

FTA Ground Rules Proposal 10.1.26

Fresno Unified was presented this proposal. No agreements were made. We have agreed to find additional dates to meet in the future.

**GROUND RULES FOR 2026 SUCCESSOR NEGOTIATIONS
BETWEEN**

**Fresno Teachers Association (FTA) and
Fresno Unified School District (FUSD)
Presented to FUSD by FTA, October 1, 2026**

1. **Parties.** This Agreement is between the Fresno Teachers Association (FTA) and Fresno Unified School District (District).
2. **FTA & the District Bargaining Teams.** The parties agree that each party shall determine the size of its bargaining team. The district shall provide adequate space to accommodate all FTA bargaining team members. All sessions shall be streamed live and broadcast in their entirety. A digital USB recording of all sessions will be provided to FTA for distribution, immediately following each session. Only bargaining team members, FTA Officials and District Officials, including parents and community representatives, may be present at negotiation sessions. Any parking costs associated with attending a bargaining session shall be paid by the district.
3. **Traditional Bargaining & Workgroups.** The parties agree that traditional bargaining shall be used for the 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 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 written articles/language and or concepts by December 31, 2026. Only proposals/concepts which are in writing and presented at the bargaining table shall be considered official.
5. **Bargaining Sessions, Location and Agenda.** The Parties will schedule sessions with a goal of two per month. For bargaining meetings held in the evening or on weekends, the district shall provide bargaining team members with childcare. As often as possible, sessions shall be scheduled to occur during early release Tuesdays and Wednesdays that no school board meetings are scheduled. 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 food, including bottled water, coffee, and tea for all 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. **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.
9. **FUSD Board Trustees:** Three school board trustees shall attend all FTA-FUSD bargaining table sessions. The three board trustees shall observe only and shall not attempt to influence the process or proceedings. Trustees shall not receive a pay raise until successor negotiations are completed and each party has ratified the agreement.
10. **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.
11. **Data:** FUSD shall provide all FTA data requests within 10 business days after the request is submitted.
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.

Signatures:

For FTA:

Taylor Vizthum Date
Collective Bargaining Chair

For Fresno Unified School District:

David Chavez Date
Chief Executive of Human Resources