

**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:

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.

**ARTICLE 21**

**Bereavement and Imminent Death Leave**

**BEREAVEMENT LEAVE**

A Classified Bargaining Unit Member shall be granted leave of absence with pay for ~~three (3)~~ five (5) days due to death in the immediate family ~~or five (5) days if in excess of six hundred (600) miles round trip travel is required to attend or arrange for funeral.~~

Bereavement leave shall be granted to all Classified Bargaining Unit Members that have worked for the District for at least thirty (30) days prior to the start of the leave. Bereavement leave time shall be completed within three (3) months of the date of death. The days of leave do not need to be consecutive. The Board of Education, upon the recommendation of the Superintendent, may increase the benefits at its discretion.

Members of the immediate family are defined as father, mother, sister, brother, daughter, son, wife, husband, legally registered domestic partner with the appropriate California government entity, grandfather, grandmother, father-in-law, mother-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, stepfather, stepmother, stepchild, grandson, granddaughter, grandmother or grandfather of spouse, minors over whom the unit member has legal custody, or any relative living in the household of the Classified Bargaining Unit Member.


IMMINENT DEATH LEAVE


A maximum of three (3) days of leave without loss of pay in any one (1) fiscal year, taken in whole or half day increments, may be granted for absence due to serious illness or accident, with death imminent, of any immediate member of the family as defined above. Medical verification shall be required to substantiate imminent death leave.


**Fontana Unified School District:**


**United Steel Workers Local 8599:**

Dated: 10/16/23

  
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Dr. Douglas Staine,  
Associate Superintendent  
Human Resources

  
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Dr. Rita Bayne,  
Executive Director  
Human Resources, Classified

  
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Dawn Dooley  
President, USW

  
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Marly Sandoval  
International Representative, USW