



## Tentative Agreement

### Fremont Unified School District and Fremont Unified School District Teachers Association

#### Article 22: Calendar

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This Tentative Agreement (TA) is entered into by the Fremont Unified School District and the Fremont Unified School District Teachers Association outlining Article 22. This TA is effective July 1, 2020.

- 2020 – 2021 Follow existing contract language (Article 22)
- 2021 – 2023 The unit member work year shall be reduced by one (1) day (Staff Development Day) with no resulting decrease in salary for the 2021 - 2022 and 2022 - 2023 school years. This is equivalent to a compensation increase of .53% per year for the 2021 - 2022 and 2022 - 2023 school years. For the 2021 - 2022 and 2022 - 2023 school years, the work year will be 186 workdays for unit members on Appendices A1 and A2, 191 workdays for unit members on Appendices A3 and A4. Absent written agreement by the parties, the one (1) day shall automatically be reinstated effective with the 2023-2024 school year.
- 2021 – 2022 Before the beginning of instruction, there will be one (1) teacher workday on August 17, 2021.
- The first instructional day will be on August 18, 2021.
- The last day of the first semester will be on December 22, 2021.
- The last day of instruction will be on June 6, 2022.
- The last teacher workday will be on June 7, 2022.

Unit members paid on the Salary Schedules (A1-A4) must attend twelve (12) hours of Staff Development for 2021-2022. See Article 22.2.3.1 for the mandatory Staff Development on Monday, August 16, 2021.

Unit members on Appendices A2, A3, and A4, see Article 22.2.2.1 for exceptions.

Teachers will have the following options to satisfy the remaining required Staff Development hours:

1. Attend District- offered Staff Development
2. Attend Staff Development opportunities outside of the District as outlined in Article 22.2 of the FUSD/FUDTA CBA.
3. By May 1 of the prior school year, upon a majority vote of unit members at each site and with the approval of the site administrator, the remaining hours of Staff Development time may be held on December 23, 2021, March 18, 2022 or on other dates and times outside of the instructional day. Staff Development shall be completed by the last workday in March.

2022 – 2023 Before the beginning of instruction, there will be one (1) teacher workday on August 16, 2022.

The first instructional day will be on August 17, 2022.

The last day of the first semester will be on December 22, 2022.

The last day of instruction will be on June 2, 2023.

The last teacher workday will be on June 5, 2023.

Unit members paid on the Salary Schedules (A1-A4) must attend twelve (12) hours of Staff Development for 2022-2023. See Article 22.2.3.1 for the mandatory Staff Development on Monday, August 15, 2022.

Unit members on Appendices A2, A3, and A4, see Article 22.2.2.1 for exceptions.

Teachers will have the following options to satisfy the remaining required Staff Development hours:

1. Attend District- offered Staff Development
2. Attend Staff Development opportunities outside of the District as outlined in Article 22.2 of the FUSD/FUDTA CBA.
3. By May 1 of the prior school year, upon a majority vote of unit members at each site and with the approval of the site administrator, the remaining hours of Staff Development time may be held on December 23, 2022, March 17, 2023 or on other dates

and times outside of the instructional day. Staff Development shall be completed by the last workday in March.

2023 – 2024 First semester will begin not less than eighty-five (85) school days and ninety (90) workdays prior to the start of Winter Break (Article 22.1.4) and on a Wednesday. First semester shall consist of two (2) Staff Development days, one (1) workday and two (2) Parent/Guardian/Teacher conference (equivalent to 12 hours). One Staff Development day shall be on the Monday prior to the first day of the school year and one (1) will be calendared in October. Article 22.2.2 shall be maintained.

Second semester shall consist of one (1) Staff Development day, one (1) workday and the remaining instructional workdays. The Staff Development day will be calendared in March.

Teachers will have the following options to satisfy the remaining required Staff Development hours:

1. Attend District- offered Staff Development
2. Attend Staff Development opportunities outside of the District as outlined in Article 22.2 of the FUSD/FUDTA CBA.
3. By May 1 of the prior school year, upon a majority vote of unit members at each site and with the approval of the site administrator, the twelve (12) hours of Staff Development time calendared in October and March may be scheduled on other dates and times outside of the instructional day. Staff Development shall be completed by the last workday in March.

Signed by:

For FUDTA:

For District:

\_\_\_\_\_  
Thom Birbeck  
Bargaining Chair

\_\_\_\_\_  
Date

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Raúl M. Zamora  
Assistant Superintendent, Human Resources

\_\_\_\_\_  
Date

\_\_\_\_\_  
Kathleen Beebe  
FUDTA Executive Director

\_\_\_\_\_  
Date

\_\_\_\_\_  
Marcus Battle  
Associate Superintendent

\_\_\_\_\_  
Date