

Tentative Agreement
Between
The Fontana Unified School District
And
Fontana Teachers Association

2025-2026 Compensation-Salary Schedule

This Tentative Agreement is made and entered into this 10th day of December, between the Fontana Unified School District (hereinafter referred to as the "District") and the Fontana Teachers' Association (hereinafter referred to as the "Association"). Both parties agree to the following enhancements to the salary schedule for 2025-2026:

- 3% on-schedule to the base salary for the 2025-2026 work year effective July 1, 2025, for bargaining unit members in paid status effective July 1, 2025.
 - 3% will also be applied to the Professional Growth column, where applicable.
- For the 2025-2026 work year, the District shall continue to cover Health and Welfare Benefits at 100%.
- Summer Programs and Summer School shall be compensated at the Per Diem rate through the duration of the current Collective Bargaining Agreement, expiring on June 30, 2027 (this applies to the summers of 2026 and 2027). Summer programs are defined as summer offerings that are directly related to the prior school year.
 - Bargaining Unit Members whose Per Diem rate falls below the teacher hourly rate shall be compensated at the current teacher hourly rate (this applies to the summers of 2026 and 2027).

The following Articles are also presented for ratification.

- Article 2 Recognition
- Article 7 Strike Clause/Concerted Activities
- Article 10 Personnel Files
- Article 14 Work Year and Workday
- Article 15 Class Size/Caseload
- Article 19 Just Cause
- Article 25 Salary and Fringe Benefits
- Article 27 Miscellaneous Provisions
- Article 29 Duration
- Appendix A Bargaining Unit Members Salary Placement
- Appendix B-1 Salary Schedules (removal of language on page 9)
- Appendix B-2 Professional Growth
- Appendix C Supplementary Salary Schedule
- Appendix J Matrix for Student Suspension and Expulsion Recommendation

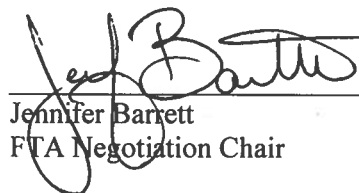
This Tentative Agreement is entered into this 10th day of December between the Fontana Unified School District ("District") and the Fontana Teachers Association ("Association").

FOR THE DISTRICT



Caroline Labonté
Interim Associate Superintendent,
Human Resources

FOR THE ASSOCIATION



Jennifer Barrett
FTA Negotiation Chair