

GROUND RULES FOR 2026 SUCCESSOR NEGOTIATIONS
BETWEEN
Fresno Teachers Association (FTA) and
Fresno Unified School District (FUSD)
Presented to FUSD by FTA, May 11, 2026

1. **Parties.** This Agreement is between the Fresno Teachers Association (FTA) and Fresno Unified School District (FUSD/District).
2. **FTA & the District Bargaining Team Size.** The parties agree that each party shall determine the size of its bargaining team, but each team shall be limited to no more than **30 members** per session at the bargaining table. The district shall provide adequate space to accommodate all additional FTA bargaining team members at each session who will be present but not at the bargaining table. ~~As a result of the foregoing, all sessions shall be streamed live and broadcast in their entirety.~~ A digital recording (or link) of the ~~livestream~~ **all sessions** will be provided to FTA for distribution. **Only bargaining team members, FTA Officials and District Officials, may be present at negotiation sessions. Any parking costs associated with attending a bargaining session shall be paid by FUSD.**
3. **Traditional Bargaining & Workgroups.** The parties agree that traditional bargaining and workgroups shall be used for the 2023-2026 successor collective bargaining negotiations. 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.** The ground rules shall only be modified in writing by mutual agreement of the Parties.
4. **Initial Interests Exchange/Commencement of Negotiations.** Each party shall submit all their written articles/language by the end of the bargaining session in October 2026. **Only proposals which are in writing, identified as proposals, and presented at the bargaining table shall be considered official proposals.**
5. **Sessions, Location and Agenda.** The Parties will schedule sessions with a goal of two per month. Sessions will be held during normal business hours at a district facility that will accommodate the entire FTA bargaining team. Proposal areas for the bargaining session will be identified by the parties at least two days prior to the session.
6. **Food, Water & Coffee.** The district will provide breakfast and lunch, including bottled water, coffee, and tea for day sessions and the district will provide dinner and bottled water for evening sessions.
7. **Site Interference with Bargaining Team:** FUSD shall provide site administration with formal notification that they may not interfere with or attempt to recall bargaining members during any bargaining related activities.
8. ~~**Substitutes:** FUSD shall not increase Substitute pay during an FTA members strike authorized by at least 90% of the voting membership.~~
9. **Strike Compensation:** FTA members shall be fully compensated for all days/hours they strike once the strike ends and they return to work. A strike must be authorized by at least 90% of the voting membership to trigger the foregoing.
10. **FUSD Board Trustees:** Two school board trustees shall attend all FTA-FUSD bargaining table sessions. The two board trustees shall observe only and shall not attempt to influence the process or proceedings. ~~The 113% percent salary increase for board trustees shall only take effect after the 2023-26 successor bargaining agreement is ratified by both parties, and after FTA members receive at least an 8% across the board increase per year for each year of the new successor agreement.~~
11. **Decision Makers:** FUSD shall send a decision maker to each bargaining session. FUSD may choose to appoint a designee to attend that shall be duly authorized to agree on their behalf. The authorized decision makers shall be identified at the start of each bargaining session
12. **Data:** FUSD shall provide all FTA data requests within **10** business days after the request is submitted.
13. **Final Agreement/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.

Signatures:

For FTA:

Taylor Vizthum Date
Collective Bargaining Chair

For Fresno Unified School District:

David Chavez Date