



Negotiation News

Fresno Unified Update on Negotiations – June 2, 2023

Wednesday, May 31st, 2023 Fresno Unified and FTA leadership held their weekly meeting. Fresno Unified then submitted their first package proposal to FTA on Thursday, June 1st. The package proposal was also released publicly as promised. The related press release can be found at this link and the full proposal is enclosed below.

Fresno Unified's first package proposal is fiscally responsible and keeps Fresno Unified educators among the top of the salary and benefits scale compared to local districts. It includes a proposed total of 11% salary increases based upon passing through 82% of the LCFE funded COLA for salary. Fresno Unified's current average annual teacher salary is \$90,512 and this proposal estimates increasing that salary to \$100,305.

The package proposal also included updated fringe benefits information regarding a move to 100% district-paid coverage up from 95%. This means covered persons have their health procedures 100% covered by the district after their co-pay and deductible. Fresno Unified also further eliminated co-pays for spouses who are both benefitted employees of Fresno Unified and suspended the \$10 per month health assessment fee for all employees.

Fresno Unified also proposed to reduce the per employee health fund contribution to \$21,000 as labor partners and JHMB have shared concerns the health fund is overfunded. That decrease will result in an increase in employee take-home income instead of being locked in the health fund.

As the economic picture is estimated to decline significantly in the coming years and Fresno Unified faces flat or declining student enrollment, Fresno Unified's proposal ensures the stability of our educators' livelihoods and the strength of Fresno Unified's fiscal standing.

Fresno Unified clarified that their package proposal does not include any student investments as that is outside of the scope of bargaining. Separate and distinct from bargaining, Fresno Unified invested more than \$30 million ongoing to fund 300+ school site positions to support students, classrooms, and teachers. This year, Fresno Unified is proposing more than \$90 million in direct site support through staffing, programming, and improvements.

Fresno Unified will continue to provide Negotiation News updates as negotiations continue.