

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

May 18, 2021

**2020/2021 One-Time Salary Bonuses**

This Memorandum of Understanding is entered into this 18<sup>th</sup> day of May 2021 between the United Steelworkers, Local 8599 ("Union") and The Fontana Unified School District ("District").

WHEREAS in lieu of a salary increase for Classified Contract Bargaining Unit Members for the 2020-2021 fiscal year and as gesture of good will, the District desires to grant one-time, off-schedule bonuses as outlined below.

NOW THEREFORE, the parties agree as follows:

**2020/2021 CLASSIFIED CONTRACT BARGAINING UNIT MEMBERS**

One-Time Bonuses

➤ *Salary Bonus*

- In lieu of a salary increase, Classified Contract Bargaining Unit Members shall receive a five percent (5%) one-time, off-schedule salary bonus on base salary, additional assignments, temporary extra duty and overtime earnings for the 2020/2021 fiscal year.
- The salary bonus will only apply to Classified Contract Bargaining Unit Members who are employed with Fontana Unified School District as of July 1, 2020.
- Classified Contract Bargaining Unit Members who were employed with Fontana Unified School District as of July 1, 2020, but who involuntarily separated employment, or who resigned in lieu of termination are ineligible for the Salary Bonus.
- The five percent (5%) one-time, off-schedule salary bonus will be effective retroactively to July 1, 2020 for the 2020/2021 fiscal year.

➤ *Transitional Work Bonus*

- In lieu of a salary increase, Classified Contract Bargaining Unit Members shall receive a three and four tenths percent (3.4%) one-time, off schedule salary bonus on base salary earnings, additional assignments, temporary extra duty assignments, and overtime for the 2020/2021 fiscal year.

- The three and four tenths percent (3.4%) one-time off schedule salary bonus will apply only to Classified Contract Bargaining Unit Members who are employed as of as of April 1, 2021.
- Classified Contract Bargaining Unit Members who were employed with Fontana Unified School District as of April 1, 2021, but who involuntarily separated employment, or who resigned in lieu of termination are ineligible for the Transitional Work Bonus.
- The three and four tenths percent (3.4%) shall not be compounded, but instead shall be in addition to the above listed five percent (5%) one-time salary bonus.

### **2020/2021 HOURLY (NON-CLASSIFIED) BARGAINING UNIT MEMBERS**

#### One-Time Bonus


##### ➤ *Flat Rate Bonus*


- Hourly bargaining unit members shall receive a one-time, off schedule flat rate \$500.00 bonus.
- This one-time flat rate \$500.00 bonus will apply only to hourly bargaining unit members who are employed as of the date of the signing of this agreement and have worked at least 500 hours from July 1, 2020 through the date of the signing of this agreement.
- Hourly bargaining unit members shall only be eligible for one (1) \$500.00 bonus irrespective of whether they had multiple hourly assignments.
- Classified Contract Bargaining Unit Members who worked hourly assignments in addition to their contract positions are ineligible for this Flat Rate Bonus.

The District will endeavor to pay the above bonuses no later than November 30, 2021.

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 2020-2021 school year.

#### **For the District**

  
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Joseph Bremgartner, Assoc Supt  
People Services Division

  
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Tika Davé-Harris, Director  
People Services Division

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

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Marly Sandoval, Labor Representative

  
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Dawn Dooley, President, USW Local 8599