficult times where finances may be a challenge, making it potentially difficult to provide salary increases in the future; and

WHEREAS as gesture of good will, the Fontana Unified School District Board of Education desires to grant a one-time, off-schedule three percent (3%) salary bonus to United Steelworkers (USW) bargaining unit members retroactive to July 1, 2016 for the 2016-2017 school year.

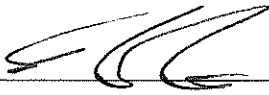
NOW THEREFORE, the parties agree as follows:

- The salary bonus will apply to USW bargaining unit members who are currently employed with Fontana Unified School District as of June 30, 2017.
- The salary bonus will apply to the base salary only and will not apply to additional earnings such as pay received from additional assignments.
- This salary bonus is anticipated to be paid in November 2017.

This Memorandum of Understanding is effective upon signing of the parties.

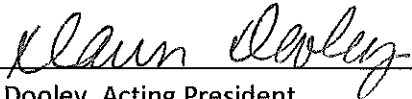
The District and the Union agree that this MOU shall not be incorporated into the Collective Bargaining Agreement by and between the Fontana Unified School District and the United Steelworkers Local Union 8599 and that this MOU applies only to the 2016-2017 school year.

**For the District**



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Randal S. Bassett, Superintendent  
Fontana Unified School District

**For the United Steelworkers, on behalf of Local 8599**



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Dawn Dooley, Acting President  
USW Local 8599