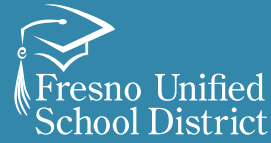


UPDATED PROPOSAL

Fresno Unified's Updated Proposal to the Fresno Teachers Association



Proposal Offer



LAST, BEST AND FINAL PROPOSAL: (provided June 2017)

- 2.5% salary increase for 2016-17 plus 1% when ratified
- District Health Fund contribution at \$17,789 per employee allowing JHMB to choose a 90-10 health plan that reduces employee out of pocket expenses
- Revised Extra Pay for Extra Services
- Differential pay for parental leave
- Increasing catastrophic leave up to 100 days
- Working Conditions language to improve teacher safety



LATEST DISTRICT PROPOSAL: (provided September 2017)

- Resulting in a 14.7% ongoing salary increase since 2013, Fresno Unified offered a 3.5% total ongoing salary increase retroactive to July 1, 2016
- New language that ensures premiums remain the same through 2019
- Reduce class size guidelines for grades 7-12; reduce core class ratios in grades 9-12; reduce class sizes in foreign languages classes; eliminate all elementary combination classes
- Additional \$1.0 million in Special Education investments to be spent in consultation with FTA/District taskforce
- Reduce work year for Adult School teachers
- Extra pay, grades 7-12 core courses of 37 or more students

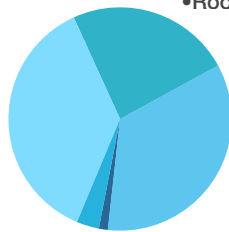
DISTRICT RESERVE:

The Board of Education adopted the 2017-18 budget including a 9% reserve for economic uncertainties. The average reserve for California unified school districts is 16.5%. The Board has set aside funds in the reserve for the following projects.

Board Adopted Projects Reserved for 2017-18

New Curriculum
• Science
• Social Science
\$17M

Early Learning and After School
\$1.5M



Operations
• Water Conservation
• Transportation Grant
\$0.6M

New HS Pools
• McLane
• Roosevelt
\$11M

New HS Buildings
• CTE
• Design Science
• New Restrooms
\$16M

LCAP INVESTMENTS THAT ADDRESS COMMUNITY, TEACHER AND STUDENT PRIORITIES:



\$8.8M in social emotional supports
(more school psychologists, school social workers, and nurses)



\$6.8M to extend tutoring hours/increased library hours



\$6M for additional teachers above base staffing



\$2.1M in increased investments for Special Education



Equal and fair student discipline standards

WHAT COMES NEXT?

- \$500 special pay rate for substitutes in case of work stoppage.
- The District and FTA will proceed to the fact-finding process and await State recommendations. Then both parties will gather again to find resolution.
- If resolution is unsuccessful, and only after that, can the union legally strike.
- Keep Fresno Unified schools open and safe for student learning.

Negotiation updates can be found at www.Fresnounified.org