

ECONOMIC AND NON-ECONOMIC PROPOSAL OF
FRESNO TEACHERS ASSOCIATION
TO
FRESNO UNIFIED SCHOOL DISTRICT
MARCH 16, 2017

The following is the Fresno Teachers Association (“FTA” or “Association”) economic and non-economic proposal to the Fresno Unified School District (“District”) for the 2016-2017 successor contract negotiations on the parties’ Collective Bargaining Agreement effective July 1, 2016 through June 30, 2019. The District must accept this proposal in full or it shall be deemed rejected in its entirety.

1. Financial

- Class size caps/reductions (no cost in 2016-17; \$12.5m in 2017-18; \$12.5m in 2018-19)
- Social-emotional supports-hire full-time RNs and other professionals at each site (no cost in 2016-17; \$5m ongoing starting in 2017-18)
- Healthcare (\$28m ongoing); **cost for all employees**
- Additions to placement on salary schedule (\$3.2m ongoing)
- Fresno Adult School improvements (\$600,000)
- Early Learning improvements (\$900,000)
- SPED improvements (\$1m)
- Obtaining Sub’s/deployment (\$1m)
- Salary: Total bargaining unit salaries shall be equal to, or greater than, 43% of the outgo, or no less than 4%, 3% and 3% next three years (\$20m, \$15m, \$15m); **cost for all employees**
- CTE: \$1m a year over next three years

Total Cost for 2016-17: \$28m+\$3.2m+\$600k+\$900k+1m+\$1m+\$20m+\$1m= **\$55.7 million**

Total new Cost for 2017-18: \$12.5m + \$5m + \$15m +1m = **\$33.5 million**

Total new Cost for 2018-19: \$12.5m + \$15m + 1m= **\$28.5 million**

2. Non-Financial

- (Article 20): As presented by FTA, Nov 2, 2016
- (Article 63): As presented by FTA, October 2016
- (New Article—portion re University Supported Tutoring): As presented by FTA, Nov 2, 2016
- (New Article—portion re Curriculum & Grading): As presented by FTA on Nov 2, 2016
- (New Article—portion re Convocation \$ to neediest students): As presented by FTA on Nov 2, 2016

3. FTA and the district will work in conjunction & collaboration to implement all components of the aforementioned articles and language within 60 days after ratification. Appropriate FTA personnel/membership and district staff will be identified who will determine implementation details, including, but not limited to, who will do the implementation, what’s the timeline to implement the specific articles and language, and where implementation will take place. Any disputes will be resolved by a mutually selected third party arbitrator, whose decision will be binding (State Mediation or American Arbitration Association).

Talking Points:

We will agree to financial protection language...if reserves go below 5% during the term of this CBA, FTA and the district will first meet and greet about possible cost savings; if the meet and greet fails to produce reasonable alternatives, FTA and the district shall reconvene negotiations to find cost savings options.

Class size caps will start at sites with most at risk students, 7th and 9th transition core courses, then spread to broader classrooms; caps will not result in the displacement of any students to a different high school region; any caps overage will result in teacher comp of \$10 per student per day, will be paid out of the deployment pot of \$1m, and if \$1m is spent in any year no further deployment comp will be available for that year to pay for cap overage. Additionally, caps can cost much less if the district is willing to have PLUS and TSAs resume daily classroom teaching.

\$28m for healthcare will zero out premiums first, zero out co-insurance second, and remainder of \$28m will go towards reducing dental premiums cost for all employees. Co-pays will remain at current levels. Any future shortfalls in excess of 3% will be paid for by the district and not employees.

No further adverse contract language negatively effecting educators will be brought to the table by the district and all current adverse language and proposals will be withdrawn.

Other elements of the financial articles are open and will be resolved.

FAS Cost:

1. Reduction of work days from 196 to 185 for full-time teachers, with no reduction in pay, and no negative impact to part-time teachers.
2. Stipend for BA plus 90, Master's, etc. included on pay schedule consistent with K12.
3. Increase number of steps and columns on pay schedule consistent with schedule A.
4. Add a column 5 consistent with Schedule A.
5. Differential pay for FT teachers who have to work a split schedule.

Early Learning Cost:

1. Move all Early Learning teachers to schedule A
2. Match Pre-K work and duty day schedule to T-K schedule
3. Trainings, workshops, and conferences

SPED Cost:

1. Maintaining Caseload maximums
2. Support of prep periods needed for co-teaching, SPED IEPs, testing, etc.
3. 1 sub day per case manager per quarter
4. Trainings & State Testing
5. IEPs after hours to include all bargaining unit team members
6. Behavior programs