

**FRESNO UNIFIED SCHOOL DISTRICT  
PROPOSAL SUMMARY TO  
FRESNO TEACHERS ASSOCIATION**

**October 5, 2017**

In addition to the District's June 9, 2017 proposal to FTA, including the budget items as described, the District is proposing the following additional items in efforts to reach a resolution for the parties' 2016-2017 successor contract negotiations on the parties' Collective Bargaining Agreement effective July 1, 2016 through June 30, 2019.

**Additions to the District's Current Certificated Compensation Package as Follows:**

- 1. The total proposed ongoing salary increase of 2.5% for the 2016-2017 school year and the 1.0% increase when the parties ratify for a total of 3.5% will be retro to July 1, 2016.*
- 2. The District will ensure that employee monthly premium contributions are not increased through the term of this contract ending 2018-19, subject to JHMB approval. This is contingent upon JHMB maintaining as a health plan option for employees the Kaiser Permanente health plan.*

**Class Size:**

- 1. Effective July 1, 2018, eliminate all combination classes at elementary schools in Article 5.*
- 2. Effective July 1, 2018, reduce staffing ratios for grades 4-6 by 1 to 1:29 in section 1.1.2 of Article 5.*
- 3. Effective July 1, 2018, add Foreign Language to core curriculum classes in section 2.1.3 of Article 5.*
- 4. Effective July 1, 2018, reduce staffing ratios for grades 9-12 by 1 to 1:30 in section 1.1.4 of Article 5.*
- 5. Effective July 1, 2018, reduce general education individual class size guidelines for grades 7-12 by 1 to 36 in section 2.1.2 of Article 5.*
- 6. Effective July 1, 2018, after the first 15 school days of the start of the school year, teachers in core curriculum classes in grades 7-12 with class sizes of 37 or more students, the District shall pay up to \$20.00 per day, \$4.00 per period up to 5 periods a day.*
- 7. Due to the uncertainty and volatility of state and federal funding, it is understood and agreed that all of the class size proposals provided herein are reliant on funding through LCFF or successor legislation and shall terminate if for any reason there exists an inability for full funding.*

**SPED:**

- 1. Counter language to Article 49 as attached.*
- 2. Additional \$1,000,000 in Special Education investments to be spent in consultation with FTA/District taskforce for the purpose of addressing caseload/workload.*

**Adult School:**

- 1. Reduce work year for Adult School teachers to 190 days with no impact to salary.*

**Early Learning:**

1. *Early learning classrooms shall receive an additional \$400 per year for classroom materials and supplies. Due to the uncertainty and volatility of state and federal funding, it is understood and agreed that the additional \$400 per year for Early Learning classrooms provided herein are reliant on funding through LCFF or successor legislation and shall terminate if for any reason there exists an inability for full funding.*

**Safety and Discipline:**

1. *Equal, fair and consistent discipline across the District as outlined by the District Wide Discipline Guidelines Committee with joint current participation of teachers.*