UPDATED PROPOSAL
Fresno Unified’s Updated Proposal to the Fresno Teachers Association

Proposal Offer

LAST, BEST AND FINAL PROPOSAL: (provided June 2017)

- 2.5% salary increase for 2016-17 plus 1% when ratified
- District Health Fund contribution at $17,789 per employee allowing JHMB to choose a 90-10 health plan that reduces employee out of pocket expenses
- Revised Extra Pay for Extra Services
- Differential pay for parental leave
- Increasing catastrophic leave up to 100 days
- Working Conditions language to improve teacher safety

LATEST DISTRICT PROPOSAL: (provided September 2017)

- Resulting in a 14.7% ongoing salary increase since 2013, Fresno Unified offered a 3.5% total ongoing salary increase retroactive to July 1, 2016
- New language that ensures premiums remain the same through 2019
- Reduce class size guidelines for grades 7-12; reduce core class ratios in grades 9-12; reduce class sizes in foreign languages classes; eliminate all elementary combination classes
- Additional $1.0 million in Special Education investments to be spent in consultation with FTA/District taskforce
- Reduce work year for Adult School teachers
- Extra pay, grades 7-12 core courses of 37 or more students

DISTRICT RESERVE:
The Board of Education adopted the 2017-18 budget including a 9% reserve for economic uncertainties. The average reserve for California unified school districts is 16.5%. The Board has set aside funds in the reserve for the following projects.

Board Adopted Projects
Reserved for 2017-18

- New Curriculum
  • Science
  • Social Science
  $17M
- New HS Pools
  • McLane
  • Roosevelt
  $11M
- New HS Buildings
  • CTE
  • Design Science
  • New Restrooms
  $16M
- Operations
  • Water Conservation
  • Transportation Grant
  $0.6M
- Early Learning and After School
  $1.5M

LCAP INVESTMENTS THAT ADDRESS COMMUNITY, TEACHER AND STUDENT PRIORITIES:

- $8.8M in social emotional supports
  (more school psychologists, school social workers, and nurses)
- $6.8M to extend tutoring hours/increased library hours
- $6M for additional teachers above base staffing
- $2.1M in increased investments for Special Education
- Equal and fair student discipline standards

WHAT COMES NEXT?

- $500 special pay rate for substitutes in case of work stoppage.
- The District and FTA will proceed to the fact-finding process and await State recommendations. Then both parties will gather again to find resolution.
- If resolution is unsuccessful, and only after that, can the union legally strike.
- Keep Fresno Unified schools open and safe for student learning.

Negotiation updates can be found at www.Fresnounified.org