

**ECONOMIC PROPOSAL OF THE**  
**FRESNO UNIFIED SCHOOL DISTRICT**  
**TO**  
**FRESNO TEACHERS ASSOCIATION**  
**March 16, 2017**

The following is the Fresno Unified School District's ("District") economic proposal to the Fresno Teachers Association ("FTA" or "Association") for the 2016-2017 successor contract negotiations on the parties' Collective Bargaining Agreement effective July 1, 2016 through June 30, 2019.

**TOTAL CERTIFICATED COMPENSATION PACKAGE**

1. 5.5% total certificated compensation package consisting of the following items:
  - A. *Effective July 1, 2016, all Certificated Salary Schedules shall be increased by two and one half percent (2.5%)*
  - B. *1.85% District contribution to CalSTRS per the CalSTRS 2014 Funding Plan*
  - C. *0.7% contribution to the Health Fund as set forth in Article 18: Fringe Benefits, section 5.1 (ongoing base grant revenue increase)*
  - D. *0.45% that accounts for annual step and column movement*
2. *Recruitment incentive for hard to fill positions (math and science)*
3. *Revise Extra Pay for Extra Services language*
4. *All certificated employees shall be placed on respective Salary Schedules according to years of experience and training. Annual step advancement is contingent upon receipt of an overall summative evaluation rating of "Growth Expected," "Meets Standards," or "Demonstrates Expertise." When a unit member "Does Not Meet Standards" in his/her overall summative evaluation, he/she shall not receive annual step advancement and shall remain stationary for annual step advancement until the unit member receives an overall summative evaluation rating above "Does Not Meet Standards".*