



Negotiation News

Fresno Unified Update on Negotiations – May 2, 2017

The Fresno Unified School District and Fresno Teachers Association (FTA) had a scheduled bargaining session on May 2, 2017.

FTA provided a package proposal to the District in response to the District's April 17, 2017 proposal to FTA. A copy of FTA's May 2, 2017 proposal can be viewed at the following link:

https://www.fresnou.org/dept/hr/NegotiationNews/May-2-2017-FTA-Economic-Non-Economic_Proposal.pdf .

FTA's package proposal included these financial items:

- A. *5% for 16-17, 3.5% for 17-18 and 3.5% for 18-19. FTA's May 2, 2017 proposal is over a **\$10 million increase** from FTA's March 16, 2017 proposal.*
- B. *\$28 million in ongoing expenditures on health benefits. (No change)*
- C. *A salary schedule for preschool teachers at FTA's estimated cost of \$513,921.64.*
- D. *10 Additional steps with a 1.08 index per step on the Adult School Salary schedule and a reduction in duty days from 196 to 185 days.*
- E. *Special Education improvements equivalent to \$1 million. (No change)*
- F. *Substitute and Deployment expenditures equivalent to \$1 million. (No change)*
- G. *Additional Career Technical Education expenditures of \$1 million per year for the next three years. (No change)*

Compared to FTA's March 16, 2017 proposal, FTA also added the following "non-financial" proposals:

- A. *Sick Leave – No requirement to provide reasons for leave for absences that are seven days or less.*
- B. *Hiring Part-Time Employees – Shortages in hard to fill position will be staffed by part-time employees. Part-time employees to receive priority over the hiring of retirees or contracted agency personnel.*
- C. *New Article on entering test results – FTA has proposed that no teachers score or enter test data for any District-mandated assessments, including school-wide assessments.*
- D. *Term – Revise language to have no reopeners for the next three years.*

The District's and FTA's proposals can be viewed at the following link:

<https://www.fresnou.org/dept/hr/Pages/negotiation-news.aspx> .

The negotiating teams will reconvene for the next bargaining session on May 25, 2017.