



ARTICLE & TOPIC:	 <h2 style="margin: 0;">BARGAINING UPDATE</h2> <h3 style="margin: 0;">January 28, 2014</h3>	LAST PROPOSAL FROM FUSD:
ARTICLE 4 Early Childhood Professionals	This Article is nearly finished; FTA is only waiting on some <i>Leaves</i> data from District; Potential Tentative Agreement	
ARTICLE 5 Class Size	FTA Increased the length of time to reach ratios & maximums by proposing a 2-year phase-in for K-3 Staffing Ratios, and a 2-year phase-in for Grades 4-12 Class-Size Maximums. FTA also wants a monthly class size data report from the District.	9/20/2013 (4.3 Months Ago)
ARTICLE 16 Evaluation and Support	FTA acknowledged the positive exchange of ideas from the last session and proposed a joint-mechanism for on-going development of the CSTP Continuum as the tool for supporting teacher evaluation and growth. (Actually, this is already embodied in the opening statement of the Current Contract, agreed to by the parties since 2000-2001.) FTA expected this proposal to bring the parties much closer to a Tentative Agreement, at least on the basic tools. However the District's team was mostly angry because FTA didn't include student test scores as a percentage of each teacher's Evaluation. This concept has been in the District's proposal since the beginning.	12/12/2014 (Last Session)
ARTICLE 18 Fringe Benefits	FTA reduced its request for District contributions to Benefits by proposing a 2-year phase-in to reach the 2008 level. FTA also proposed phasing-in contributions for early retirees.	10/10/2013 (3.7 Months Ago)
ARTICLE 20 Hours	Status quo; FTA proposes to return to Current Agreement with no change. The District's proposal to increase the Duty Day from 7 to 8 hours has not changed since the beginning of this bargaining season.	08/13/2013 (6.3 Months Ago)
ARTICLE 21 Discipline (Just Cause)	FUSD withdrew its proposal on November 8, 2013; Tentative Agreement	
COMBINED ARTICLES 47/52/54/62 Shared Decision Making	Nearly finished; FTA proposed adding a "Right To Consult" paragraph to capture the legal provisions of the Collective Bargaining Law which provide for teacher voice when the District is setting educational objectives, selecting new textbooks, etc.; Potential Tentative Agreement	

ARTICLE & TOPIC:	 <h1 style="margin: 0;">BARGAINING UPDATE</h1> <h2 style="margin: 0;">January 28, 2014</h2>	LAST PROPOSAL FROM FUSD:
ARTICLE 49 Special Education	No agreement on FTA's proposed Special Education Class Size/Case Load chart.	11/8/2013 (2.7 Months Ago)
ARTICLE 50 Salary	<p>FTA reduced its request for a 2% full-retro salary schedule adjustment for last year (2012-13) to a one-time payment of 2.7%; this proposal does not increase the salary schedule.</p> <p>FTA then reduced its proposal for 2013-14 to 6%, and included 9.5% for 2014-15, recognizing the increased funds in the Governor's Budget for next year. (See also Article 60 Term)</p> <p>FTA accepted the extra pay stipends proposed by the District in November.</p> <p>And FTA presented a counter proposal to the District's "3% professional development column." FTA instead proposes that a "3% of Salary" stipend be paid to any Unit Member on any step of the schedule, who has submitted the required 9 hours of course work. FTA has titled this proposal "Career Incentive," intended to help attract and retain teachers.</p>	10/10/2013 (3.7 Months Ago)
ARTICLE 60 Term of Agreement	FTA's new proposal is to accept the District's Term proposal of July 1, 2013 to June 30, 2016. The cash payout proposed in Article 50 is to recognize the salary losses FTA unit members experienced under the prior Contract.	
ARTICLE 61 Transfers	FUSD previously withdrew its proposal on Seniority; <i>Potential Tentative Agreement</i>	
ARTICLE 63 Working Conditions	FTA accepted the District's last proposal; <i>Tentative Agreement</i>	
ADDENDUM Special Projects/Ed Reform	<p>FTA proposed the concept of site-developed, teacher-driven reforms, allowing up to 3 sites/staffs to waive contract provisions so long as guarantees of adequate resources such as low class sizes, intervention staff and/or other measures needed for creative designs are available.</p> <p>This trial Addendum to the Agreement is in response to the District's proposals to adjust Hours and Duty Day and Work Year by adding 30 minutes per day and 10 days per year in 20 schools in 2014-15 and 20 more in 2015-16. The District's position on this topic has not changed last summer.</p>	