

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

June 9, 2017

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

The District's Total Certificated Compensation Package Is As Follows:

1. Total certificated compensation package consisting of the following items:
 - A. *Effective July 1, 2016, all Certificated Salary Schedules shall be increased by two and one-half percent (2.5%)*
 - B. *Additional 1.0% ongoing increase to the salary schedule effective on the first of the month following the date the Parties ratify this agreement*
 - C. *1.85% District contribution to CalSTRS per the CalSTRS 2014 Funding Plan*
 - D. *0.7% contribution to the Health Fund for 2016-2017 as set forth in Article 18: Fringe Benefits, section 5.1 (ongoing base grant revenue increase)*
 - E. *0.45% that accounts for annual step and column movement*
 - F. *In addition to the Health Fund contribution set forth in D. above, the District shall further increase the annual per active employee contribution to the Health Fund **of \$16,645 by \$800 for a total amount of \$17,789** effective as of July 1, 2017 provided that JHMB approves a 90-10 health insurance plan option with out of pocket maximums of \$2,500 for the single plan and \$5,000 for the family plan.*
3. *Revise Extra Pay for Extra Services language as attached.*
4. ~~*All certificated employees shall be placed on respective Salary Schedules according to years of experience and training. Annual step advancement is contingent upon receipt of an overall summative evaluation rating of "Growth Expected," "Meets Standards," or "Demonstrates Expertise." When a unit member "Does Not Meet Standards" in his/her overall summative evaluation, he/she shall not receive annual step advancement and shall remain stationary for annual step advancement until the unit member receives an overall summative evaluation rating above "Does Not Meet Standards".*~~

2 EXTRA PAY FOR EXTRA SERVICES PAY SCHEDULE

2.1 GENERAL CONDITIONS

- 2.1.1 No employee may hold identical contracts at any one time.
- 2.1.2 Contracts cannot be shared by two or more individuals.
- 2.1.3 The principal shall first seek volunteers for these assignments from the on-site members of the Bargaining unit.
- 2.1.4 For the first year of implementation, the right of the first refusal shall be given to that bargaining unit member who had directed that activity in the previous year and who in the judgment of the site principal, performed in a satisfactory manner. In the absence of such satisfactory judgment, the principal shall be free to select from other volunteers, bargaining unit members or other qualified person.

2.2 ELEMENTARY SCHOOL ACTIVITIES

- 2.2.1 Employees who accept assignments by the principal to be responsible for any of the activities listed below will receive \$18.17 per hour effective July 1, **2016**. The employee and principal must mutually agree upon the number of hours required for a specific activity. Lacking such agreement, the employee has the right to refuse the assignment.

ACTIVITY SCHEDULE:

1	Noontime Activities (S408)	8	Major Fund Raiser (S612)
2	Student Council (S600)	9	Talent Show (S6616)
3	Math Competition (S601)	10	Field Day (S618)
4	Spelling Competition (S602)	11	Science Fair (S619)
5	Peach Blossom (S603) Schools (S624)	12	Special School Project — Traditional
6	Pep and Cheer (S604)	13	Special School Project — Year-round
7	Dance Groups (S608) Schools (S628)		

2.3 ELEMENTARY ATHLETICS (S142)

Employees will be paid \$957.19 (30 hours at \$31.906 per hour) for each of the following

2.3.1 activities:

Basketball-B	Flag Football	Track-B
Basketball-B	Softball- B	Track-G
Cross Country	Softball- G	Wrestling
Soccer- B	Soccer- G	Volleyball

2.4 ELEMENTARY OUTDOOR EDUCATION CAMP (S632)

2.4.1 Employees will be paid \$102.19 per night — limit one contract per class.

2.5 ELEMENTARY TRAFFIC PATROL SUPERVISION

Program I	1 1/2 to 2 hours per week	\$1462.46/Maximum per year (S636)
Program II	2 to 2 1/2 hours per week	\$1750.85/Maximum per year (S637)
Program III	2 1/2 to 3 hours per week	\$2043.80/Maximum per year (S638)

3 EXTRA PAY AMOUNTS
MIDDLE SCHOOL ACTIVITIES

ATHLETICS	Grade		1st Year	2nd Year	3rd Year	4th Year
Baseball- B&G	7	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Baseball- B&G	8	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Basketball- B	7	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Basketball- B	8	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Basketball- G	7	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Basketball- G	8	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Cross Country- B&G	7-8	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Football	7-8	(2)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29

3 EXTRA PAY AMOUNTS
MIDDLE SCHOOL ACTIVITIES

ATHLETICS			1st Year	2nd Year	3rd Year	4th Year
Golf- B&G	7-8	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Soccer- B	7	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29

Soccer- B	8	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
Soccer- G	7	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
Soccer- G	8	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
Soccer- B (K-8 Schools)	7-8	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
Soccer- G (K-8 Schools)	7-8	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
Softball- G	7	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
Softball- G	8	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
Tennis- B&G	7-8	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
Track - B&G	7	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
Track- B&G	8	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
Volleyball- B	7	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
Volleyball- B	8	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
Volleyball- G	7	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
Volleyball- G	8	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
Wrestling- B&G	7-8	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
Athletic Stipends	7-8	(2)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
COED LIFETIME SPORTS		(2)	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
ALL-SPORTS DIRECTOR		(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
Athletic Director		(1)	\$3,063.42	\$3,678.84	\$4,289.71	\$4,907.39	
Athletic Director- Assistant		(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
STUDENT ACTIVITIES							
Campus Culture Director		(1)	\$3,063.42	\$3,678.84	\$4,289.71	\$4,907.39	
Major Campus Culture Assistant		(2)	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Campus Culture Minor Assistant		(1)	\$1,292.13	\$1,551.02	\$1,834.88	\$2,109.66	
Pep/Cheer	7-8	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29	
CADETS							
A-Activities		(1)	\$2,457.11	\$3,063.42	\$3,678.84	\$4,289.71	
B-Activities			\$1,535.12	\$2,139.19	\$2,752.32	\$3,367.73	

Department Chairmen

Industrial Arts Electives	(1)	\$1,292.13
Language Arts	(1)	\$1,292.13
Math	(1)	\$1,292.13
Science	(1)	\$1,292.13
Social Studies	(1)	\$1,292.13
Physical Education	(1)	\$1,292.13

Other Academic Competitions

		1st Year	2nd Year	3rd Year	4th Year
Academic Pentathlon	(1)	\$1,292.13	\$1,551.02	\$1,834.88	\$2,109.66
Camp Esteem Advisor Technology Competition	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
History Day	(1)	\$1,292.13	\$1,551.02	\$1,834.88	\$2,109.66
Math Competition	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Science Fair	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Spelling Bee	(1)	\$1,292.13	\$1,551.02	\$1,834.88	\$2,109.66
Md. Sc. Music Teacher Max Music	(3) (1)	\$1,292.13	\$1,551.02	\$1,834.88	\$2,109.66
Other Academic Competitions	(2)	\$1,292.13	\$1,551.02	\$1,834.88	\$2,109.66

4 **Extra Pay Amounts**
High School Activities

		1st Year	2nd Year	3rd Year	4th Year
Other					
Distributive Clubs of America	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Future Business Leaders of America	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Future Farmers of America	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Future Homemakers of America-Home- Economic Related Occupations	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Junior Engineering & Technical Society (JETS), Coaches	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Math Competition, Coach	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Math Engineering, Science Association (MESA), Advisor	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Vocational Industrial Clubs of America	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29

~~Club Sponsors at senior high schools, who perform work equivalent to the regular rotational duties assigned senior high teachers, shall be excluded from such rotational duty.~~

4 **EXTRA PAY AMOUNTS**
HIGH SCHOOL ACTIVITIES

4	ATHLETICS		1st Year	2nd Year	3rd Year	4th Year
	Athletic Director	(1)	\$4,580.37	\$5,195.80	\$5,806.67	\$6,428.88
	Athletic Director- Assistant	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
	Badminton- B&G Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
	Badminton- G Assistant V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
	Baseball- Head	(1)	\$4,119.38	\$4,730.25	\$5,343.41	\$5,949.72
	Baseball- Assistant V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
	Baseball- J.V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
	Baseball- Frosh	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
	Basketball- B Head	(1)	\$4,119.38	\$4,730.25	\$5,343.41	\$5,949.72
	Basketball- B Assistant V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
	Basketball- B J.V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
	Basketball- B Frosh	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
	Basketball- G Head	(1)	\$4,119.38	\$4,730.25	\$5,343.41	\$5,949.72

Basketball- G Assistant V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Basketball- G J.V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Basketball- G Frosh	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Competitive Sport Cheer- Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Cross Country- B Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Cross Country- G Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Cross Country- B & G Frosh	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Football- Head	(1)	\$4,580.37	\$5,195.80	\$5,806.67	\$6,428.88
Football- Assistants	(8)	\$3,508.51	\$4,119.38	\$4,730.25	\$5,343.41
Football- Frosh	(2)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Golf- B Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Golf- G Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Gymnastics/Lacrosse-G Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Lacrosse- G Assistant V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Soccer- B Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Soccer- B Assistant V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Soccer- B J.V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Soccer- B Frosh	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Soccer- G Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Soccer- G Assistant V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Soccer- G J.V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Soccer- G Frosh	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Softball- G Head	(1)	\$4,119.38	\$4,730.25	\$5,343.41	\$5,949.72
Softball- G Assistant V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Softball- G J.V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Softball- G Frosh	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Swimming- B Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Swimming- G Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Swimming- Asst. J.V. or Diving	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Tennis- B Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Tennis- G Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Tennis- B & G Frosh Assistant V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Tennis- G Assistant V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Track- B Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Track- G Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Track Assistant	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37

Track- Frosh	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Unified Sport- Basketball	(2)	\$1,228.54	\$1,532.85	\$1,832.61	\$2,134.63
Unified Sport- Soccer	(2)	\$1,228.54	\$1,532.85	\$1,832.61	\$2,134.63
Unified Sport- Track	(2)	\$1,228.54	\$1,532.85	\$1,832.61	\$2,134.63
Volleyball- G Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Volleyball- G Assistant V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Volleyball- G J.V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Volleyball- G Frosh	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Volleyball- B Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Volleyball- B Assistant V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Volleyball- B J.V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Volleyball- B Frosh	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Water Polo- B Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Water Polo- B J.V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Water Polo- G Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Water Polo- G J.V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Wrestling- Head	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Wrestling- J.V.	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Wrestling- Frosh	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37

~~*At 4-Year High School only one track-Frosh Position is allocated.~~

Coaching Placement Criteria
Step 1= Coaching with no experience in assigned sport
Step 2= Coaching with 1 year of experience in assigned sport in/out of district*
Step 3= Coaching with 2 years of experience in assigned sport in/out of district*
Step 4= Coaching with 3 years of experience in assigned sport in/out of district*
*Elementary or Middle School Experience= Equivalent pay step or next step higher

**4 EXTRA PAY AMOUNTS
HIGH SCHOOL ACTIVITIES**

BAND		1st Year	2nd Year	3rd Year	4th Year
A-Activities Band Director	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
B-Activities Band Assistant	(1)	\$3,058.88	\$3,674.29	\$4,282.89	\$4,896.02
C-Activities Band Specialty	(+)(2)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
D-Activities	(+)(1)	\$2,452.57	\$3,058.88	\$3,674.29	\$3,969.50
ORCHESTRA					
Orchestra	(1)	\$2,452.57	\$3,058.88	\$3,674.29	\$3,969.50
CADETS					
A Activities	(2) (+)(2)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
B Activities		\$1,825.80	\$2,452.57	\$3,058.88	\$3,674.29
C Activities		\$926.52	\$1,228.54	\$1,532.85	\$1,832.61
CLASS SPONSORS					
Male	(+)(1)	\$1,380.71	\$1,657.74	\$1,925.72	\$2,209.58
Female	(+)(1)	\$1,380.71	\$1,657.74	\$1,925.72	\$2,209.58
If One Sponsor		\$2,759.13	\$3,304.14	\$3,865.05	\$4,405.53
Freshman Class**	(1)	\$2,759.13	\$3,304.14	\$3,865.05	\$4,405.53
Sophomore Class**	(1)	\$2,759.13	\$3,304.14	\$3,865.05	\$4,405.53
Junior Class**	(1)	\$2,759.13	\$3,304.14	\$3,865.05	\$4,405.53
Senior Class**	(1)	\$2,759.13	\$3,304.14	\$3,865.05	\$4,405.53
**Contract may be split into (2) Co-Sponsor Contracts					
DEPARTMENT CHAIRS					
Art	(1)	\$1,925.72	\$2,209.58	\$2,482.07	\$2,759.13
Business	(+)(1)	\$2,209.58	\$2,482.07	\$2,759.13	\$3,029.36
Language Arts	(1)	\$3,635.69	\$3,967.24	\$4,305.61	\$4,634.89
Homemaking	(+)(1)	\$2,209.58	\$2,482.07	\$2,759.13	\$3,029.36
Industrial and Vocational CTE	(1)	\$2,482.07	\$2,759.13	\$3,029.36	\$3,304.14
Foreign Language	(1)	\$1,925.72	\$2,209.58	\$2,482.07	\$2,759.13

Mathematics	(1)	\$2,482.07	\$2,759.13	\$3,029.36	\$3,304.14
Music	(1)	\$1,380.71	\$1,657.74	\$1,925.72	\$2,209.58
Physical Education Head	(1)	\$1,925.72	\$2,209.58	\$2,482.07	\$2,759.13
Physical Education-Asst.	(1)	\$1,925.72	\$2,209.58	\$2,482.07	\$2,759.13
Science	(1)	\$3,635.69	\$3,967.24	\$4,305.61	\$4,634.89
Natural Science	(1)	\$2,759.13	\$3,029.36	\$3,304.14	\$3,583.46
Physical Science	(1)	\$2,759.13	\$3,029.36	\$3,304.14	\$3,583.46
Social Science	(1)	\$2,759.13	\$3,304.14	\$3,583.46	\$3,865.05
Special Education	(1)	\$2,209.58	\$2,482.07	\$2,759.13	\$3,029.36

DRAMA-FORENSICS

Drama- Head	(1)	\$3,058.88	\$3,674.29	\$4,282.89	\$4,896.02
Drama- Assistant	(1)	\$2,134.63	\$2,747.77	\$3,363.19	\$3,969.50
Forensics- Head	(1)	\$3,058.88	\$3,674.29	\$4,282.89	\$4,896.02
		\$4,580.37	\$5,195.80	\$5,806.67	\$6,428.88
Forensics- Assistant	(1)	\$2,134.63	\$2,747.77	\$3,363.19	\$3,969.50

4 EXTRA PAY AMOUNTS

HIGH SCHOOL ACTIVITIES

~~DRIVER TRAINING~~

		1st Year	2nd Year	3rd Year	4th Year
Dept. Chairman	1**	\$2,452.57	\$2,747.77	\$3,058.88	\$3,363.19
Unit Head Teacher	3**	\$1,532.85	\$1,832.61	\$2,134.63	\$2,452.57

PEP GROUPS

~~Either:~~

Total Activities	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
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~~Or:~~

Total Activities Pep/Cheer Head	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Letters, Majorettes Pep/Cheer Assistant V.	(1)	\$1,380.71	\$1,657.74	\$1,925.72	\$2,209.58
Drill Pep/Cheer JV	(1)	\$1,380.71	\$1,657.74	\$1,925.72	\$2,209.58
Pep/Cheer Frosh	(1)	\$1,228.54	\$1,532.85	\$1,832.61	\$2,134.63

PUBLICATIONS

Newspaper/Online Publication(s)	(1)	\$3,058.88	\$3,674.29	\$4,282.89	\$4,896.02
Yearbook	(1)	\$3,058.88	\$3,674.29	\$4,282.89	\$4,896.02
Focus	1**	\$3,058.88	\$3,674.29	\$4,282.89	\$4,896.02

VOCAL MUSIC

A-Activities Vocal Music Head	(1)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
B-Activities Vocal Music Assistant	(1)	\$2,134.63	\$2,747.77	\$3,363.19	\$3,969.50

STUDENT ACTIVITIES

Director	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Campus Culture Director	(1)	\$4,580.37	\$5,195.80	\$5,806.67	\$6,428.88
Major Assistant	(2)	\$2,747.77	\$3,363.19	\$3,969.50	\$4,580.37
Campus Culture Assistant	(1)	\$3,674.29	\$4,282.89	\$4,896.02	\$5,495.55
Campus Culture Minor Assistant	(1)	\$1,289.86	\$1,548.75	\$1,832.61	\$2,105.10

4 EXTRA PAY AMOUNTS**HIGH SCHOOL ACTIVITIES**

		1st Year	2nd Year	3rd Year	4th Year
Other Academic Clubs	(6)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Distributive Clubs of America					
Future Business Leaders of America	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Future Farmers of America	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Future Homemakers of America-Home-		\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Economic Related Occupations	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Junior Engineering & Technical Society		\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
(JETS), Coaches	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Math Competition, Coach	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Math Engineering, Science Association		\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
(MESA), Advisor	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Vocational Industrial Clubs of America	(1)	\$2,211.85	\$2,697.81	\$3,190.59	\$3,674.29
Academic Decathlon	(1)	\$2,207.34	\$2,693.27	\$3,183.79	\$3,667.48
Mock Trial	(1)	\$2,207.34	\$2,693.27	\$3,183.79	\$3,667.48
Model U.N. Program	(1)	\$2,207.34	\$2,693.27	\$3,183.79	\$3,667.48
Science Fair	(1)	\$2,207.34	\$2,693.27	\$3,183.79	\$3,667.48
Other Clubs					
Marimba Dancers (Roosevelt Only)	(4)	\$1,380.71	\$1,657.74	\$1,925.72	\$2,209.58

Club Sponsors at senior high schools, who perform work equivalent to the regular rotational duties assigned senior high teachers, shall be excluded from such rotational duty.

~~** Indicates number in District~~

Article 1 – Adult Education

Status quo

Article 4 – Early Childhood Teachers And Working Conditions

Modify Article 4 as follows:

10. Evaluations

10.1 The District and the Union agree to establish an evaluation committee consisting of two Early Learning teachers and two administrators to make recommendations for modifying evaluation indicators for CSTP standards for Early Learning teachers subject to this article.

Remainder of Article 4 to remain status quo.

Article 5 – Class Size

Status quo.

Article 20 – Hours

Status quo.

Article 27

Modify Article 27 as follows:

1. Differential Parental Leave of Absence

1.1 Effective January 1, 2017, unit members will be eligible for paid parental bonding leave as described in this section and Education Code section 44977.5. “Parental leave” means leave for the purpose of bonding with the unit member’s newborn child, or with a child newly placed in the unit member’s household by way of adoption or for foster care. Parental leave does not include leave taken for the employee’s disability due to pregnancy, childbirth, or recovery therefrom.

1.2 Bargaining unit members who meet all of the eligibility requirements for parental bonding leave under the California Family Rights Act (CFRA) and have been employed by the District for at least one year, except that bargaining unit members are not required to have worked 1,250 hours in the 12 months immediately preceding the leave, may take leave for the

purpose of caring for a newborn or newly adopted child or a newly placed foster child for a maximum of 12 work weeks. Pursuant to Education Code section 44977.5, eligible bargaining unit members who have exhausted all paid sick leave for purposes of parental bonding shall receive substitute differential pay during this period. Such substitute differential pay shall be paid as set forth in Article 30 section 3, and will count against the five-month leave entitlement set forth in that section.

1.3 The 12 work weeks shall be reduced by any period of paid sick leave, taken during a period of parental bonding leave pursuant to this article or CFRA (Government Code § 12945.2). Nothing in this Article entitles an employee to use paid sick leave during any period of parental bonding other than the paid sick leave as specified above and substitute differential pay leave. A unit member shall not be provided more than one 12-week period of paid absence for differential parental bonding leave. However, if a school year terminates before the 12-week period is exhausted, the employee may take the balance of the 12-week period in the subsequent school year.

1.4 Differential parental leave must be used within 12 months following the birth or placement of the child. Differential parental leave must be taken in increments of at least two weeks duration.

1.5 Any leave taken under this section shall count against any entitlement to child bonding leave under the CFRA and the aggregate amount of parent/child bonding leave taken under this section and the CFRA shall not exceed 12 workweeks in any 12-month period.

1.6 Unit members shall not be entitled to more than 12 weeks of differential parental leave.

1.7 ~~If both parents of a newborn or newly adopted child work for the District, both parents would be able to split the 12 weeks of parental bonding leave related to the birth or placement of a child under the CFRA, but would not each have a separate 12 week leave regardless of the marital status of the parents. Both parents who are unit members are entitled to use up to 12 workweeks of current and accumulated sick leave for purposes of parental leave.~~

2.0 Unpaid Parental Leave

2.1 A parental leave of absence without pay shall be granted to a bargaining unit member for the purpose of childbearing and/or child rearing as follows:

A bargaining unit member who is pregnant shall be entitled, upon request, to a leave to begin at any time between the commencement of her pregnancy and one (1) year after a child is born to her. Said bargaining unit member shall notify the Superintendent, in writing, of her desire to take such leave and, except in case of emergency, shall give such notice at least thirty (30) days prior to the date on which her leave is to begin. She shall include with such notice either a

physician's statement certifying her pregnancy or a copy of the birth certificate of her child, whichever is applicable. A bargaining unit member who is pregnant may continue in active employment through her pregnancy as long as she is able to properly perform her required functions. **For child bonding purposes, this section runs concurrently with CFRA bonding leave and differential parental leave described in section 1 above.**

2.2 Any bargaining unit member shall be entitled, upon request, to a one (1) year parental leave of absence to begin any time after the birth of her child, or after receiving de facto and/or de jure custody of any infant child [i.e. three (3) years of age or less] or prior to receiving such custody if necessary in order to fulfill the requirements for adoption.

2.3 Bargaining unit members who are parents and/or guardians, or who have received de facto and/or de jure custody of physically and/or mentally handicapped children shall, upon request, be entitled to annually renew their parental leave of absence until such time as such children are eligible to enter public school, or, for children legally ineligible to enter public school, until such time as they would be able to attend public school if they were eligible. There shall be a maximum of four (4) renewals allowed under this provision.

2.4 If a child five (5) years of age or less becomes physically and/or mentally handicapped, the provisions of **2.2** and **2.3** above shall be applied for bargaining unit members eligible under those provisions to care for said child.

3. Notification of Return to Active Employment:

3.1 If any bargaining unit member who has been on parental leave less than two (2) semesters notifies the Superintendent of his or her desire to terminate his/her leave and to return to active employment within sixty (60) days after the termination of pregnancy for any reason, the acquisition of de facto custody of an infant child, the birth of his/her child, or the commencement of the leave, whichever is later, said bargaining unit member shall within seven (7) days after receipt of the notice be assigned to the same position which she or he held at the time the leave commenced, or if that position is no longer in existence, to a substantially equivalent position, except that if a bargaining unit member who has been on leave for ninety (90) days or more gives such notice after

April 30, the District may continue the parental leave until the commencement of the next school year. Upon his or her return, said bargaining unit member shall be entitled to all benefits and/or considerations to which bargaining unit members are normally entitled upon return from a parental leave of absence without pay, provided that the leave has not exceeded two (2) semesters.

3.2 If a bargaining unit member who has been on parental leave more than two (2) semesters notifies the Superintendent of his or her desire to return to active employment after the expiration of the aforesaid sixty (60) day period, but within forty-eight (48) months after the commencement of the leave (provision 1.3 of

this article), said bargaining unit member shall be assigned to the first available vacant position for which he or she is qualified, provided that if more than one (1) bargaining unit member has given notice pursuant to this paragraph, the bargaining unit member who gave such notice at the earliest date shall be assigned to the position in question. Upon his or her return, said bargaining unit member shall be entitled to all other benefits and/or considerations to which bargaining unit members are normally entitled upon return from a parental leave of absence without pay.

3.3 While on parental leave, a bargaining unit member shall have the option to remain an active participant in the fringe benefit programs by contributing the full premium amount necessary for those actively employed. It is understood that such participation in the State Teachers Retirement System is subject to that agency's eligibility requirements.

3.4 All assignment rights for persons returning from parental leave shall be subject to the then-existent District provisions for assignment and transfer.

4. A bargaining unit member on parental leave of absence shall not be denied the opportunity to substitute in the school district by reason of fact that she/he is on such leave of absence.

Remainder of Article 27 to remain status quo.

Article 31

Modify Article 31 as follows:

1. A pregnant bargaining unit member who has not received leave as provided under the "Parental Leave" article of this Agreement is entitled to utilize accrued sick leave days and/or sub-deduct days for pregnancy disability subject to the following conditions:
 - 1.1 Sick leave shall apply only to those days of absence during which the bargaining unit member is actually unable to perform her assigned duties because of disability arising from pregnancy, childbirth, miscarriage and/or recovery therefrom.
 - 1.2 The District may require the bargaining unit member to file a physician's verification which clearly states the bargaining unit member was incapable of meeting her normal work assignment.
 - 1.3 Within seven (7) calendar days after the termination of the leave, the bargaining unit member shall submit a physician's written health evaluation including the reasons the bargaining unit member was disabled during the period of absence. The District may require additional physician statements or reevaluation of the bargaining unit member by her physician. (Any additional statements required

shall be at District expense.)

1.4 Pregnancy disability leave shall not include leave taken for child rearing or parental leave as set forth in Article 27

Remainder of Article 31 to remain status quo.

Article 32 – Sick Leave

Modify Article 32 as follows:

4.2.1 Bargaining unit members whose pay is based upon a daily rate, **100** days;

4.2.2 Bargaining unit members whose pay is based upon an hourly rate, **700** hours.

Remainder of Article 32 to remain status quo.

Article 36 – Miscellaneous

Modify Article 36 as follows:

3. Within sixty (60) days of ratification of the Agreement by both parties herein, the Board of Education shall **post a copy of the Agreement on the District's website and shall have copies available upon request for prepared for distribution to all** bargaining members **in the District, and 10 copies for the Association.**

Remainder of Article 36 to remain status quo.

Article 49 – Special Education

Status quo

District budget investment recommendations to the Board include the following Special Education items:

- **10 FTE – increase staffing for moderate/severe adult programs (\$766,360)**
- **2 FTE – Increase staffing to provide speech services (\$219,996)**
- **Improve teacher recruitment and retention efforts (\$89,000)**

Total Investment - \$1,075,356

The District's SPED program is to be assessed by a third party independent review, and the District shall provide FTA with access to the review team to make recommendations. The District shall work with an FTA SPED committee to review the recommendations and findings of the SPED third party review.

FTA Proposed New Article – Career Technical Education

District budget investment recommendations to the Board include the following Career Technical Education items:

- **Construction Management Program planned for 2018-19 at Fresno High School with investment in facilities beginning in 2017-18.**
- **Industry partners/Trades experts will be identified to support the program and participate in program advisory committee (meetings will begin in the 2017/18 school year).**
- **Curriculum will be tied to industry (MC3 curriculum developed by the trades unions in California, ROP curriculum, etc.).**

FTA Proposed New Article – Student Focused Academic Outcomes and Social/emotional support

District budget investment recommendations to the Board include the following Social and Emotional Support items:

- **5 School Psychologists - \$681,700**
- **2 Credentialed Nurses - \$227,626**
- **19 Licensed Vocational Nurses - \$952,755**
- **9 High School Social Workers and 1 FTE support/oversite - \$1,150,000**
- **1 FTE support for social emotional learning - \$116,000**
- **6 FTE - CSA's for schools adjacent to parks – \$354,203**
- **.5625 FTE - Upgrade CA site support to 8 hrs - \$41,557**
- **2 FTE - CSA's for Health Centers – 2 FTE \$112,434**
- **8 Counselors for middle school (7) and high school support (1) - \$809,000**
- **Extending library hours in the amount of 2 hours at elementary schools for 3 days per week with literacy and math tutors available - \$2,630,000**
- **Alternative Education redesign to expand course offerings at Phoenix and DeWolf, Online Academy for 7-12 grade students, all alternative education sites to have full time social worker and professional learning for all staff on social/emotional learning strategies - \$750,000**
- **Implementation of African American Student Academic Acceleration Plan – Resource Counseling Assistants at 8 elementary sites and teachers at middle and high schools - \$742,000**
- **Additional social worker and academic counselor to support students and families in homeless shelters and foster youth programs - \$226,000**
- **The District proposes working together with FTA and existing local institutional partners to expand the tutoring programs**

Total Investment: \$8,793,275

Article 60 – Term

Modify Article 60 as follows:

1. This Agreement shall remain in full force and effect from July 1, 201~~36~~ through June 30, 201~~69~~. All other Articles, as well as any other terms and conditions, contained in the parties' ~~2010-2012-2013-2016~~ Collective Bargaining Agreement as extended herein through June 30, 201~~36~~ shall remain status quo and are hereby incorporated into this 201~~36~~-201~~69~~ successor contract.
2. In the event a successor Agreement is not adopted prior to the termination date, this Agreement shall remain in full force and effect until such time as a successor Agreement is adopted or the impasse procedures set forth in Chapter 10.7, Division 4 of Title I of the Government Code, commencing with Section 3548, are exhausted.

2.1 — This agreement shall be closed; there shall be no negotiations between the parties for the 2014-2015 school year except as follows:

~~2.1.1 If there is a change in federal or state law through legislative, judicial, administrative or other action during or applying to the 2014-2015 and/or 2015-2016 school years which has or could impact the terms and conditions set forth in this Agreement, or there is an increase or decrease in the district unrestricted revenue, either party may reopen negotiations for the 2014-2015 school year on specific provisions of the Agreement which are or could be affected by such action. Negotiations will begin within ten (10) school days after either party makes a request.~~

- 2.2 **The parties agree that this Agreement shall be closed for 2016-2017 and 2017-2018, and for the 2018-2019 school year they shall have the right to reopen Article 50: Salary only.**
- 2.3 **Not later than one hundred (100) days prior to June 30, 2016 earlier than April 1, 2019,** the parties shall exchange in writing their proposals for **2016-2017 2019-2020** successor contract negotiations. The Board shall then schedule public meetings as appropriate and necessary to comply with the public notice (“sunshining”) requirements set forth in Board Policy. Thereafter, the parties shall meet and negotiate over **the 2016-2017 2019-2020** successor contract.
3. The parties to this Agreement concur that the District's Fringe Benefit Plan is a major portion of employees' total compensation.
4. All provisions of the previous FTA-FUSD Agreement not modified by the 201~~36~~-201~~69~~ successor agreement shall remain in full force and effect.

Article 63 – Working Conditions

Modify Article 63 as follows:

1. General Working Conditions

- 1.1 The District shall make adequate lunchroom, restroom and lavatory facilities available for unit members' use. These facilities shall be for staff only and not for student or public use.
- 1.2 All teachers shall have access to 911 from their classroom(s). FTA and/or affected unit member(s) shall notify the appropriate District department as soon as possible if there is a problem with such access.
- 1.3 No unit member shall be required to transport pupils in a private vehicle.

1.4 The District agrees to maintain schools and other work locations in a safe and sanitary condition, and shall not knowingly violate applicable provisions of state and federal laws relating to health, safety and fire.

1.4.1.5 In order to provide for member safety, the district shall present a written copy of the district's Board policy and administrative regulations for student discipline, site policy for student discipline, including dress code, tardies, and rights of suspended students shall be available to unit members electronically before the start of instruction. A copy of the member's right to suspend students under the Education Code, section 48900, shall also be available to unit members electronically distributed to the members before the start of instruction. Members will have an opportunity in a group to ask questions and get answers without being placed in "parking lots." There shall be an annual acknowledgment form that is signed by each site member that they have received this policy and understand their rights. Any revision of the above information necessitated by a change in law shall be communicated to the members upon adoption by the District.

2. Work Place Safety

2.1.1 a. room air filters shall be changed quarterly. b. classroom climates shall be maintained during the hours that unit members are using classrooms at a minimum from 7am till 5:30pm.

2.1.1 Bargaining unit members shall immediately report in writing to his/her immediate supervisor any conditions deemed by the unit member to be unsafe, hazardous, unhealthy or potentially dangerous. Upon notification, the District shall then assume the responsibility, investigate

~~and eliminate or correct any unsafe or hazardous condition as it deems necessary and within a reasonable period of time. When a unit member reports unsafe or hazardous conditions, the site administration shall investigate. When the unsafe or hazardous condition is confirmed by the District to exist, the District shall take steps to correct the condition within a reasonable period of time. If it is determined that no emergency exists and no action is required, the reasons for that judgment shall be given in writing to the member within ten (10) working days from the date that determination was made (no more than 14 days past reporting).~~

2.2 If a unit member is attacked, assaulted or physically threatened by a student while on duty, the unit member ~~shall call police department immediately and report the incident immediately to the unit member's supervisor(s). The unit member and the supervisor shall promptly report the incident to law enforcement. The unit member shall also~~ report the incident in full detail to his/her immediate supervisor ~~if not already notified immediately after calling the police department~~ within 24 hours of the incident. The District shall thereafter submit a report to the appropriate law enforcement authorities ~~if law enforcement has not already been notified~~.

2.2.1 ~~Any student who has caused, attempted to cause, or threatened to cause physical injury to a unit member shall be subject to District student discipline procedures.~~

2.3 ~~It is recognized, understood and agreed that the District and teachers share a joint responsibility for encouraging and supporting the resolution of pupil discipline problems.~~

Remainder of Article 63 to remain status quo.

EXCEPT AS SET FORTH ABOVE, ALL OTHER TERMS AND CONDITIONS CONTAINED IN THE PARTIES' 2013-2016 AGREEMENT SHALL REMAIN STATUS QUO