



Negotiation News

Fresno Unified Update on Negotiations – November 2, 2016

The Fresno Unified School District and Fresno Teachers Association (FTA) had a scheduled bargaining session on November 2, 2016.

For the second time, without negotiating with the District regarding a change to the parties' ground rules or past practice, FTA brought over 300 people to attend the scheduled negotiations session.

The District has proposed 12 bargaining team members as a reasonable number. FTA provided a list of its bargaining team at approximately 530 individuals.

The District has provided several alternatives to address FTA's demand to have a 749 member bargaining team, including the option for FTA to have as many attendees in its caucus room as it believes are necessary to provide feedback during negotiations. FTA proposed to record and live-stream the negotiations session to a 300-plus person audience in attendance. Due to the confidentiality of negotiations sessions, the District declined this offer from FTA.

Notwithstanding the parties' objections with respect to bargaining team sizes, FTA reduced the size of its bargaining team at the table to 12 members, and the parties exchanged proposals.

The District provided FTA with its economic proposals and a proposal on parental leave. The District's economic proposal consists of a 5.0% total certificated compensation package consisting of the following items:

- 2.0% ongoing salary increase
- 1.85% District contribution to CalSTRS per the CalSTRS 2014 Funding Plan
- 0.7% contribution to the Health Fund as set forth in Article 18: Fringe Benefits, section 5.1 (ongoing base grant revenue increase)
- 0.45% that accounts for annual step and column movement
- Recruitment incentive for hard to fill positions (math and science)
- Revise Extra Pay for Extra Services (EPES) language to align with current EPES contracts and programs
- Pay for Performance Proposal where teachers receiving an overall evaluation of "Does Not Meet Standards" are held at their current step on the salary schedule until they receive a higher overall evaluation rating



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FTA presented the following proposals and counter proposals to the District:

- Article 4 - Early Learning
- Article 5 – Class Size
- Article 20 – Hours
- Article 49 – Special Education
- Article 50 - Salary
- Career Technology (New Article)
- Social and Emotional (New Article)

FTA's Salary proposal includes a 20% increase over the next three years, with a total cost to the District of approximately \$110 million dollars. This is in addition to the over \$60 million annually (ongoing) FTA has requested for fully-subsidized health for all District employees.

FTA's remaining articles include items with additional costs that will substantially increase the total amount of FTA's proposals to date far beyond the \$170 million for salaries and health benefits alone.

As the parties' have exchanged all proposals, the District will continue working on a cost estimate of all of FTA's 24 proposed articles. The parties will be engaged in further negotiations and the District looks forward to making progress with FTA in upcoming sessions resulting in an agreement that supports the District's commitment to its students, staff and community.