

FRESNO UNIFIED SCHOOL DISTRICT

COMPREHENSIVE DISTRICT PACKAGE PROPOSAL NO. 4

FTA NEGOTIATIONS

February 13, 2014

FUSD presents its fourth comprehensive package proposal to fully resolve the parties' successor contract negotiations and to that end, the District proposes that this package as set forth below be accepted in full.

1. Increase all 2012-2013 certificated salary schedules as follows:
 - 2013-2014 = 2.7%
 - 2014-2015 = 3.5%
 - 2015-2016 = 2.0%
2. Increase the District's current annual maximum contribution toward the Health Plan benefits provided to each active eligible unit member by \$500, effective beginning the 2014-2015 insurance year. The automatic inflator included in Article 18, Section 5, will be modified to address the Local Control Funding Formula based on the net percentage change each fiscal year in the base grant revenue received by the District. The specific details will be subject to further discussion. (This proposal is in consideration of FTA's acceptance of #8 below.)
3. Add a new "Professional Learning Stipend" to effectively begin upon the completion of the 2014-2015. The District will invest a 3% increase for teachers at Class IV of the Basic Salary Schedule who engage in continuous District approved learning. It is understood and agreed that this stipend shall terminate if for any reason there exists an inability for full funding thereof through Local Control Funding Formula or successor legislation.
4. Withdraw FUSD proposal dated July 11, 2013 on Article 21, "Just Cause, Due Process and Progressive Discipline." Article 21 to remain status quo as set forth in the parties' 2010-2012 Collective Bargaining Agreement.
5. Sign Tentative Agreement on Article 63, Working Conditions.
6. Accept language in FTA's January 28, 2014 proposal on Article 52, Shared Decision Making, stating that the Association has the right to consult at the District level on the definition of educational objectives, the determination of the content of courses and curriculum, and the selection of textbooks to the extent such matters are within the discretion of the District under the law.
7. Accept language in FTA's November 14, 2013 proposal on Article 4 stating that all early

childhood classrooms shall maintain a class size equivalent to or less than the guidelines outlined by the California Department of Education.

Accept language in FTA's January 28, 2014 proposal to provide Lead and PACE Lead Teachers with an additional \$1.00 per hour and Child Development Center Supervisors with an additional \$4.00 per hour.

Accept proposed language stating work day for full-time Early Childhood Teachers shall be eight (8) hours. Accept FTA's proposed language for Work Year and Sick Leave.

- 8.** Accept concept presented in FTA's September 20, 2013 proposal on Article 49, Special Education, to pay those teachers who are credentialed for and assigned to teach in the special education program their per diem rate when providing services in the extended-year program to students with IEPs requiring extended-year special education services.

Propose language caseloads will be determined based on student/program needs in accordance with the Education Code (Sections 56362-56362.1).

Propose that special education committee established to improve collaborative problem-solving to include staffing

Propose language for special education teachers to utilize same school site equipment as general education teachers and be supported with appropriate instructional materials as aligned with District's adopted curriculum.

- 9.** On Article 16, Evaluation, the District has revised its proposal to delete the requirement that student growth/achievement will constitute 20% of the evaluation. Instead, the District proposes that whenever a permanent unit member receives a rating on his/her summative evaluation of "not meeting" or "growth expected" in any of the six (6) CSTP's because of deficits in his/her professional practices and/or student learning, the District shall provide the unit member with a Teacher Development Plan to support and assist the unit member during the ensuing school year in improving his/her performance. The Teacher Development Plan shall include goals for improving professional practices and student learning, together with objective criteria to measure progress towards stated performance and student learning goals.

- 10.** The Extra Pay for Extra Services schedule shall be increased for unit members by double with the exception of elementary athletic coaches which will triple. This will begin effective beginning the 2013-2014 school year.

- 11.** Revise the District's August 13, 2013 proposal on Hours to state that the work day shall be 8 hours during which unit members will be at their work sites no less than 7.5 hours per day.

Increase instructional time for teachers and students at schools that have been designated by the District as needing improvement (i.e., priority and focus schools) at the affected unit members' daily rate of pay, subject to the District's 8-13-13 Article 20 proposal, Section 5.4, as follows:

- 2014-2015: Up to ten (10) extra staff professional learning days and thirty (30) extra instructional minutes for students at 20 designated schools selected by the District. Add an additional 1.0 FTE Certificated Position to the basic staffing formula at each of the 20 designated schools.
 - 2015-2016: Up to ten (10) extra staff professional learning days and thirty (30) extra instructional minutes for students at 20 additional designated schools selected by the District. Add an additional 1.0 FTE Certificated Position to the basic staffing formula at each of the 20 designated schools.
- 12.** Eliminate grade 5/6 combination classes, effective beginning the 2013-2014 school year.
- 13.** Increase Instructional Aide time to mitigate kindergarten class sizes by adding two (2) six-hour roving aides at each elementary school, effective beginning the 2014-2015 school year.
- 14.** Effective beginning in the 2014-2015 school year, the District will maintain an average class size enrollment of 24 students for each school in K-3 grades and thereby, comply with Education Code Section 42238.02 well in advance of the statutory deadline of 2020-21.

PREVIOUSLY SUBMITTED ARTICLES/LANGUAGE-

1. Implement the District's proposals previously submitted to FTA on the following articles:
Article 61 – Transfer and Assignment
2. Modify Article 60, Term of Agreement, to extend the current certificated collective bargaining agreement by three (3) years, effective July 1, 2013, through June 30, 2016, with no reopeners.