



Fresno Teachers Association

Waiver Guidelines

The specifics of the waiver process can be found in Article 63 of the FUSD/FTA collective bargaining agreement. Please note that waivers are to be initiated by teachers and must note the specific article/section of the contract being waived. Below is an outline of the process FTA utilizes when processing waivers.

- A waiver is to be initiated by a petition signed by 25% of the Association members at that site.
- The waiver petition must clearly identify which contract provision(s) are to be waived and what the new language would say.
- The waiver petition must be submitted to FTA for review of the language and membership verification of the signatures (please make sure they print their name beside their signature) prior to conducting a secret ballot election.
- The FTA Faculty Representative, upon receiving verification from FTA regarding the waiver petition, will conduct a secret ballot vote of the Association members assigned to their school site. The waiver must receive support from 75% of the Association members, who vote in order for it to be submitted to the FTA Executive Board for approval.
- Once the FTA Faculty Representative has conducted the secret ballot election and verified the 75% approval vote, he/she must submit the waiver, including a memo documenting the voting results to both the FTA Executive Board and FUSD School Board for approval.

Please Be Advised – The FTA Executive Board has only been approving waivers which contain a sunset provision after one year. If the program is successful and a school site wishes to apply for a renewal of the waiver for the next year, they can follow a shortened process.

The deadline for receipt of waivers by the FTA Office is Friday, May 30, 2008.

You will be advised in writing of the Executive Boards decision after all documentation has been reviewed and any questions answered.

If you have any questions, please feel free to call the FTA Office at 224-8430.