

Fresno Teachers Association Proposal to Fresno Unified, November 2, 2016
New Article- Student Focused Academic Outcomes and Social/Emotional Supports

FTA SUPPORTS IMPROVED ACADEMIC OUTCOMES FOR STUDENTS

A. Class sizes shall be capped in the following way:

K-3	1:24
4-6	1:26
7-8	1:28
9-12	1:30
T-K	1:18
Pre-K	1:16
Physical Education Classes	1:40
Phoenix Secondary	1:7
Alternative Education	1:24

Caps shall go into effect in a two-year period starting in the 2017-18 school year and be completed at the start of the 2018-19 school year.

There is significant research and data available indicating that students in the 3rd grade who are 1 or more academic years developmentally behind than their peers, have a difficult and sometimes impossible task of catching-up. The district's own data dashboard published in November 6, 2015, shows that 75% of 3rd of students are reading below grade level in the 3rd grade and 74% are not proficient in math in the 3rd grade. To help our youngest students perform better academically, FTA proposes that all Pre-k, T-k, and Kindergarten students get additional resources in the form of one academic tutor per classroom. Tutors shall be Fresno State, National University and Pacific University students studying child development or education, and Retired Teachers who are credentialed in math and English. Additionally, FUSD shall hire at least one Certificated Reading Specialist and Certificated Math Specialist per elementary school site for the 2017-18 school year and for all subsequent years. Fresno State University Students, Fresno Pacific University Students, National University students, Retired Educators, Credentialed Reading Specialists and Credentialed Math Specialists shall work in conjunction with school site educators to improve reading and math percentages at all elementary schools.

FTA SUPPORTS IMPROVED SOCIAL/EMOTIONAL SUPPORT FOR STUDENTS

B. Full-time Registered Nurses, Full-time Health Assistants, Full-time Social Workers and Full-time Psychologist shall be at each school site.

These additional student supports shall go into effect in a two-year period starting in the 2017-18 school year and be completed at the start of the 2018-19 school year.

FTA SUPPORTS IMPROVED CAMPUS SAFETY FOR STUDENTS, EDUCATORS& VISITORS

C. Full-time security (CAs) shall be provided at each school site for the 2017-18 school year and all subsequent years thereafter.

Additional Social/Emotional Supports for Students

- Increased recess time of 20 minutes for all elementary & middle school students.
- Addition of at least 1 field trip for each grade level at each school
- Eliminate convocation and spend resources donated for convocation to purchase backpacks and supplies for neediest students
- Communities shall have access to all schools as Parks space after school hours, including weekends
- Libraries at elementary schools open till 7pm and staffed by Certificated Teacher Librarians; parents must be present with students

Curriculum and Grading:

- i. All new curriculum and textbooks assigned by administration shall be treated as primary source material for teachers. Teachers shall have autonomy to modify this curriculum to what will work best for their students.
- ii. Academic freedom shall be guaranteed to teachers in the study, investigation, presentation and interpretation of facts and ideas insofar as such facts and ideas reflect state and local prescribed courses of study. Special education instructors shall have access to curriculum as stated in Article 49.
- iii. Such academic freedom shall be subject to standards of professional responsibility with due regard for the maturity level of the students, laws of the State of California, and the Board rules and regulations.
- iv. Teachers shall have the responsibility for determining grades for students in the District in accordance with the standards for grading as established by District policy. Such grades shall not be changed except as permitted in Section 49066 of the Education Code.

Committee to Decrease the Achievement GAP:

- v. The District and FTA shall create a group of 7 community leaders, 7 teachers, and up to 7 administrators that will investigate the issue of how to improve the achievement gap and issue recommendations that shall be adopted and funded by the district. This group will meet at least once a month. All meetings of the group shall be public, and notice of the meetings shall be posted on the website, and sent out by District email to employees. The group will also administer a one million-dollar fund (per year) to fund projects on how to reduce the achievement gap.
- vi. This group shall be provided with all relevant information and data to accomplish its goals. Data will be provided in a reasonable time period. If data is not provided in a timely manner, then the timeliness shall be subject to the grievance procedure and/or the EERA.

Supporting Parent Engagement

- vii. The District shall encourage and support parent engagement
 - 1. Meeting notices for School Site Council, PTA's, and other school meetings shall be posted on the school's website and at the school site at least 10 days ahead of time
 - 2. Principals shall automatically and immediately support the creation of new PTA's. PTAs shall have the right to reserve rooms or use meeting space to conduct their meetings on campus.
 - 3. At least one bargaining unit member per school may volunteer to work with the existing PTA or help develop a PTA at that school. Unit members shall be paid per-diem rate for 2 hours per month.
 - 4. The District will modify parent paperwork to include a checkbox where parents can opt-out if they do not want their contact information sent to the PTA. Contact information for parents at the school shall be provided to the PTA at least once per semester in electronic form.

Schools of Choice

- viii. The District shall do a yearly mailer to all pre-school and TK families letting them know about schools of choice availability, and giving them information on how to register.
- ix. All schools of choice shall be provided with busing.

Technology

- x. The District shall ensure that each teacher is provided with technology that is in working order.
- xi. The District shall hire sufficient technology personnel to ensure that each HEAT ticket will be resolved within 3 days.
- xii. Staff shall be eligible for computer replacement every three years.

- xiii. The District shall collaborate with FTA to implement voluntary technology training for teachers. Teachers shall be paid their per-diem rate to attend such trainings.
- xiv. The District shall collaborate with bargaining unit members to develop a plan to move to a 1x1 ratio of technology to students within 2 years. FTA will nominate the educators that will help create this plan.

School Bond Monies

- i. The district shall collaborate with FTA, SEIU, CSEA, and 7 parents (one per high school region) to set specific allocation parameters for all bond revenue for new schools and improvements or additions to existing schools.