



Negotiation News

Fresno Unified Update on Negotiations – May 26, 2023

Yesterday, Thursday, May 25th, Fresno Unified and FTA leadership held their weekly meeting. Fresno Unified clarified with FTA the three (3) actions taken during their rally on Wednesday evening. Actions included:

1. Rejecting Fresno Unified's response in its entirety to FTA's interests document,
2. Committing to submitting a last, best, and final offer to Fresno Unified that evening (May 25), and
3. Setting a deadline of September 29th to reach an agreement or FTA will schedule a member meeting in October to take a Strike Authorization Vote.

Fresno Unified clarified with FTA that their last, best, and final offer included just four (4) changes from what FTA submitted as their interests in November and their three (3) addendums in December, February, and March. Those four (4) changes include:

1. Reinstating lifetime benefits for all, as it stood before June 30, 2005,
2. Adding language that Edgenuity can be used in Alternative Education settings while eliminated and replaced with traditional instruction in all other settings,
3. Adding language regarding equitable school assignments for credentialed school nurses, and
4. Adding language regarding class sizes and staffing at our Adult Transition Program.

Fresno Unified reaffirmed our commitment to provide our first comprehensive package proposal to FTA and the public on June 1st.

Unrelated to the meeting, Fresno Unified would like to clarify a few points that have been shared publicly that are misleading.

- FTA has shared an excerpt from our response document and is alluding to the idea that Fresno Unified is not interested in smaller class sizes. Fresno Unified wants to clarify that we have discussed lowering class sizes, however we argue that class size ratios, not class size caps, are best for students.
 - Class size caps can have unintended consequences that may include;
 - forcing combination classes,
 - bussing students away from their home schools, and
 - splitting siblings across schools in the district.

Fresno Unified is interested in exploring lowering class size ratios, but not class size caps.



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- FTA also shared that “senior HR admin” received a 13% raise on April 26th which is untrue. 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. The reclassification also supports the redesign of human resources which includes pairing Assistant Superintendents from human resources with Instructional Superintendents regionally to better support school site needs. **Fresno Unified did not provide any raises to senior HR admin staff.**

Fresno Unified would also like to clarify that significant improvements to participants’ benefits have been proposed through the Joint Health Management Board (JHMB). This included a proposed premium holiday where the district would cover all premium costs for benefitted participants for a period of time. This would save benefitted participants anywhere from \$60 to \$230 dollars per month during the premium holiday. Unfortunately, the premium holiday was voted down by FTA representatives of the JHMB.

We will provide ongoing Negotiation News updates following meetings with FTA and as we submit our package proposal next week.