

## **FTA Negotiation Update – 4/ 15/2026**

On April 15, 2026, the District and its labor partners, The Fresno Teachers Association, met for the first time to present ground rules for negotiations for the 2026-2029 successor agreement. Under California's Educational Employment Relations Act (EERA), ground rules are procedures that a school district and a union agree upon that set the rules between the parties for how they will conduct negotiations.

The parties exchanged proposed ground rules and asked and answered clarifying questions in real time. At this time, no agreements have been made, and the next bargaining session is scheduled for May 11, 2026.

Here are both documents.

**GROUND RULES PROPOSAL NO. 1  
FOR NEGOTIATIONS BETWEEN  
FRESNO UNIFIED SCHOOL DISTRICT (DISTRICT)  
AND FRESNO TEACHERS ASSOCIATION (FTA)**

- A. Bargaining Teams. The parties shall each identify the members of their respective bargaining teams in writing, including designated Labor Representatives. In order to facilitate efficient and orderly negotiations sessions, each bargaining team shall be limited to no more than twenty (20) members per session. Pay for FTA bargaining team members shall be consistent with the provisions of Article 3 section 7.

One person may only speak at one time during bargaining sessions. All participants are expected to behave professionally and treat one another with respect.

Only bargaining team members, FTA Officials and District Officials may be present at negotiation sessions. If there is to be a change to the composition of the respective bargaining teams, the other party shall be notified in writing in advance of the next negotiation session.

Persons with special knowledge relevant to the negotiations may be invited to the bargaining table by mutual agreement of the parties and provide written notice of the guests' attendance to the other party in advance.

- B. Bargaining Procedures. Only proposals which are in writing, identified as proposals, and presented at the bargaining table shall be considered official proposals for the purpose of establishing the current positions of the parties in accordance with the applicable collective bargaining law. New issues or articles can subsequently be opened upon mutual agreement of the parties.

Either party may call a caucus at any time. The party calling the caucus shall keep the other party informed as to the expected duration of the caucus.

The designated Labor Representatives for each party may explore ideas for achieving agreement away from the bargaining table. During such discussions it is understood that neither person is committing his or her party to any specific proposal or position.

Each party shall keep its own written minutes of bargaining sessions.

- C. Communications. Either party may issue a written communication to employees regarding the status of negotiations subject to the Educational Employment Relations Act requirements pertaining to bargaining in good faith. The parties may mutually agree to issue joint communications.
- D. Request for Data/Information. The parties agree that all requests for information ahead of scheduled bargaining sessions shall be made in writing no less than 10 calendar days in advance of the session/meeting.

- E. Final Agreement/Ratification. Each party intends to reach a final agreement which each will recommend for ratification. The parties agree and commit to updating and finalizing the collective bargaining agreement within six (6) months of ratification of the tentative agreement. The District shall provide a proposed draft collective bargaining agreement no more than eighty-five (85) calendar days following the ratification of the tentative agreement to FTA. FTA shall provide feedback no more than eighty-five (85) calendar days after receipt of the proposed collective bargaining agreement.
  
- F. Water and Snacks. The District shall provide water and snacks for bargaining sessions. Each side shall provide meals for their respective teams.

**Fresno Teachers Association**

**Fresno Unified School District**

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Manuel Bonilla                      Date  
President, Fresno Teachers Association

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David Chavez                      Date  
Chief, Human Resources/Labor Relations

