

Fresno Teachers Association proposal to Fresno Unified, November 2, 2016

VALUING SKILLED EDUCATORS, RECRUITING & RETAINING THE BEST EDUCATORS IN FUSD (ARTICLE 50 - Salary)

1. Salary Schedule Increases

~~1.1 For 2013-2014, all salary schedules shall be increased by 2.7% effective July 1, 2013--~~
To ensure adequate resources are available to attract and retain the highest qualified educators in FUSD, and to maintain a fair share commitment to investing in classroom teachers, FTA and FUSD agree that bargaining unit salary schedules shall be based on 43% of the total FUSD budget outgo for the term of this agreement. This shall equate to no less than an 8% increase to all FTA members in 2016-17, a 6% increase to all FTA members in 2017-18 and a 6% increase to all FTA members in 2018-19.

~~1.2 For 2014-2015, all salary schedules shall be increased by 3.5% effective July 1, 2014. ☐~~

1.3 Professional Learning Column. The District will add Class V to the Basic Salary Schedule providing a 3% increase **to the base salary** the Class IV Column to any teacher **certificated staff member** who completes 9 semester units provided through the District's Professional Learning Department. ~~no sooner than July 1, 2015. Eligibility agreement below:~~

- 1.3.1 To be eligible for Column V, a unit member must be at Class IV on the Basic Salary Schedule; ☐
- 1.3.2 Unit members must complete a total of 9 units of professional learning by taking courses provided through the District's Professional Learning Department; ☐
- 1.3.3 The teacher shall move to Column V beginning in the school year after the unit member completes all 9 units; ☐
- 1.3.4 District Professional Learning Column must be renewed every ~~3 years~~ **6 years**. The specific purpose for the requirement to complete 9 semester units every ~~3 years~~ **6 years** is continuing commitment to achieve District Goals after a unit member has completed Class IV of the Salary Schedule. ☐
- 1.3.5 The District and the Association will establish a joint committee to monitor the implementation of the ~~manage~~ **the Professional Learning Column and select the courses and instructors that best fit the educational needs of our staff and our students. Curriculum opportunities shall be available for all bargaining unit members (e.g. art teachers, foreign language teachers, adult education teachers).**
- 1.3.6 The parties understand and agree that the Professional Learning Column shall terminate if, for any reason, there exists an inability for full funding of the stipend through the Local Control

Funding Formula or any successor legislation. ~~There will be no cost to bargaining unit members to take these courses.~~

- 1.4.1 Special Education classes (including RSP), Speech Pathologist, Nurses and DIS: \$3000 per year. The intention of this stipend is to serve as recruitment & retention of qualified educators. This does not apply to extra duties outside of the 8 hour day.
- 1.4.2 Bi-lingual classes, **including Dual Emersion, and/or a Bilingual Credential: \$500 \$1000** per year

2. Extra Pay for Extra Services (EPES):

- 2.1 The EPES schedules shall be increased by the same percentage as applies to schedules effective July 1 of the following- current year. ~~There will be no cost to bargaining unit members to take these courses.~~

~~2.2 Effective July 1, 2013, the extra pay amounts set forth on the EPES Additional Service Pay Schedule [i.e. pp. 110-119 in the 2010-2012 CBA] shall double with the exception of elementary athletic coaches which will triple. ~~There will be no cost to bargaining unit members to take these courses.~~~~

- 4.2 A teacher new to the Fresno Unified School District with previous teaching experience in an accredited school in grades Kindergarten through twelve will be given **year to year** credit for ~~one level~~ for each year of teaching up to the maximum on the salary schedule, ~~except that only up to five years of such service credit shall be credited service for career increment purposes. Career increment of 1.6% shall be given each year from the 11th to 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five years of service credit shall be granted for out-of-District service. Any exception to give credit for more than year for year must be with Board approval in closed session. The names will be placed on the consent agenda at the following Board meeting after notification to the Association. ~~There will be no cost to bargaining unit members to take these courses.~~~~

- 4.8 Nurses, audiologists, and speech language pathologists new to the district shall be granted year for year credit for actual nursing experience as a registered nurse or a public health nurse, licensed audiologist and licensed speech language pathologists. ~~nurse up to a maximum of five years. Full year for year credit shall be granted for previous experience. as a public school nurse. ~~There will be no cost to bargaining unit members to take these courses.~~~~

- **Any and all coaching positions, including assistant coaches, in Fresno Unified shall be listed under Extra Pay Amounts for school activities in the CBA. Any not listed but still "active" e.g. Lacrosse and Badminton coaches, and assistant coaches in the district shall be compensated at equal level to other listed coaching positions in the CBA**

D. Additions to Placement on the Basic Salary Schedule (currently page 111) will be increased starting in 2016/2017 as follows:

\$3000 for earned Doctorate

\$3000 for National Board Certification for Teachers. District shall pay for initial & renewal cost for certification. National Board certification will fulfill the PL Column V, 9 unit requirements on the salary schedule.

\$2000 Certificate for Clinical Competence (for SLPs and Audiologists)

\$2000 National Association of School Nurses

Add name SLP (Speech Language Pathologist) to salary schedule

Additional column and step increases will be added to the salary schedule for BA plus 90/MA which will be consistent with current column and step increases.

G. Additional Service Pay Schedule (currently page 119-127) will increase to a percentage consistent with Salary Schedule A effective July 1, 2016. All Summer Bridge, inter-session workshops & classes, shall be compensated through Supplemental Compensation contracts.

H. Eliminate +30 on CLASS 1, and relabel as BA + Full-Credential.

I. 2.2.1 Employees will receive supplemental compensation.

