

Fresno Unified School District Proposal to FTA



What's on the Table



SALARY

- Total of 19% salary increases
- 8.5% salary increase for the 2023-2024 school year (effective July 1, 2023)
- 3% increase for the 2024-2025 school year
 - 2.5% one-time payment for the 24-25 school year
- 2.5% increase for the 2025-2026 school year
 - 2.5% one-time payment for the 25-26 school year



HEALTH BENEFITS

(2023-2024 school year)

- “Bridge to Medicare” healthcare coverage upon retirement
 - At least 20 years of service
 - At least 57.5 years of age
 - Employee and spouse are eligible
 - Cost at the active employee premium rate
 - Post-2005 employees
- Fresno Unified will contribute \$21,000 per employee per year
- No monthly health reserve fee



SPECIAL EDUCATION

- Per diem pay for IEPs occurring after the 8th hour
- Reducing special education classes to two grade spans where possible
- Classes that contain more than two grade spans will receive:
 - \$1,000 stipend each quarter
 - One additional paraprofessional per class
- Nurses, DIS, and Special Education stipends of \$3,000 per year



OTHER OFFERS

- Development of a collaborative Problem-Solving Team (4 district, 4 FTA) to meet and negotiate regularly on additional topics like reducing class size
- Dual Immersion stipends increased to \$3,000
- PLC, PL, and staff meeting time worked into the duty day through a weekly early release or late start

NEXT STEPS:

- Both parties are working to come to a resolution
- \$500 special pay rate for substitutes in case of a strike
- If a resolution is unsuccessful, the FTA will come together for a strike authorization vote on Wednesday, October 18th
- Fresno Unified will keep schools open, safe and full of learning for students in the event of a strike