

ECONOMIC AND NON-ECONOMIC COUNTER-PROPOSAL OF
FRESNO TEACHERS ASSOCIATION
TO
FRESNO UNIFIED SCHOOL DISTRICT
May 2, 2017

The following is the Fresno Teachers Association (“FTA” or “Association”) economic and non-economic counter-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

- (Article 5) Class size caps/reductions (no cost in 2016-17; \$12.5m in 2017-18; \$12.5m in 2018-19)
- (New Article) Social-emotional supports-hire full-time RNs and other professionals at each site (no cost in 2016-17; Approx. \$5m ongoing starting in 2017-18)
- (Article 18) Healthcare (\$28m ongoing); **cost for all employees**
- (Article 50) Additions to placement on salary schedule (\$3.2m ongoing)
- (Article 1) Fresno Adult School improvements: 185 duty days, add steps 6 thru 15 with a 1.08 index per step, 10% differential pay for split shift hours, and 50% of all educators at FAS must be full-time (district to send FTA quarterly report with staffing numbers); cost significantly less than \$600,000
- (Article 4) Early Learning improvements: 10 hours per class per month for extra duty hours (\$297,500), \$500 additional dollars in supplies per classroom (\$85,000) and most of the remaining \$517,500 on the current salary schedule (attached)
- (Article 49) SPED improvements (\$1m)
- (Article 39) Obtaining Sub’s/deployment (\$1m)
- (Article 50) Salary: Total bargaining unit salaries shall be equal to, or greater than, 43% of the outgo, or no less than 5%, 3.5%, and 3.5% next three years; **for all employees**
- (New Article) CTE: \$1m a year over next three years

2. Non-Financial

- (Article 20 Hours): As presented by FTA, Nov 2, 2016
- (Article 63 Working Conditions): As presented by FTA, October 17, 2016
- (Article 32 Sick Leave): As presented by FTA, Nov 2, 2016
- (Article 41 Part-Time Employees): As presented by FTA, October 17, 2016
- (Article 60 Term of Agreement): Counter proposal to FUSD April 17, 2017. Strike 2.2 and up date 2.3 to reflect the end of the contract term as 100 days prior to the contract end date. All dates shall reflect a three-year term ending June 30, 2019, with no reopeners.
- (New Article— Entering of Test Results): As presented by FTA, Sept 7, 2016
- (New Article— Student Focused Academic Outcomes and Social Emotional Supports re portion Teacher Autonomy and Academic Freedom): As presented by FTA, Nov 2, 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).

Pre-School Teachers Annual Salary Schedule Proposal May 2, 2017 (183 Duty Days)

Level	Class I	Class II	Class III	Class IV	Class V	
R-1	\$28,491.31	\$30,670.19	\$32,730.66	\$34,720.08	\$37,041.07	
R-2	\$30,670.19	\$32,730.66	\$34,720.08	\$37,041.07	\$39,006.82	
R-3	\$32,730.66	\$34,720.08	\$37,041.07	\$39,006.82	\$41,209.38	
R-4	\$34,720.08	\$37,041.07	\$39,006.82	\$41,209.38	\$43,269.84	
R-5		\$39,006.82	\$41,209.38	\$43,269.84	\$44,217.18	
R-6			\$43,269.84	\$44,217.18	\$47,746.04	
R-7					\$49,782.81	
R-8					\$51,866.97	Total:
	\$126,612.24	\$174,168.82	\$300,781.06	\$239,464.37	\$354,140.11	\$1,195,166.60
						Total Increase:
						\$513,921.64
Level	Class I	Class II	Class III	Class IV	Class V	
R-1	\$40,742.57	\$43,858.37	\$46,804.84	\$49,649.71	\$52,968.73	
R-2	\$43,858.37	\$46,804.84	\$49,649.71	\$52,968.73	\$55,779.75	
R-3	\$46,804.84	\$49,649.71	\$52,968.73	\$55,779.75	\$58,929.41	
R-4	\$49,649.71	\$52,968.73	\$55,779.75	\$58,929.41	\$61,875.87	
R-5		\$55,779.75	\$58,929.41	\$61,875.87	\$63,230.57	
R-6			\$61,875.87	\$63,230.57	\$68,276.84	
R-7					\$71,189.42	
R-8					\$74,169.77	Total:
	\$181,055.50	\$249,061.41	\$430,116.92	\$342,434.05	\$506,420.36	\$1,709,088.24
Level	Class I	Class II	Class III	Class IV	Class V	
R-1	\$27.85	\$29.98	\$31.99	\$33.94	\$36.21	
R-2	\$29.98	\$31.99	\$33.94	\$36.21	\$38.13	
R-3	\$31.99	\$33.94	\$36.21	\$38.13	\$40.28	
R-4	\$33.94	\$36.21	\$38.13	\$40.28	\$42.29	
R-5		\$38.13	\$40.28	\$42.29	\$43.22	
R-6			\$42.29	\$43.22	\$46.67	
R-7					\$48.66	
R-8					\$50.70	