

Last, Best and Final Proposals **FACT SHEET**

On June 9, 2017, after 13 bargaining sessions Fresno Unified and the Fresno Teachers Association (FTA) both exchanged Last, Best and Final proposals.

FTA subsequently filed for impasse.

Fresno Unified's Proposal Maintains the District's Commitment to Its Core Beliefs and Commitments

Fresno Unified continues to stay focused on its core goals as directed by its Board of Education while striving to better prepare students for college and career. That means:

- Employee compensation for a dedicated and skilled workforce
- High quality educational programs
- Prudent fiscal reserves for economic uncertainty

Fresno Unified's Proposal Summary Estimated Cost - \$83 million

- 3.5% salary increase
- District Health Fund contribution at \$17,789 per employee allowing JHMB to choose a 90-10 health plan and out-of-pocket maximums at \$2,500 for single and \$5,000 for family plans
- 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

Fresno Unified's Investments

The District has significant investments in education for 2017-2018 that address many of the requests raised by FTA. The partial list of investments include:

\$8.8 Million in Social/Emotional Supports including:

- Additional psychologists, nurses, licensed vocational nurses, 6 new school based clinics, social workers, counselors and campus safety assistants
- Alternative Education redesign and facility improvements
- Extending library hours at elementary schools with literacy and math tutors available

CTE Program Expansion:

- Construction Management Program at Fresno High School for 2018-2019 tied to industry curriculum

Over \$1 Million in Special Education:

- 12 additional positions to increase staffing for impacted programs
- Improving teacher recruitment and retention efforts
- Third party independent review of the District's SPED Program

Fresno Teachers Association

Since March of 2017 FTA has made minimal changes to its proposal to the District.

FTA Proposal Summary

Estimated Cost - \$154.4 million

- Salary increase of 4% 2016-2017, 3% 2017-2018 and 3% 2018-2019
- \$3.2 million in stipends and salary enhancements
- 20% salary increase for Early Learning teachers
- Health fund contribution for a 95-5 plan and out-of-pocket maximums at \$1,250 for single and \$5,000 for family plans
- District to cover all health fund shortfalls
- \$25 million in class size and \$12.5 million in SPED program investments
- Contract language dictating student IEPs
- \$400,000 increase to adult education teacher salaries
- \$900,00 for 3 years for CTE
- Payment for deployment
- No required professional development
- No grading District-wide assessments
- Social/emotional supports
 - Psychologists, nurses, social workers, counselors and CSAs at every school site
 - Teacher academic freedom
- Working conditions:
 - One size fits all discipline regardless of circumstances
 - Permanently remove students from classrooms for misconduct

FOR MORE INFORMATION:

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