

FRESNO TEACHERS ASSOCIATION
LAST, BEST, FINAL PROPOSAL
TO
FRESNO UNIFIED SCHOOL DISTRICT
June 9th, 2017

The following is the Fresno Teachers Association (“FTA” or “Association”) economic and non-economic counter-proposal to the Fresno Unified School District (“District”) for the 2016-2017 successor contract negotiations on the parties’ Collective Bargaining Agreement effective July 1, 2016 through June 30, 2019. The District must accept this proposal in full or it shall be deemed rejected in its entirety.

- **(Article 5)** Class size caps/reductions: As presented by FTA, Nov 2, 2016
- **(New Article)** Social-emotional supports-hire full-time RNs and other professionals at each site
- **(Article 18)** Healthcare
 - Elimination of Article 18, 4.3 and 4.4
 - District contribution at a level that will provide a 95-5 plan and a \$1250 max OOP single plan, \$2500 for family plan; this contribution level can never be reduced
 - District will cover the cost of any and all healthcare shortfalls
 - No JHMB board members shall concurrently hold positions on the boards of any healthcare company
 - Any future settlement amount re FUSD/JMHB vs Citizens Rx shall be \$ used for future healthcare cost and will be money controlled by JHMB
 - Other healthcare cost (premium, co-pays, etc.)shall remain status quo for the duration of this agreement at June 2017 current rates
- **(Article 50 Salary: Attracting and Retaining Quality Educators)**
 - 4% retro for 2016-17, 3% for 2017-18, and 3% for 2018-19
 - Additions to placement (MA, BA+90, Earned Doctorate) on salary schedule
 - Full service credit for all years of teaching/nursing/SLP
 - FTA Me Too/Parity with all FUSD bargaining units
- **(Article 1)** Fresno Adult School improvements:
 - 185 duty days (no change in salary schedule)
 - Add steps 6 thru 15 with a 1.08 index
 - 10% differential pay for split shift hours
 - 50% of all educators at FAS must be full-time (district sends FTA quarterly report with staffing numbers)
- **(Article 4)** Early Learning improvements:
 - 10 hours per class per month for extra duty hours
 - \$500 additional dollars in supplies per classroom
 - New Salary schedule (attached)
- **(Article 49)** SPED improvements (\$1m): As presented by FTA, Nov 2, 2016
- **(Article 39)** Obtaining Sub’s/deployment (\$1m)
- **(New Article)** CTE: \$900,000 a year over next three years
- **(Article 20 Hours)**: As presented by FTA, Nov 2, 2016
- **(Article 63 Working Conditions/Safety & Discipline)**: As presented by FTA, Oct 17, 2016
- **(Article 32 Sick Leave)**: As presented by FTA, Nov 2, 2016
- **(Article 60 Term of Agreement)**: All dates shall reflect a three-year term ending June 30, 2019.
- **(New Article— Student Focused Academic Outcomes and Social Emotional Supports re portion Teacher Autonomy and Academic Freedom)**: As presented by FTA, Nov 2, 2016.
- **(New Article— portion re University Supported Tutoring)**: As presented by FTA, Nov 2, 2016
- **(New Article—portion re Curriculum & Grading)**: As presented by FTA on Nov 2, 2016

FTA and the district will work in conjunction & collaboration to implement all components of the aforementioned articles and language within 60 days after ratification. Appropriate FTA personnel/membership and district staff will be identified who will determine implementation details, including, but not limited to, who will do the implementation, what’s the timeline to implement the specific articles and language, and where implementation will take place. Any disputes will be resolved by a mutually selected third party arbitrator, whose decision will be binding (State Mediation or American Arbitration Association).