

FRESNO TEACHERS ASSOCIATION
COUNTER PROPOSAL
TO
FRESNO UNIFIED SCHOOL DISTRICT
September 30, 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: All Class Size language shall be Effective July 1, 2018
Eliminate all Combo classes
Add Foreign Language to core curriculum classes in section 2.1.3

Class Size Maximums as follows:

Pre-K	1:16	TK	1:18	PE	1:40
K-3	1:24	4-6	1:26	Drama	1:40
7-8	1:28	9-12	1:30		
Registered Nurses			1:750		
Phoenix Secondary			1:7		
Alternative Education			1:24		

In an effort to prevent students from changing schools due to caps to class sizes, the maximums will be waived per the classroom teacher with the following compensation: \$5.00 per day per student. After the first 10 school days of the start of the school year, class sizes shall not exceed the above maximums without additional compensation.

- **(New Article)** Social-emotional supports-hire full-time RNs and other professionals at each site
The District shall employ 60 full-time Registered Nurses by July 1, 2018
The District shall employ 70 full-time Registered Nurses by July 1, 2019
The District shall employ the number of full-time Registered Nurses to meet the 1:750 ratio requirement by July 1, 2020

- **(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; the district contribution level can never be reduced and must be at a level to maintain a 95-5 plan with \$1250/\$2500 OOP
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 costs (premium, co-pays, etc.) shall remain status quo at *November* 2017 rates.

- **(Article 50 Salary: Attracting and Retaining Quality Educators)**
3.5% ongoing & retro and a 0.5% one-time payment to all employees for 2016-17, 3% ongoing for 2017-18, and 3% ongoing for 2018-19
Additions to placement (MA, BA+90, Earned Doctorate) will be added to the salary schedule, minimum of \$2500 per year for each; \$2500 for National Board certification for Teachers; \$2000 for Certificate for Clinical Competence; \$2000 for National Association of School Nurses
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:
 - 190 duty days (no change in salary schedule) effective July 1, 2018
 - 185 duty days (no change in salary schedule) effective July 1, 2019
 - 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)
 - *BA+90, MA & Earned Doctorate shall be placed on salary schedule for Fresno Adult School*
 - *Seniority at Fresno Adult School shall be consistent with article 61, 1.4 1.*

- **(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)** Via Email on 9.30.17

- **(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)**

- **(Article 60 Term of Agreement):** This shall be a three-year term.

- **(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)**

- **(New Article—portion re Curriculum & Grading):** As presented by FTA on Nov 2, 2016

The district agrees to use \$3 million in onetime money each year for the next three school years to fund additional field trips, and reward programs for students. The reward programs design & implementation shall be decided by FTA bargaining unit member educators only voting at school sites.

The District agrees that all infrastructure cost (for swimming pools, building repairs, structural improvements, new structures including but not limited to classrooms and bathrooms, new lighting or repairs to existing lighting, new painting or improvements to existing painting, side walk and walkway repairs or additions, new plumbing or repairs to existing plumbing, and any all repair work requiring district building trades professionals or third party contractors) shall be paid for exclusively from District Bond dollars (Measure Q, X, and any and all future Bond dollars).

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).