



Negotiation News

Fresno Unified Update on Negotiations – June 9, 2023

On Thursday, June 8th, 2023, Fresno Unified filed an Unfair Practice Charge (UPC) with the Public Employment Review Board (PERB) against the Fresno Teachers Association (FTA). This UPC was filed in an attempt to get FTA back to the bargaining table and bargain in good faith. In full transparency, [the full UPC document is linked here](#) for all to read in its entirety. Fresno Unified is providing this update to clarify information issued by FTA on Fresno Unified's UPC.

- FTA continues to share that Fresno Unified is making a "\$103 million cut to the healthcare fund", without sharing that they themselves, along with the rest of the Joint Health Management Board, have been urging Fresno Unified to spend down the healthcare fund in ways that benefit employees. Fresno Unified's proposal does just that by reducing the per-employee contribution to the health fund and instead putting that money directly back into the pockets of employees.
- FTA continues to share that Fresno Unified is "ignoring" FTA's requests for class size caps, when Fresno Unified has clearly communicated an interest in reducing class size ratios, which were reduced in the last bargaining agreement as well. Fresno Unified is analyzing the potential impact of reduced class size ratios and hopes to continue negotiating this item if FTA agrees to return to the bargaining table in good faith.
- FTA also continues to share that HR administrators received a 13% "raise" and that other administrators received a 2-5% "raise" this year. This is blatantly untrue. As clarified in [Fresno Unified's May 26th, 2023 Negotiation News update](#), on April 26th, five (5) employees from human resources, four (4) administrators and one (1) Executive Director, were appointed into higher positions as a reclassification to better align with their duties. Fresno Unified believes FTA is referencing school site leaders as the administrators receiving a 2-5% "raise", which would be in reference to an adjusted salary schedule following a class compensation study ensuring Fresno Unified leaders are being paid within industry standards for their duties. These are not raises. In fact, non-represented management employees receive the exact same raises each year that FTA receives. And in the spirit of full transparency, Fresno Unified and FTA have a side letter agreement which significantly increases SLP salaries based on a compensation study, which FTA continues to fail to mention.
- FTA refers to a 10% raise coming for Visalia educators, without acknowledging that Fresno Unified surpasses Visalia Unified in total compensation at a teacher average, and at 5, 10, 20, and 25 years of service.
- FTA continues to criticize Fresno Unified for wanting to "tie evaluations to student outcomes", without recognizing that the Commission on Teacher Credentialing's



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California Standards for the Teaching Profession (CSTP), which are used to guide teacher evaluations, already include student assessment.

- FTA continues to point back to the livestreamed bargaining sessions as evidence of Fresno Unified being “unprepared” to engage, when, [as readers can see in the UPC document](#), the livestreamed sessions were used inappropriately by FTA and in direct conflict with the signed ground rules.

Fresno Unified is hopeful that with this transparency and clarity, FTA will return to the bargaining table ready to negotiate and move forward on a mutually beneficial agreement.

Fresno Unified and FTA will meet again on Thursday, June 22nd, 2023.