

**2017/2018 EARLY NOTIFICATION  
MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
FONTANA UNIFIED SCHOOL DISTRICT  
AND  
THE UNITED STEELWORKERS OF AMERICA, LOCAL 8599**

This Memorandum of Understanding is made and entered into between the United Steelworkers, Local 8599 ("Union") and The Fontana Unified School District ("District").

WHEREAS the parties believe that early notification of retirement or resignation submitted by permanent bargaining unit members facilitates the timely hiring and assignment of bargaining unit members well in advance of the start of the school year; and

WHEREAS consistent and quality services can best be realized by students, parents and staff when offered by non-substitute employees at the start of a new school year; and

WHEREAS in the event certain conditions are met as agreed upon below, full-time, permanent bargaining unit members desiring to voluntarily retire or resign by the end of the 2017-2018 school year and submitting their written notice of resignation or retirement between December 1, 2017 and February 16, 2018 shall receive a one-time \$2,000.00 early notification bonus. Part-time, permanent bargaining unit members desiring to voluntarily retire or resign by the end of the 2017-2018 school year shall receive a one-time \$1,000.00 early notification bonus. Full-time is defined as a position that is eight (8) hours per day.

NOW THEREFORE, the parties agree as follows:

- Permanent bargaining unit members shall submit a voluntary, irrevocable retirement or resignation notice to Classified Human Resources no earlier than December 1, 2017 and no later than 4:00 p.m. on Friday, February 16, 2018. The effective date of the resignation or retirement shall be between the dates of April 2, 2018 and June 29, 2018.
- The one-time early notification bonus shall be paid to the bargaining unit members who satisfy both the voluntary, irrevocable notification requirement and deadline no sooner than their last pay warrant issued by Fontana Unified School District.
- Upon receipt of such early notification bonus, the bargaining unit member acknowledges that they will not seek future employment with the District, with the exception of substitute or temporary employment.

This Memorandum of Understanding shall expire on February 17, 2018 and shall not become part of the Collective Bargaining Agreement upon expiration.

DATED: 11/15/17

  
Patrick Kelleher, Interim Assoc. Supt.  
Human Resources

  
Tika Davé-Harris, Director, Classified  
Human Resources

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James Williams, President  
USW Local 8599