

**TENTATIVE AGREEMENT
BETWEEN THE
FONTANA UNIFIED SCHOOL DISTRICT
AND THE
UNITED STEEL WORKERS, LOCAL 8599**

May 6, 2024

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 34

Salaries and Fringe Benefits

SALARIES

Effective July 1, ~~2014, 2021~~, it is agreed that the Classified Salary Schedule shall be increased by ~~three and a half~~ eight percent (~~3.5%~~) (8%) on all earned wages. Effective July 1, ~~2015, 2022~~ it is agreed that the Classified Salary Schedule shall be increased by four percent (4%) on all earned wages. Effective July 1, ~~2016, 2024~~, it is agreed that the Classified Salary Schedule shall be increased by four and three-fourths percent (4.75%) (4%) on all earned wages. Effective January 1, 2025, it is agreed that the Classified Salary Schedule shall be increased by two percent (2%) on all earned wages. ~~Effective July 1, 2018, it is agreed that the Classified Salary Schedule shall be increased by one and four-tenths percent (1.4%) on base salary.~~ ~~Effective July 1, 2019, it is agreed that the Classified Salary Schedule shall be increased by three and one-half percent (3.5%) on base salary.~~

All annual increases to be effective on July 1 of the identified year.

FRINGE BENEFITS

Effective July 1, 2019, longevity pay of Nine Hundred Dollars (\$900) will be increased by three-and one-half percent (3.5%) to Nine Hundred Dollars and Thirty-Two Dollars (\$932.00) beginning with the 18th year of employment with the District, with an additional Nine Hundred and Thirty-Two Dollars (\$932) each four (4) years after the 18th year.

The anniversary increment is to be implemented as follows:

Year 18-21	\$932 total payment each year
Year 22-25	\$1,864 total payment each year
Year 26-29	\$2,796 total payment each year
Year 30-33	\$3,728 total payment each year
Year 34-37	\$4,660 total payment each year
Year 38-41	\$5,592 total payment each year
Year 42-45	\$6,524 total payment each year

Effective July 1, 2021, longevity pay of Nine Hundred and Thirty-Two Dollars (\$932.00) will be increased by eight percent (8%) to One Thousand Seven Dollars (\$1,007.00) beginning with the 18th year of employment with the District, with an additional One Thousand Seven Dollars (\$1,007.00) each four (4) years after the 18th year.

Year 18-21	\$1,007 total payment each year
Year 22-25	\$2,014 total payment each year
Year 26-29	\$3,021 total payment each year
Year 30-33	\$4,028 total payment each year
Year 34-37	\$5,035 total payment each year
Year 38-41	\$6,042 total payment each year
Year 42-45	\$7,049 total payment each year

Effective July 1, 2022, longevity pay of One Thousand Seven Dollars (\$1,007.00) will be increased by four percent (4%) to One Thousand and Forty-Seven Dollars, (\$1,047.00) beginning with the 18th year of employment with the District, with an additional One Thousand and Forty-Seven Dollars (\$1,047.00) each four (4) years after the 18th year.

The Anniversary increment is to be as follows:

Year 18-21	\$1,047 total payment each year
Year 22-25	\$2,094 total payment each year

Year 26-29	\$3,141 total payment each year
Year 30-33	\$4,188 total payment each year
Year 34-37	\$5,235 total payment each year
Year 38-41	\$6,282 total payment each year
Year 42-45	\$7,329 total payment each year

Effective July 1, 2023, longevity pay of One Thousand and Forty-Seven Dollars (\$1,047.00) will be increased by eight percent (8%) to One Thousand One Hundred and Thirty-One Dollars (\$1,131.00) beginning with the 18th year of employment with the District, with an additional One Thousand One Hundred and Thirty-One Dollars (\$1,131.00) each four (4) years after the 18th year. The Anniversary increment is to be as follows:

Year 18-21	\$1,047 <u>\$1,131</u> total payment each year
Year 22-25	\$2,094 <u>\$2,262</u> total payment each year
Year 26-29	\$3,141 <u>\$3,393</u> total payment each year
Year 30-33	\$4,188 <u>\$4,524</u> total payment each year
Year 34-37	\$5,235 <u>\$5,655</u> total payment each year
Year 38-41	\$6,282 <u>\$6,786</u> total payment each year
Year 42-45	\$7,329 <u>\$7,917</u> total payment each year

Effective July 1, 2024, longevity pay of One Thousand One Hundred and Thirty-One Dollars (\$1,131.00) will be increased by four percent (4%) to One Thousand One Hundred and Seventy-Six Dollars (\$1,176.00) beginning with the 18th year of employment with the District, with an additional One Thousand One Hundred and Seventy-Six Dollars (\$1,176.00) each four (4) years after the 18th year.

The Anniversary increment is to be as follows:

Year 18-21	\$1,131 <u>\$1,176</u> total payment each year
Year 22-25	\$2,262 <u>\$2,352</u> total payment each year
Year 26-29	\$3,393 <u>\$3,528</u> total payment each year
Year 30-33	\$4,524 <u>\$4,704</u> total payment each year

Year 34-37	\$5,655 <u>\$5,880</u> total payment each year
Year 38-41	\$6,786 <u>\$7,056</u> total payment each year
Year 42-45	\$7,917 <u>\$8,232</u> total payment each year

Effective January 1, 2025, longevity pay of One Thousand One Hundred and Seventy-Six Dollars (\$1,176.00) will be increased by two percent (2%) to One Thousand Two Hundred Dollars (\$1,200.00) beginning with the 18th- 14th year of employment with the District, with an additional One Thousand two Hundred Dollars (\$1,200.00) each four (4) years after the 18th-14th year.

The Anniversary increment is to be as follows:

<u>Year 14-17</u>	<u>\$1,176</u> <u>\$1,200</u> total payment each year
<u>Year 18-21</u>	<u>\$2,352</u> <u>\$2,400</u> total payment each year
<u>Year 22-25</u>	<u>\$2,352</u> <u>\$3,600</u> total payment each year
<u>Year 26-29</u>	<u>\$3,528</u> <u>\$4,800</u> total payment each year
<u>Year 30-33</u>	<u>\$4,704</u> <u>\$6,000</u> total payment each year
<u>Year 34-37</u>	<u>\$5,880</u> <u>\$7,200</u> total payment each year
<u>Year 38-41</u>	<u>\$7,056</u> <u>\$8,400</u> total payment each year
<u>Year 42-45</u>	<u>\$8,232</u> <u>\$9,600</u> total payment each year


Any adjustment pursuant to the negotiated salary agreement for each year shall be applied to the anniversary (longevity) increment(s) on an annual basis.

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: 5/6/24




Dr. Douglas Staine,
Associate Superintendent
Human Resources



Dr. Rita Bayne,
Executive Director
Human Resources, Classified



Dawn Dooley
President, USW



Marly Sandoval
International Representative, USW