

TENTATIVE AGREEMENT

Between The

FRESNO UNIFIED SCHOOL DISTRICT

And the

FRESNO TEACHERS ASSOCIATION – BUILDING TRADES PROFESSIONALS

July 9, 2019

The Fresno Unified School District (“District”) and the Fresno Teachers Association – Building Trades Professionals (“FTA Trades”) enter into this Tentative Agreement in order to fully and finally resolve the parties’ successor contract negotiations for the 2019-2022 school years.

Appendix A – Salary:

1. **Salary Increase:** Effective July 1, 2019, Salary Schedules shall be increased by three percent (3.0%).

In addition to the Salary Schedule increase set forth above, all bargaining unit members employed on the date this agreement is ratified by both parties shall receive a one-time, off schedule payment of one and one-half percent (1.5%) of base salary based on the 2018-2019 salary schedule.

2. **2020-2021 and 2021-2022:**

If any other Union/Association in FUSD receives a general, across-the-board salary schedule increase, specifically for the 2020-2021 and 2021-2022 school years, then the Daily Rate of Pay will be increased to reflect that same percentage increase.

Uniforms:

District will provide uniform shirts to be worn during duty time. The District will provide a jacket to the employees for inclement weather. Jacket may be replaced due to normal wear and tear upon request and approval.

The District shall establish purchase orders with a minimum of two vendors to be utilized between July 1, and September 1 each year. Employees will be provided an annual voucher to purchase safety footwear which is required to be worn during duty time. The District shall provide no more than one voucher of \$250 per year for the purchase of appropriate oil and slip resistant, non-marking footwear. Safety footwear is intended to protect the employee from specific types of injury to the ankle, foot or toes. Safety footwear may include (but is not required) to have a steel toe or shank.

Pay Rules Defined:

A Lead employee will be paid 5% higher than the highest paid employee in the shop. Lead positions shall consist of a minimum of one position per shop/trade.

Assistants in any capacity shall be paid the basic wage of the highest employee in that shop plus differential. (Example: assistant supervisors pay will be based on the highest paid employee in that shop, plus 17% for 20 days or duration of that absence).

Appendix A – Vacation:

Modify Appendix A – Vacation – as follows:

Duration of Employment		12 Month Employee	11 Month Employee	10 ^{1/2} Month Employee	10 Month Employee
Prior to July 1	5 months	4.5	4.5	4.5	4.5
“	10 months	8.5	8.5	8.5	8.5
“	11 months	9.5	9.5	-	-

Balance to remain status quo

Hazard Pay Differential:

A unit member will receive a hazard pay differential assignment to a position designated by Human Resources and Risk Management as a hazard pay position. A hazard pay position is one of which: (1) exposes the unit member to a specific and significant hazard, (2) is clearly dangerous to the health or well-being of any unit member so assigned, or (3) the hazard is abnormal of the basic occupation or job class. Such differential will amount to 10% above the unit member's regular salary.

Term:

This agreement shall remain in full force and effect up to and including June 30, 2022. In the event a successor Agreement is not adopted prior to the termination date, this Agreement shall remain in full force and effect until such time as a successor Agreement is adopted or the impasse procedures set forth in Chapter 10.7, Division 4 of Title I of the Government Code, commencing with Section 3458, are exhausted.

The parties have reached tentative agreements on the attached articles:

Article 13 – Hours – Overtime/Compensatory Time- Tentative Agreement reached March 5, 2019

Minimum Call-in and Call-back Time – Tentative Agreement Reached February 19, 2019

Article 14 – Leaves – Military Leave – Tentative Agreement Reached March 5, 2019

Article 14 – Leaves - Sick Leave - Tentative Agreement reached April 2, 2019

Article 17 – Safety Conditions - Tentative Agreement reached March 5, 2019

Article 22 – Transfer and Filling of Vacancy - Tentative Agreement reached February 19, 2019

Article 35 – Mileage Allowance – Tentative Agreement reached February 19, 2019

Miscellaneous – Tentative Agreement reached April 2, 2019

Bargaining Unit Work by Supervisors – Tentative Agreement reached April 2, 2019


Employee Expenses and Materials – Tentative Agreement reached February 19, 2019

Appendix A - Attendance Incentive – Tentative Agreement Reached March 5, 2019


**ALL OTHER TERMS AND CONDITIONS OF THE 2016-19 AGREEMENT NOT
MODIFIED BY THIS TENTATIVE AGREEMENT SHALL REMAIN STATUS QUO**

FRESNO TEACHERS ASSOCIATION – BUILDING AND TRADES PROFESSIONALS

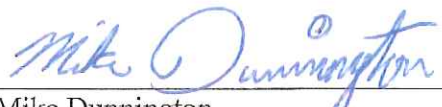
Dated: 7-9-19


Keven Page, Bargaining Chair
Fresno Teachers Association
Building Trades Professionals

Dated: 7-9-19


Nick Hankins
Fresno Teachers Association
Building Trades Professionals

Dated: 7/9/2019


Mike Dunnington
Fresno Teachers Association
Building Trades Professionals

Dated: 7/9/2019


Rodger Walker
Fresno Teachers Association
Building Trades Professionals

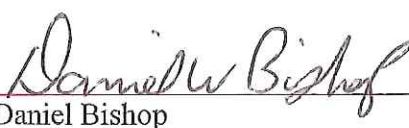
Dated: 7/9/19


Rachel Dominguez
Fresno Teachers Association
Building Trades Professionals

Dated: 7/9/19

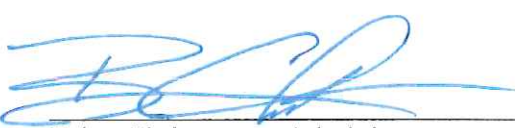

Steve Nazaroff
Fresno Teachers Association
Building Trades Professionals

Dated: 7/9/19


Daniel Bishop
Fresno Teachers Association
Building Trades Professionals

FRESNO UNIFIED SCHOOL DISTRICT

Dated: 7.9.19


Brian Christensen, Administrator
Human Resources/Labor Relations
Fresno Unified School District