

FALLBROOK UNION

ELEMENTARY SCHOOL DISTRICT

NEGOTIATION NEWS



Negotiations with Fallbrook Elementary Teachers Association

November 16, 2023

Volume I, Issue 1

To promote transparency and open communication with the community, employees and other stakeholders and interested individuals, the Governing Board of the Fallbrook Union Elementary School District has asked its team to provide regular factual updates about current negotiations with the Fallbrook Elementary Teachers Association (FETA).

First Session— November 14, 2023

Tuesday was the first session for “successor contract negotiations.” The 2021-2023 collective bargaining agreement expired on June 30, 2023. These negotiations are for a successor contract, effective July 1, 2023.

Fallbrook Elementary Teachers Association Proposals

After team introductions, the FETA team presented information about the economy and FETA’s proposals, which focused on the following issues and articles:

- Health insurance and Retirement benefit increases (Article 11)
- On schedule salary increases (Article 11)
- Stipend increases for mentor teachers, TOSA/Lead Teachers, and longevity increases (Articles 6 and 11)
- Hourly rate increases and compensation for certain after hours work (Articles 11 and 14)
- Release time for Special Education (Article 9)
- PLC Wednesdays (Article 9)
- Child Rearing Leave (Article 4)

District team members then asked clarifying questions to better understand the FETA team’s proposals.

District’s Proposals

After a short caucus, the District team presented proposals to FETA:

- A multi-year agreement term with limited reopeners during the 2024-2025 and 2025-2026 school years (Article 1)
- Establishing a Committee to design and implement a continuum for social workers as part of the evaluation process (Article 5)
- More collaboration opportunities during PLC Wednesdays and more shortened Wednesday activities planned by administration to improve student academic outcomes (Article 9)

After asking clarifying questions, FETA and the District discussed next steps. The teams agreed as follows:

- The teams will meet again on Friday, November 17, 2023
- On Friday, the District will provide cost estimates for each of FETA’s 10 economic proposals
- The District team will provide its own economic proposals and respond to FETA’s proposals
- FETA will respond to the District’s proposals

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Team Members

The District's team members are:

- Armando Farias, Assistant Superintendent, HR
- Cindi Martin, Associate Superintendent, Business Services
- Dr. Kimberly Huesing, Assistant Superintendent, Educational Services
- Leonard Rodriguez, Assistant Superintendent, Student Services
- Dr. Alex Gonzalez, Principal
- Patti Parson, Principal
- Cheli Gallegos, Confidential Personnel Technician
- Melissa Rodarte, Administrative Assistant
- Jon Pearl, Attorney for the District

FETA's team members are:

- Guillermo Acevedo, Teacher
- Sarah Bishop, Speech Therapist
- Andria Gerstman, Teacher
- Dale Leonard, Teacher
- Jennifer Mariucci, Teacher
- Kenneth Ostroske, Teacher
- Ann Rocovits, Teacher
- Zachary Wilkinson, Teacher
- Lukas Smith, Teacher
- Luis Gudiño, Teacher

Next Session

The teams will meet again on
November 17, 2023, at 9:00 a.m.