



Negotiation News

Fresno Unified Update on Negotiations – June 9, 2017

The Fresno Unified School District and Fresno Teachers Association (FTA) met for their 13th bargaining session on June 9, 2017.

The District provided a package proposal to FTA in response to FTA's May 31, 2017 proposal to the District. A copy of the District's June 9, 2017 proposal can be viewed at the following link:

[June-9-2017-FUSD-Package Proposal](#)

The District's June 9, 2017 proposal includes extending catastrophic leave from 75 days to 100 days (Article 32) and addresses teacher safety and discipline in Article 63, Working Conditions. These proposals demonstrate the District's continued responsiveness toward resolution. The District also included its Special Education (Article 49) proposal for a third party independent review of the Special Education program. The District's position is that an independent review should be conducted before any contract language changes take place.

FTA proposed its Last, Best and Final Offer (LBFO) to the District which can be viewed below:

[June-9-2017-FTA-Proposal-Last-Best-Final](#)

FTA's LBFO was identical to its May 31 proposal, with the exception of reducing CTE costs by \$100,000 per year. This showed virtually no change from FTA's March 16, 2017 proposal. The total cost of FTA's three year package proposal is estimated at over \$154 million.

With the parties continuing to remain far apart, the District asked if FTA would consider jointly declaring impasse. This is after completing 17 collective bargaining and information sessions and would have put the parties in the next phase of the negotiations process where a neutral mediator assists the parties in attempting to come to an agreement. After a brief caucus, unfortunately FTA declined.

Maintaining its focus on the Board of Education's core values, the District informed FTA that the proposal today is the District's Last, Best and Final Offer. FTA did not respond to the District's questions of whether or not FTA would unilaterally declare impasse and instead abruptly ended the bargaining session.

The District's Last, Best and Final Offer includes the following items:

- 2.5% salary increase effective July 1, 2016
- 1.0% salary increase when the parties ratify the Agreement
- \$800 dollar increase to the District's health fund contribution for a total contribution of \$17,789
- Parental leave language consistent with the Education Code
- Working conditions to improve teacher safety and security
- Updates to the Extra Pay for Extra Services Schedule
- Independent third party review of the Special Education program
- Budget Recommendations that include the following:
 - Over \$1 million in Special Education staffing and recruitment
 - Construction Management Program at Fresno High School starting 2018-2019
 - \$8.8 million in social and emotional investments for students which includes additional psychologists, nurses, LVNs, social workers, counselors, CSAs and more.
 - Extension of library hours for elementary schools, and expanded course offerings at Alternative Education sites



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The District's total package proposal cost is estimated at \$83 million over 3 years. The District's Last, Best and Final 3.5% salary proposal and health and welfare proposal maintains the District's standing as a top paying district on the valley floor for career earnings.

The district continues to maintain its focus on its Board of Education's core goals – which strive to build deeper infrastructures for improving student outcomes and maintaining the three legs of the stool.