

**TENTATIVE AGREEMENT
BETWEEN THE
FONTANA UNIFIED SCHOOL DISTRICT
AND THE
UNITED STEEL WORKERS
October 16, 2023**

The Fontana Unified School District (FUSD) and the United Steel Workers (USW) hereby agree to this tentative agreement whereby all provisions of the current collective bargaining agreement shall remain in full force and effect except as modified below:

ARTICLE 10:

Job Vacancies

VACANCIES:

When filling any vacant Classified Bargaining Unit position, the District shall use the following factors to determine the most qualified applicant:

1. Skill and ability to perform the work as demonstrated by prior successful experience and competence:
2. Physical fitness as it relates to the job applied for; and,
3. ~~Length of continuous service with the District.~~ Seniority.

The District shall, in evaluating criterion 1 above, review the employee's current job performance and history of discipline within the past twelve (12) months. The employee shall have prior notification of the areas of performance concern.

When a junior employee or an outside applicant exceeds a senior employee with respect to factors 1 and 2 above, the District may, in its discretion, select the junior employee or outside applicant for the vacant position. When candidates are equally qualified under factors 1 and 2 above, factor 3 (length of continuous service with the District) shall be controlling.

A promotion includes, but is not limited to, an upward movement in pay range and/or job classification.

Unless otherwise specified in the Agreements, the changes made by this Tentative Agreement shall become effective on the date the Governing Board approves and the Association membership has ratified the Tentative Agreement.

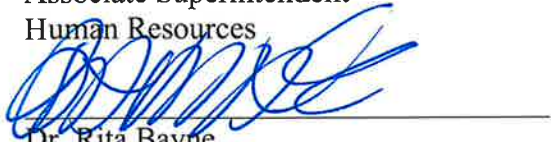
Fontana Unified School District:

United Steel Workers Local 8599:

Dated: 10/16/2023



Dr. Douglas Staine,
Associate Superintendent
Human Resources



Dr. Rita Bayne,
Executive Director
Human Resources, Classified



Dawn Dooley
President, USW



Marly Sandoval
International Representative, USW