

Bargaining Session #3 (6/4/26)

On June 4, 2026, the District and the Fresno Teachers Association (FTA) met for their third bargaining session regarding negotiations for the 2026-2029 successor agreement. The District provided the included document as a response to FTA's proposed ground rules from May 11, 2026. FTA asked clarifying questions for both the District's response, as well as the District's Package Proposal No. 1 from May 11. At this time, no agreements have been made, and the next bargaining session will be scheduled on a mutually agreeable date and time.

**GROUND RULES PROPOSAL NO. 2
FOR NEGOTIATIONS BETWEEN
FRESNO UNIFIED SCHOOL DISTRICT (DISTRICT)
AND FRESNO TEACHERS ASSOCIATION (FTA)**

June 4, 2026

1. **Parties.** This Agreement is between the Fresno Teachers Association (FTA) and Fresno Unified School District (District).
2. **FTA & District Bargaining Teams 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 for the session but not at the bargaining table, ~~subject to District facility space limits.~~ A digital recording (~~or link~~) of all bargaining sessions will be provided to FTA ~~for distribution to share internally with its members.~~ Any portion of the recording, or the recording in its entirety, shall be for internal union use only and not for public distribution, broadcasting, or streaming. Only bargaining team members, FTA officials and District officials may be present at negotiations sessions. Any parking costs associated with attending a bargaining session shall be paid by ~~FUSD~~ the District.
3. **Traditional Bargaining and Workgroups.** The parties agree that traditional bargaining and workgroups shall be used for the ~~2023-2026~~ 2026-2029 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 caucuses. 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 ~~last~~ 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. **Bargaining 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, ~~subject to District facility space limits.~~ Proposal areas for the bargaining session will be ~~identified by the parties at least two days~~ mutually agreed to by the Parties at least seven calendar days prior to the session. ~~In addition to sessions listed above, the District proposes holding bargaining sessions outside of normal business hours and during summer break.~~
6. **Food, Water & Coffee-Refreshments.** The District will provide ~~breakfast and lunch, including~~ bottled water, coffee, ~~and~~ tea and snacks for bargaining sessions. ~~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.
- 9 8. ~~**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 9. ~~**FUSD-District Board Trustees:** Two school~~ District board trustees shall ~~each assign a parent or community representative to~~ attend all FTA-FUSD bargaining table sessions. The ~~two board trustees parent or community representative~~ shall observe ~~only~~ and shall not attempt to influence the process or proceedings.
- 11 10. ~~**Authority to Bargain.** Both parties' bargaining teams shall have authority to make decisions on behalf of their respective parties at the bargaining table. **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 11. ~~**Data:** FUSD~~ The District shall provide a response to all FTA data requests within 10 business days after the request is submitted. ~~The District shall provide readily available information to FTA within the 10-business day timeframe and if requested data is not readily available, the District shall provide FTA with a timeframe of when the information will be provided.~~
- 13 12. ~~**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.

Fresno Teachers Association

Fresno Unified School District

Manuel Bonilla Date
President, Fresno Teachers Association

David Chavez Date
Chief, Human Resources/Labor Relations