



Class Sizes (Article 5)	Class Sizes (Article 5)
<p><b>Individual Class Maximums:</b></p> <p>K-3: 24 students                      4-6: 26 students                      7-8: 28 students                      9-12: 30 students</p> <p>TK: 18 students                      Pre-K: 16 students                      PE Courses: 40 students                      Phoenix Secondary: 7 students                      Alt. Ed.: 24 students                      RN Ratio: 1:750 students</p> <p>Waive class sizes above for additional pay: \$5 per student per day for every student above class maximums*</p> <p>Foreign Language becomes a core curriculum class. Eliminate combination classes.</p> <p>Note: Class max would not apply to courses where max would prove detrimental (e.g. choir, band, etc.)</p>	<ul style="list-style-type: none"> <li>Foreign Language becomes a core curriculum class.</li> <li>Grades 4-6: Staffing ratio reduced by 1, to 1:29.</li> <li>Grades 9-12: Staffing ratio reduced by 1, to 1:30.</li> <li>Grades 7-12: Reduce class guidelines by 1, to 1:36.</li> <li>Core curriculum teachers with 37 or more students, paid up to \$20/day, \$4 per period up to 5 periods a day in grades 7-12.</li> <li>Eliminate ALL combination classes at elementary schools.</li> </ul>
\$7.6 million* - \$47.1 million**	\$10.8 million

Safety & Discipline (Article 63)	Safety & Discipline (Article 63)
<ul style="list-style-type: none"> <li>Comprehensive plan that fixes Restorative Justice, and creates school site accountability.</li> <li>Creation of a committee of all stakeholders, including members chosen by FTA to address safety &amp; discipline.</li> <li>Ensures notification of expulsion &amp; risk to educators.</li> </ul> <p>Note: Please read more in Article 63</p>	<p>FUSD Response:</p> <p>“Equal, fair and consistent discipline across the district as outlined by the District Wide Discipline Guidelines Committee with joint current participation of teachers.”</p>
N/A	N/A

Healthcare (all employees included) (Article 18)	Healthcare (all employees included) (Article 18)
<p>Plan remains, unless renegotiated</p> <p>95/5 plan without increases to premiums or co-pays.</p> <p>\$1,250 max OOP Single                      \$2,500 max OOP Family</p> <p>(“OOP” = Out of Pocket Maximum, per year)</p>	<p>Plan managed by the Joint Health Management Board</p> <p>90/10 plan without premiums increase.</p> <p>\$2,500 max OOP Single                      \$5,000 max OOP Family</p> <p>Copays, Coinsurance, Deductibles ALL count towards OOP</p>
\$22.0 million	\$14.6 million

Salary (Article 50)	Salary (Article 50)
<p>2016-17: 3.5% On-going                      (Retro to July 1, 2016)</p> <p>.5% One-time</p> <p>2017-18: 3%</p> <p>2018-19: 3%</p> <p>MA: \$2,500/yr.                      BA+90: \$2,500/yr.                      Ph.D.: \$2,500 /yr.                      NBCT: \$2,500/yr.</p> <p>Certificate for Clinical Competence: \$2000/yr.                      National Association of School Nurses: \$2,000/yr.                      Full service credit for all years of teaching/nursing/SLP                      FTA Me Too/Parity with all FUSD Bargaining Units</p>	<p>2016-17: 2.5% On-going                      (Retro to July 1, 2016)</p> <p>2017-18: 1.0% On-going                      (Retro to July 1, 2016)</p> <p><b>For a total of 3.5% On-going Retro to July 1, 2016</b></p> <p>2018-19: Reopener</p> <p>Including these increases, the result is 14.7% in ongoing salary increases since 2013</p>
\$58.2 million	\$19.3 million

Additional Cost Items	Additional Cost Items
<p>Annual Step and Column and State Pension shift</p> <p>“Rewards” and Fieldtrips - \$3 million per year for 3 years</p> <p>Substitute Teachers/Deployment (Article 39)</p>	<p>Annual Step and Column and State Pension shift</p>
\$49.1 million	\$39.2 million

<b>Teacher Autonomy (Curriculum &amp; Meetings Art. 20)</b>	<b>Teacher Autonomy (Curriculum &amp; Meetings Art. 20)</b>
Meeting Hours: Elimination of FUSD led PL/AC hours.	Meeting Hours: Current ratified contract which includes site-based, teacher-led collaboration.
Curriculum: Guarantees teachers' academic freedom in planning instruction, implementing instruction, and grading practices.	Curriculum: Current ratified contract language providing guaranteed access to grade level curriculum.
N/A	N/A
<b>Special Education (Article 49)</b>	<b>Special Education (Article 49)</b>
SPED Improvements: workloads, caseloads, curriculum access, student placement, release time, trainings, policy & procedures, prep periods, and co-teaching ratios. For example:  Special Day Class (SDC) Setting Caseload <u>Maximums</u> : SDC-Mild/Mod, includes Autism Inclusion: 15 students. Staff to Student ratio of 1:5  SDC Mild-Mod Emotionally Disturbed, Autism, OI: 9 students. Staff to Student ratio of 1:3  SDC - Mod/Severe: 12 students. Staff to Student ratio of 1:2  SDC Mod/Severe Emotionally Disturbed, Autism, OI: 10 students. Staff to Student ratio of 1:2  SDC (DHH/Deaf Ed): 16 Students. Staff to Student ratio of 1:4  Speech Lang. Pathologists (SLP), Elem. & Sec.: 55 Students Max  Speech and Lang. Pathologists (SLP), Early Childhood (Infant-PS): 40 Students Max	\$1 million in Special Education investments to be spent in consultation with FTA/District taskforce for the purpose of addressing caseload/workload.  Additional budgeted investments of \$1.1 million for additional staffing.  Resources specialist and speech pathologist caseloads as set forth by law.
\$33.0 million	\$2.1 million
<b>Early Learning (Article 4)</b>	<b>Early Learning (Article 4)</b>
\$500 additional in supplies per classroom 10 hours per class per month for extra duty hours New salary schedule	Early Learning classrooms shall receive an additional \$400 per year for classroom materials and supplies.
\$400,000	\$50,000
<b>Fresno Adult School (Article 1)</b>	<b>Fresno Adult School (Article 1)</b>
Move to 190 duty days July 1, 2018, no change in salary. Move to 185 duty days July 1, 2019, no change in salary. Seniority; 10% differential pay for split shift hours BA+90, MA and Earned Doctorate shall be placed on salary schedule for FAS	Reduce work year to 190 days with no impact to salary.
\$800,000	N/A
<b>CTE (New Article)</b>	<b>CTE (New Article)</b>
Comprehensive and collaborative with union trades.	New construction management program at Fresno High with industry partners/trades experts
\$2.7 million	N/A
<b>Social-Emotional Supports (New Article)</b>	<b>Social-Emotional Supports (New Article)</b>
The district will employ 60 full-time registered nurses by July 1, 2018. The district will employ 70 full-time registered nurses by July 1, 2019. The district shall employ the number of full-time registered nurses to meet the 1:750 ratio requirement by July 1, 2020.	Language not bargained but included in district budget investment recommendations to the school board in Spring 2017.
\$5.0 million	\$8.8 million
<b>\$178.8 MILLION - \$218.3 MILLION **</b>	<b>\$94.9 MILLION</b>
<b>**Does not include class size facility costs estimated at an additional \$30 million - \$100 million</b>	